



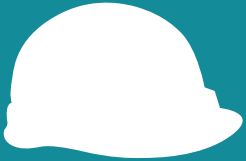
News of Merit

e. communications@meritalberta.com
p. 780.455.5999 f. 780.455.2109

103-13025 St. Albert Trail
Edmonton, AB T5L 4H5

ISSUE #331
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Membership



Training



Benefits



Perks

Building the Workforce for our Members

Several graduates of Centre High Campus' construction boot camp, supported by the Merit Educational Initiatives Grant, have already been hired by Merit member companies.

Pagnotta Industries welcomed three of the graduates including Chelsea Ewaskow, who says the construction boot camps and safety training changed her life, "I'm thankful Centre High and Merit came together to offer this program. It opened my eyes to all the opportunities available in the construction sector."

Malcolm D. Kirkland, Merit President, says many Merit companies are looking for new, skilled-labour to add to their workforce and this program is addressing the demand, "this program is showing its value, as graduates are already being offered good, stable, well-paying jobs, while the construction industry is welcoming young, educated, and energetic people to the workforce."

The Merit Educational Initiative Grant provided a \$400,000 grant to Centre High Campus to create this program to assist

students who want to pursue a bright future in skilled trades. The program includes construction workshops, safety instruction, and first-aid training to prepare students for work experience placements and apprenticeships.

The funding also allowed Centre High to hire Kristine Morris, a full-time Merit Skilled Trades Liaison Program Coordinator, who assists students in all aspects of their job search – from resume writing to job placement. As school recently came back from summer break, Morris says many young people are signing up for the next boot camp, "these kids want to know all about skilled trades and be job ready. We will again have a group of talented young people for the Merit companies to hire."

The partnership with Centre High Campus is just the first in a series of educational initiatives that will be announced throughout the province. "We have programs coming online that will give Alberta students exposure to the industry, safety training and the confidence they need to pursue a skilled trades career," said Kirkland.

Receive News of Merit by E-mail

If you would prefer to receive this newsletter electronically, please email communications@meritalberta.com.

Training

Supervisory Courses

Supervisor Training Program (STP)

Designed for foremen or other supervisory staff in the construction industry, the Supervisor Training Program teaches valuable skills such as time management, communication skills and how to maintain productivity. STP principles can be applied in any setting where there is overseeing or directing of others' activities. The program consists of in-class instruction and on-the-job assignments.

 5 Gold Seal Credits  39 Blue Seal Hours

 ICCS Certified

EDMONTON & CALGARY

Oct 20 to Nov 17	Nov 9 to Dec 9
Tues & Thurs 6:30 – 9:30PM	Mon & Wed 6:30 – 9:30PM
One Sat	One Sat

Leadership Development for Supervisors (LDS)

The Leadership Development for Supervisors program is a follow-up to the Supervisor Training Program* that emphasizes the knowledge and skills required to provide effective leadership to crews and project teams in the construction industry. Participants will explore the role of a leader in today's complex work environment and develop techniques to address key leadership challenges.

 5 Gold Seal Credits  33 Blue Seal Hours

**While completion of the Supervisor Training Program is recommended, it is not a prerequisite to attend this course.*

EDMONTON & CALGARY

Oct 25 – Nov 23
Mon & Wed 6:30 – 9:30PM
One Sat

Management Courses

Construction Business Management

NEW!

In this two day course, construction owners, managers, estimators, supervisors and staff will learn how to improve the management and business systems of their construction company.

Topics covered include: strategic planning, business planning, marketing, employee engagement, performance management, risk management and key performance indicators.

EDMONTON	CALGARY
Dec 8 & 9	Dec 10 & 11
8AM – 4PM	8AM – 4PM

Seminars

HR Networking Series

A People Leader's Role in a Healthy and Productive Workplace

In this session Dora M. Newcombe, CHRP from Shepell•fgi, will provide some tools to use when facing sensitive employee situations. You will learn:

- the professional services available through the EFAP and how the support process works
- how to support employees while still managing performance
- the range of services available to you as a people leader; and
- how to access support.

EDMONTON	CALGARY
Nov 18	Nov 19
8:30 – 10:00AM	8:30 – 10:00AM

Construction Skills Training

Scaffolding

The frame scaffold course is delivered through a combination of classroom and practical training. The course information is compliant with the General Safety Regulation for Scaffold.

Students must bring the following items to class: tape measure, level, hammer, hard hat, safety glasses and steel toed boots.

CALGARY	RED DEER	EDMONTON
Oct 21	Oct 14	Oct 14
6 – 10PM	1 – 5PM	6 – 10PM

To register in Calgary or Red Deer go to www.meritalberta.com.

To register in Edmonton call 780.455.5999.

Safety Courses

Merit partners with established, credible safety training providers in the province to deliver various safety training courses on an as needed basis.

The following courses are available:

- Standard and Emergency First Aid
- OSSA Fall Protection
- Confined Space
- Aerial Lift
- H2S Alive
- WHIMIS
- First Aid Recertification

EDMONTON	CALGARY
Call 780.455.5999	Call 403.291.9247

October 2015

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	SCA E&RD	15	16	17
18	STP E&C	20	SCA C	22	23	24
25	LDS E&C	27	28	29	30	31

November 2015

S	M	T	W	T	F	S
1	2	3	4	BuildEx C	6	7
8	STP E&C	10	11	12	13	14
15	16	17	HR E SCA C	HR C STP RD	20	21
22	23	24	25	26	27	28
29	30					

December 2015

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	CBM E	9	CBM C	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Training (Continued)

Gold Seal Credits on e-Learning Courses

NEW!

Earn Gold Seal credits on our e-Learning courses! Work towards Gold Seal accreditation on your own schedule, at your own pace, anywhere you want.

Microsoft Office 2013 (Beginner) Package

Courses included:  **11 Gold Seal credits**

- Word
- Excel
- Powerpoint
- Outlook
- Project

Microsoft Office 2013 (Advanced) Package

Courses included:  **16 Gold Seal credits**

- Word
- Excel
- Powerpoint
- Outlook
- Project

BIM Software Package

Courses included:  **20 Gold Seal credits**

- Revit Architecture
- Revit Structure
- Revit MEP
- Navisworks
- BIM 360 Glue

AutoCad Software Package

Courses included:  **10 Gold Seal credits**

- AutoCad
- AutoCad Electrical
- AutoCad MEP
- AutoCad Architecture
- AutoCad Advanced

3D Software Package

Courses included:

- 3DS Max Design
- Civil 3D
- Plant 3D
- Map 3D
- Showcase

Introduction to Construction Software Package

Courses included:  **8 Gold Seal credits**

- 3DS Max Design
- Civil 3D
- Plant 3D
- Map 3D
- Showcase

Project Planning Software Package

Courses included:  **8 Gold Seal credits**

- Quantity Takeoff
- Excel
- Project
- Infracore
- Navisworks

Benefits

Employee Benefits in an Economic Downturn

Due to the current economic situation in Alberta, many employers are looking for ways to cut costs. One area where employers often look for savings is the company's benefit plan.

When considering changes to a benefit plan, employers must tread carefully. Recent national surveys asked workers to comment on group benefits. The results provide some interesting insights:

- alberta employees are among the most likely in the country to say that extended health and dental benefits are a very important consideration when contemplating a new job, ranking second only to income;
- extended health and dental coverage are more important to Alberta employees than savings plans and retirement benefits;
- approximately half of Canadian workers say benefits play a significant role in their decision to stay with their organization;
- Alberta employees are becoming increasingly willing to spend more to get better benefits; and
- younger workers are increasingly viewing benefit plans as a right rather than a perk or privilege.

These findings highlight the dangers of making cuts to a benefit plan. If a decision must be made to reduce benefit costs, consider other options prior to reducing the coverage your company offers.

- Increase your employees' share of premiums. When the life insurance, accidental death and dismemberment and disability portion of premiums are employer-paid, there are tax consequences for employees. Have employees pay for those portions of premiums;
- Reduce contributions to savings plans and retirement benefits before cutting insurance coverage. Employees put a higher value on health and dental coverage;
- Ensure that your benefit plan administrator is on top of employee changes that can lead to premium reductions. For example, when Hour Bank participants are turning 65, they must be moved to a division without LTD coverage. This is a frequently overlooked administrative detail that can lead to unnecessary benefit costs.

Tough economic times may lead to difficult decisions. Finding the right way to reduce costs without significantly affecting employee morale and retention makes sound business sense. Contact Member Services if you require assistance in analyzing your benefit costs.

Employee Profiles on www.merconbenefits.com

By creating employee profiles, your Hour Bank employees can view:



Benefit Status



Hours Reported



Personal Details



Dependent Information

Member News

HR Directory

Merit recently updated the HR Consultant Directory, which serves as a great resource to help members find firms who can assist them with their Human Resources related needs. To access the updated directory, please visit www.meritalberta.com. You can find the heading "HR Consultant Directory" under the "Programs & Services" tab.

Jobsite123

Please be advised that the relationship between Merit and Jobsite123 has come to an end. Jobsite123 has terminated the Jobsite123 website (along with any company profiles) effective immediately.

A membership roster has been added to the Merit website to replace the roster that was previously powered by Jobsite123.ca. In addition, an improved directory will be up and running by the New Year.

If you have any questions or concerns about these changes, please contact Matt Baron at 780.455.5999 or via email at mbaron@meritalberta.com

Member Spotlight

RMS Builders Inc.

Congratulations to RMS Builders for ranking #2 in Profit 500's ranking of Canada's Fastest-Growing Companies!



Quinn Contracting Ltd.

Quinn Contracting's 18th annual golf tournament raised \$2,000 for the Boys & Girls Club of Red Deer & District - a great success!

What is your company proud of? Let us know by emailing communications@meritalberta.com

Get Involved with Habitat for Humanity

Merit was proud to support Habitat for Humanity in its 10th Annual Golf Tournament as a hole sponsor this summer.

The 2015 tournament raised a record \$110,000!

Since 1991, Habitat for Humanity Edmonton has been helping hard-working families trying to break the cycle of poverty.

The golf tournament is just one of the organization's primary fundraising initiatives, and there are opportunities to volunteer year-round.

Put your skills to work for a great cause!

To arrange volunteering at a build, contact a volunteer coordinator at your local Habitat for Humanity:

Camrose Region	780.679.0369
Red Deer	403.309.0998
Edmonton	780.479.3566
Southern Alberta	403.253.9331
Lethbridge	403.327.6612
Wood Buffalo	780.804.1311

Post-Secondary Scholarship for Children of Merit Member Employees

First Year Scholarships

The Merit Contractors Association Post-Secondary Scholarship is intended to assist children of Merit member employees pursuing post-secondary education, including apprenticeship technical training. This scholarship is awarded to first-year students. The top 80 applicants, on the basis of grade 12 academic standing, will be awarded \$750 scholarships. The scholarship applies to any accredited post-secondary institution.

To qualify for the Merit Post-Secondary Scholarship, a student must:

- be under 23 years of age at the December 31, 2015 application deadline;
- be listed as the dependent child of an employee participating in the Merit office supervisory or Hour Bank plan; and
- have a parent/guardian in benefit at time of application. (if you require further clarification as to your benefit status, please contact Member Services at 1.877.263.7266).

The following must be submitted with application:

- ORIGINAL Alberta Department of Education high school transcript;
- copy of high school diploma;
- copy of acceptance letter from institution; and
- copy of post secondary student ID

Second Year Scholarships for Apprentices*

Apprenticeship students entering their second period of training will be eligible for a second \$750 scholarship, providing they have successfully completed their first year of training. Apprenticeship students must re-apply after completion of their first year to qualify for the second \$750 Merit scholarship. A copy of Apprentice Industry Training (AIT) marks, student ID and proof of enrolment of second period training must be submitted with application.

**This second scholarship is only available to apprenticeship students who applied in 2014 and are continuing their training in 2015.*

Provincial Construction Stats

Total Number to the End of:	August 2015	August 2014
Merit Member Workhours	72,133,454	73,000,684
Building Permits (Edmonton)	\$3,015,727,500	\$2,934,160,500
Building Permits (Calgary)	\$3,658,583,955	\$4,503,968,124
For the Month of:	August 2015	August 2014
Provincial Unemployment Rate (AB)	6.0%	5.2%
National Unemployment Rate	7.0%	7.0%
Alberta Construction Employment	258,000	258,500

Data Sources: Merit Member Services; City of Edmonton; City of Calgary; Statistics Canada

Member Discounts



Receive preferred discount prices with a Rona Contractor Member card at the time of purchase. To apply for your card, please visit www.meritalberta.com.



Receive 2.0 cents off per litre on gas/diesel; 15% off car washes; and 5% off parts and labour at Certiguard Car Care Centres. Visit www.meritalberta.com for an application.



Receive 2.0 cents off per litre on fuels, top-up fluids and car washes with an ESSO Business Plus Credit Card. Visit www.meritalberta.com for an application.



Receive discount rates on Reed Construction Data. Visit www.reedconstructiondata.com for more information or contact John Richardson at john.richardson@reedbusiness.com or 604.412.2206



Choice Hotels offer discounted rates whether your reservation is for business or pleasure. Save between 15% and 20% by calling 1.800.424.6423 or by visiting www.choicehotels.ca



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RBC Royal Bank

RBC Group Advantage gives you a flexible way of adding additional benefits to attract and retain the key people you rely on.

RBC Group Savings Plans provide value for participants without burdening you with high fees and administration requirements. Visit www.meritalberta.com for an application.

For further information, call 780-944-5008, or toll-free at 1-877-477-6500.



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