

Knowledge  
and ability  
to listen.

Presence  
and continuity.

Information  
and action.



QRBHCA

AUTHORIZED CIVIL  
ENGINEERING  
AND ROADS  
REPRESENTATIVE  
IN QUÉBEC



## Our Members

### 1. Profile

The QRBHCA is an association of firms of all sizes that work in a variety of sectors, often for major order givers such as the Ministère des Transports du Québec, Hydro-Québec, the municipalities and state-owned corporations.

Member companies build dams and energy generating stations as well as transmission, energy and telecommunications lines and municipal works. They also produce structural concrete, and produce and lay asphalt and cement concrete. Other sectors of activity include crushing, earthworks, gas pipelines, quarries and sand pits, construction, road maintenance and snow removal, drilling and blasting, pipe production, mechanized work, transportation and equipment hire.

*“An association built on good foundations, with a good structure – in other words, as solid as the industry it represents”*

# QRBHCA

## The Québec road builders and heavy construction association

Québec has roads – lots of roads, linked by a multitude of bridges. It also has a pool of specialists able to build those roads and bridges and extend both the network and its life span. These are the Road Builders of Québec.



Québec needs major works. A lot of major works are at the planning and operational stages. Québec also needs specialists to build those works and maintain them so that they perform at their best. These are the Heavy Constructors.

All these builders and their suppliers have one thing in common – civil engineering and road works, the focal points of their expertise. They also have an Association that

acts as a permanent link, serving and informing them, listening to them, and making sure they are heard. This is the QRBHCA. The QRBHCA has approximately 600 member businesses, along with a history and organization that has enabled it to become the acknowledged representative of the civil engineering and road works sector in Québec.

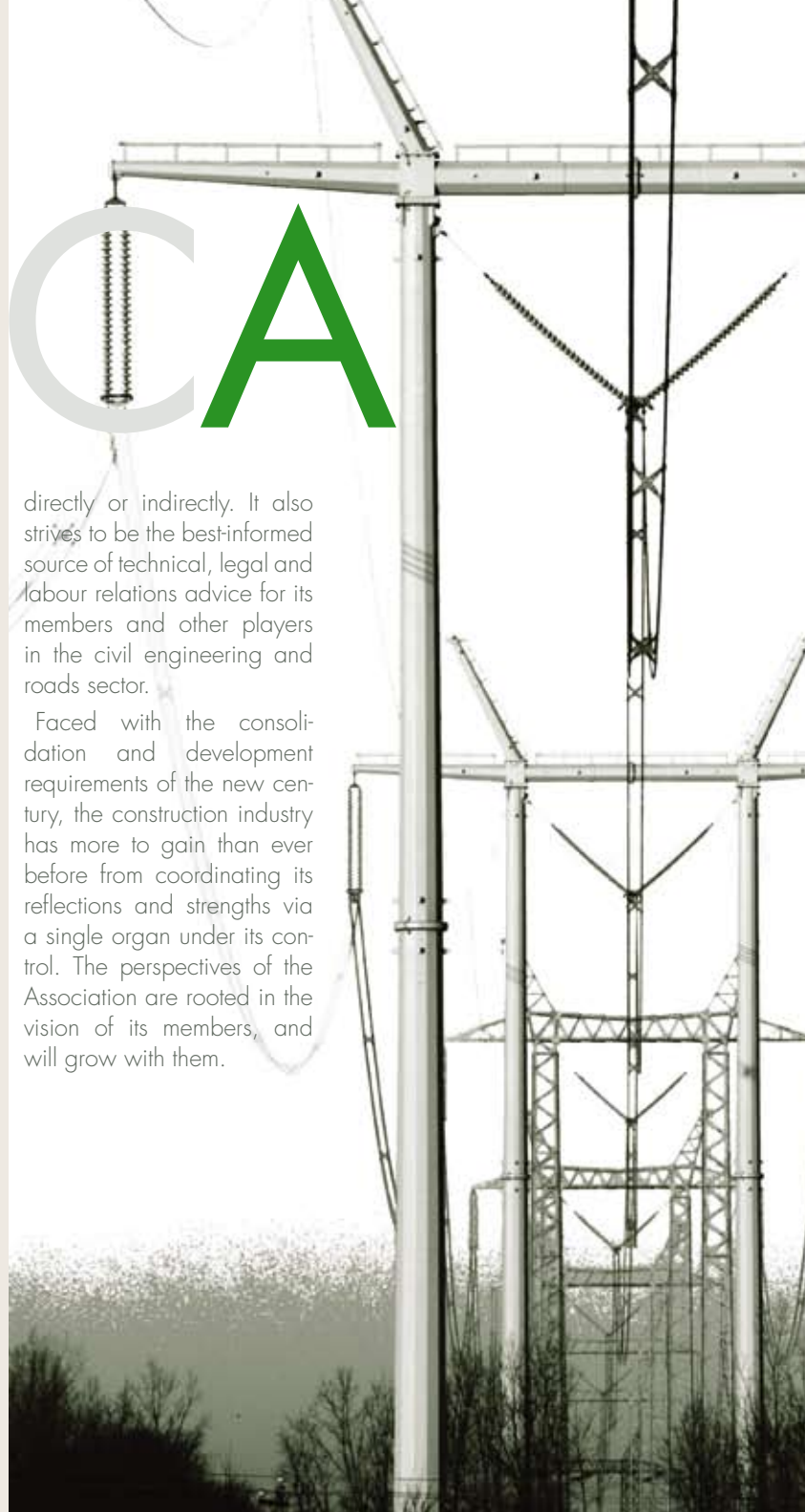
### Mission and perspectives

The QRBHCA protects the professional and corporate interests of its members and helps safeguard the conditions of a business context that allows them to accomplish their mission perfectly and to the highest standards of safety.

Through its communications and advisory function, it inspires and guides the government authorities and institutions responsible for the legislation and regulations that govern or affect the industry either

directly or indirectly. It also strives to be the best-informed source of technical, legal and labour relations advice for its members and other players in the civil engineering and roads sector.

Faced with the consolidation and development requirements of the new century, the construction industry has more to gain than ever before from coordinating its reflections and strengths via a single organ under its control. The perspectives of the Association are rooted in the vision of its members, and will grow with them.





## **Our members** **2. Categories**

The QRBHCA has five categories of members

**Regular members** are individuals or companies active in the road works and civil engineering sectors, including bituminous concrete, cement concrete and aggregate producers and landscaping companies.

**Associate members** are companies that produce, distribute or supply goods and services to regular members.

**Affiliate members** are registered affiliates of parent companies that are already regular members of the QRBHCA.

**Honorary members** are appointed by the Board of Directors in recognition of their remarkable service to the civil engineering and road works sector.

**Individual members** are individuals who work on their own behalf in the construction industry in general, and the civil engineering and road works sector in particular.

*“Roads that serve to build the tools of efficiency and growth.”*

# QRBHCA

## Québec Road Builders

Québec boasts 150,000 km of roads, including 5,000 km of highways, plus nearly 10,000 highway structures. The roads of Québec connect city centres to the remotest Northern regions. Every year, the road network carries half of Québec's total exports and more than a quarter of its gross domestic product – in other words, goods valued at more than \$50 billion – primarily to Ontario, but increasingly to the United States.

Roads are of utmost importance to Québec's competitive capacity and its economic life in general. The benefits of effective transportation links for business and industry logistics are obvious to everyone. The same applies to tourism, leisure and security, not to mention the infinite possibilities for professional

and commercial travel. The total vehicular traffic present in Québec in the 21st century amounts to the equivalent of 3.5 billion vehicle units per year. The mobility of people and goods is a reflection of future capacity. Our roads are the instrument of this mobility, and are therefore also the instrument of our development and our future.

While we may need our roads, our roads indisputably need us to build, maintain and restore them. The slightest deficiency on our part is both a reflection and a cause of stagnation and risk, whereas investment is the key to transportation, which in turn is the key to the industry and, by extension, to the economy itself. Given the scope of the network and its essential nature, it is easy to imagine the extent of

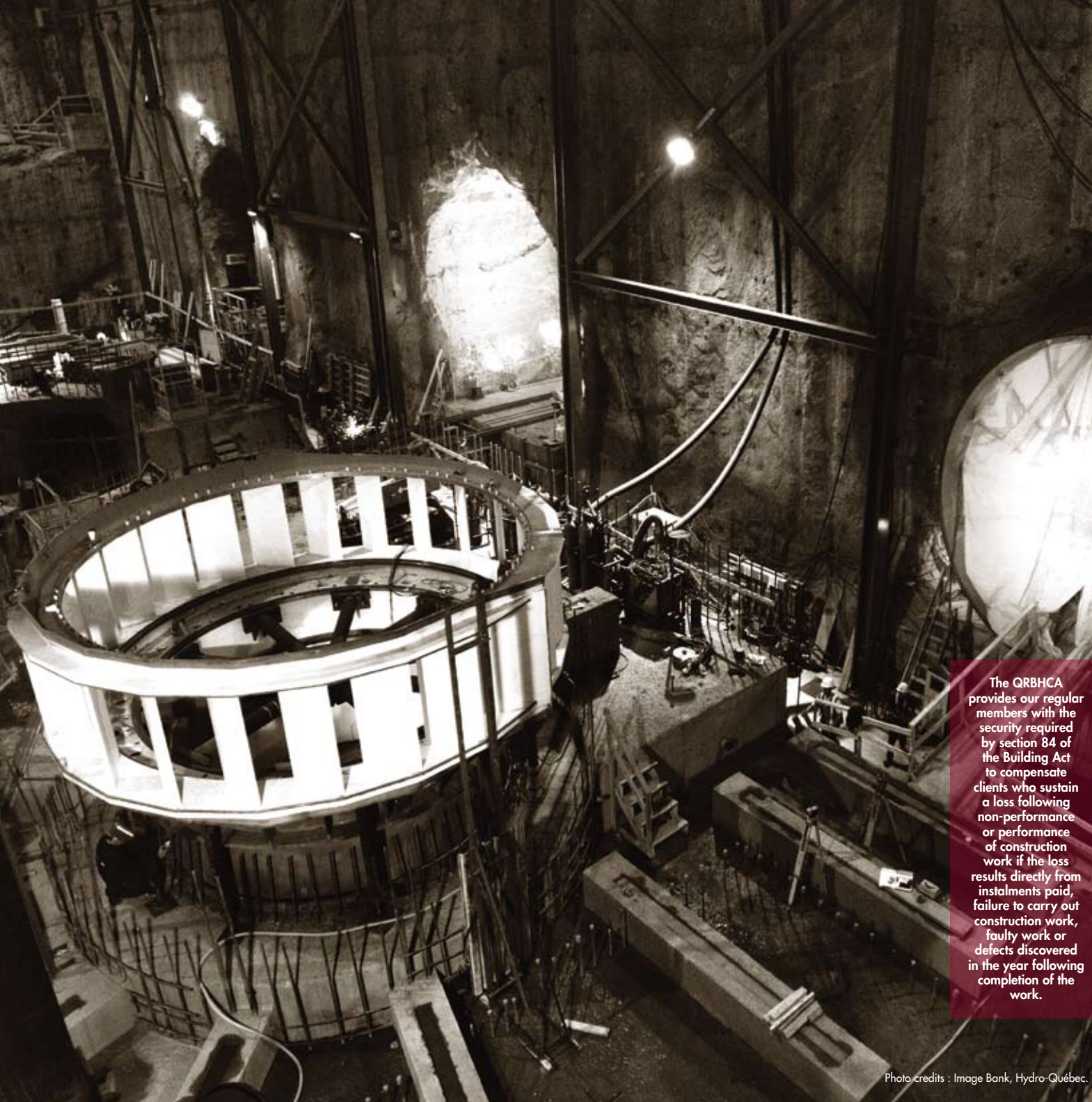
the demand for supervision, verification, planning, expertise, logistics, inventions and training.

The Road Builders of Québec are able to satisfy these demands in conjunction with government authorities and, increasingly, with private sector leaders.

As the acknowledged representative of the civil engineering and road works sector in Québec, the QRBHCA has played a key role in responding to these demands for more than 60 years.

Québec boasts 150,000 km of roads, including 5,000 km of highways, plus nearly 10,000 highway structures.





### Our members 3. Advantages

You benefit from the QRBHCA's dealings with various government departments and agencies.

As a regular member, you are automatically affiliated with the Canadian Construction Association (CCA).

The QRBHCA's staff are able to advise you on legal, technical, labour relations, health and safety issues.

You are informed about negotiations, monitoring and application of the civil engineering and road works collective agreement.

You have access to an advantageous insurance program.

Your company's name appears in the directory of members, which is used by order givers.

You have access to continuous training.

Certain special events are reserved exclusively for you, including the annual conference and the golf tournament.

The QRBHCA provides our regular members with the security required by section 84 of the Building Act to compensate clients who sustain a loss following non-performance or performance of construction work if the loss results directly from instalments paid, failure to carry out construction work, faulty work or defects discovered in the year following completion of the work.

*“Major works – the heart and driving force of Québec's economy.”*

# QRBHCA

## Major works in Québec

Not all countries or regions possess the same level of resources or the same resource development skills. Québec is fortunate to have a considerable advantage in this respect. Its territory offers an abundance of natural resources and its society has all the assets it needs to harvest them productively. Its past successes bode well for the future, especially in the energy field.

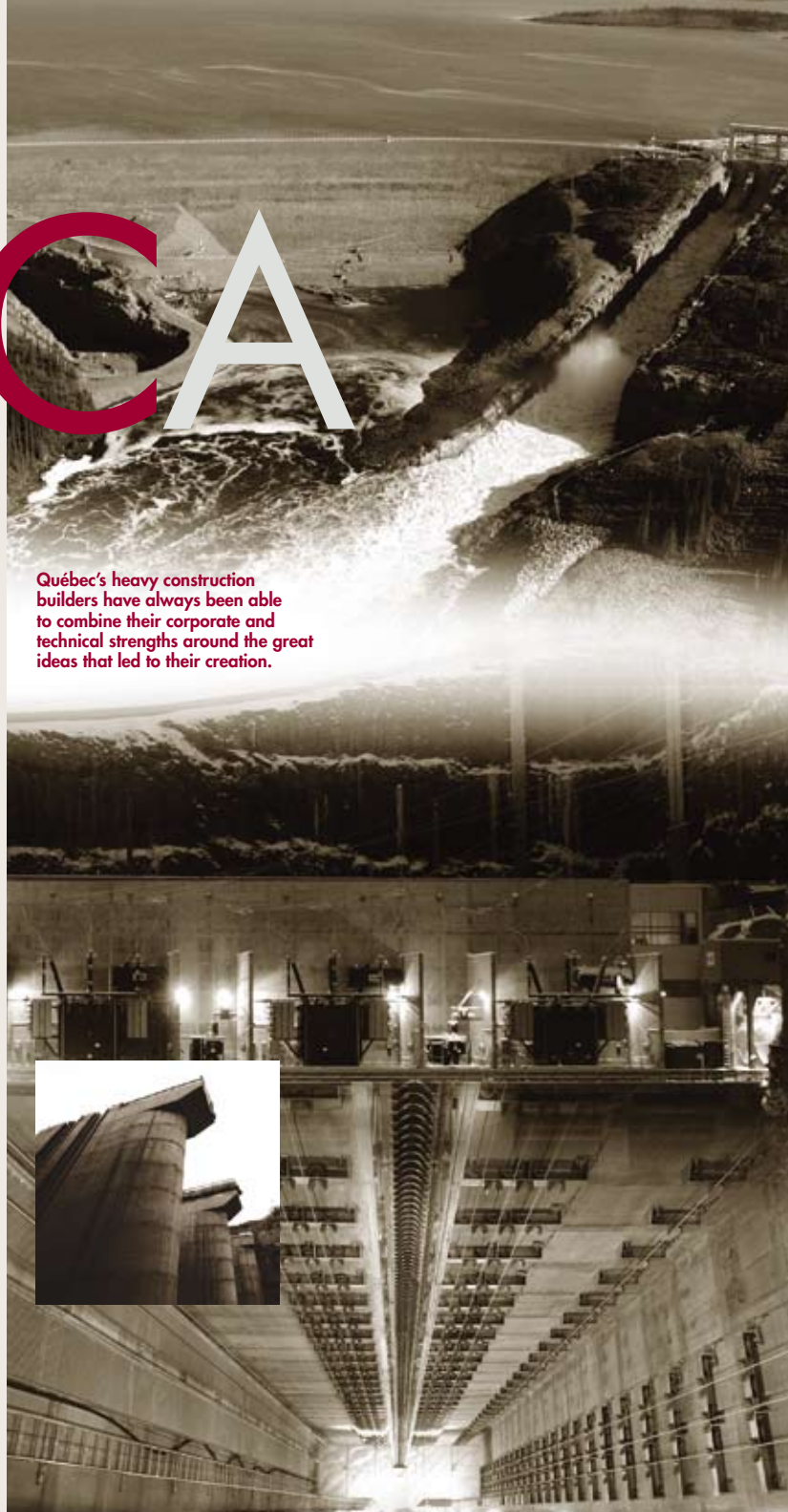
However, if we want our resources to serve us well, we must first serve them. Québec currently has its own exceptional facilities that have proved their worth, including the most extensive electricity transmission network in North America. However, in a constantly changing world, those who do not move forward soon fall behind, and we need to focus all our attention on the success of our most important major projects, whether it be as

contractors, producers, transporters, customers or exporters.

Thousands of megawatts of electricity are at stake, produced by public and privately-owned hydraulic and wind-powered facilities, and they will have a direct impact on both our economy and our freedom to develop. In addition to these huge projects, there is the possibility of gas and petroleum deposits, especially in the Gulf of St. Lawrence.

Faced with prospects of such capital importance as these, Québec's heavy construction builders have always been able to combine their corporate and technical strengths around the great ideas that not only led to their creation but will continue to fuel their growth both now and in the future. The QRBHCA is the expression of their constancy.

Québec's heavy construction builders have always been able to combine their corporate and technical strengths around the great ideas that led to their creation.





**A CORE ELEMENT  
OF OUR INDUSTRY –  
AN INDUSTRY-SPECIFIC  
ORGANIZATION.**

**OFFERING  
WELL-STRUCTURED  
ACTION AND  
SERVICE.**

**A STRUCTURE  
AND RESOURCES.**

**WORTHY OF THE  
SECTOR IT REPRESENTS,  
REFLECTING ITS  
INTERESTS.**

Knowledge  
and  
ability  
to listen.

Presence  
and  
continuity.

Information  
and action.

These three  
phrases  
express our  
philosophy, and  
the philosophy  
behind our  
services.

GOVERNMENT  
AND PUBLIC  
AFFAIRS SECTOR

LABOUR  
RELATIONS  
SECTOR

LEGISLATION  
AND  
REGULATIONS  
SECTOR

SCIENCE AND  
TECHNOLOGY  
SECTOR

*“The QRBHCA’s  
mission is best  
achieved through  
action.”*

# QRBHCA SERVICES

## **Knowledge and the ability to listen**

We listen not only to our members but also to our environment and its major players, through their contacts with society as a whole. Our role is also to know and understand – in other words, to gather knowledge and expertise.

## **Presence and continuity**

We establish our presence in the industry and its environment through our members, who are our anchor points, and also through a permanent office with a large, specialized workforce for whom Québec City is the geographic fulcrum, as the central point of the province and the seat of government. We have worked continuously since 1944 to promote civil engineering and road works as part of social and economic development, as well as the views and considerations of our industry. The presence and unstinting effort of our members is reflected by the

composition of the Board of Directors, which has become the heir and custodian of our policies and prestige. The term of office of the Board Chair, who is always connected directly to the construction sector, is renewable after one year. The Chair may not hold office for more than two terms.

## **Information and action**

We provide our members and the entire industry, including clients and major order givers, with general, specific, technical and specialist information.

In this respect, the Association is a credible and legitimate reference. It is able to inform because it is kept informed by major industry players. Conversely, it is kept informed because it, in turn, is able to inform. Acting as a showcase for civil engineering and road works, it has become the de facto depository for information of all kinds.

Informing is, of itself, a form of action. But we also act in other

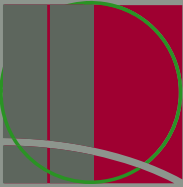
ways too. Action is the ultimate expression of who we are. Our mission is best achieved through well-balanced action. This includes action with governments and the business community, as well as action with appropriate associations and groups, including professional orders, trade unions, advisory and consulting groups, economic and social players – wherever our members' interests are at stake. In other words, we believe representation, like construction, is always a question of balance.

The QRBHCA acts as spokesperson for Québec's business leaders in discussions with the national trade unions on the renewal and application of civil engineering and road sector collective agreements in Québec's construction industry.

**QRBHCA  
representation,  
a question of  
balance**



**The  
QRBHCA  
works  
in four  
basic  
sectors**



### About vocational training.

The QRBHCA encourages and supports in-house professional development activities for the industry's workers.

Together with the construction industry training fund (FFIC), it carries out promotion and informs civil engineering and road works contractors about the manpower vocational training programs offered by government and private organizations.

The QRBHCA takes any initiatives it feels are necessary or useful to ensure the professional development of the industry's human resources.

# QRBHCA SERVICES

GOVERNMENT AND PUBLIC AFFAIRS SECTOR  
LABOUR RELATIONS SECTOR  
LEGISLATION AND REGULATIONS SECTOR  
SCIENCE AND TECHNOLOGY SECTOR

The QRBHCA acts in four basic sectors. It does this through a large number of committees composed of permanent staff and representatives of member companies. However, its first line of action is through its management, especially in the area of Government and Public Affairs. It also acts through its three main departments, covering its essential service sector. These are the Labour Relations Department, the Legal Affairs Department and the Technical Department.

## The QRBHCA's General Management

**GM** The QRBHCA's management is its principal general agent, with authority over the departments and committees. Management is committed to every level of Government and Public Affairs, and is involved directly or through the departments in all the Association's activities and mandates. In addition, it is solely responsible for communications, special events and training. Among other things, with the support of various specialist teams, management produces and defends briefs, recommendations and opinions for government departments and parliamentary standing committees, as well as studies and investigations, always in the interests of members

and the industry as a whole. In conjunction with the Board of Directors and the Chair, management is also responsible for the Association's general policies and for its alignment with the needs and situation of members and the industry.

## The QRBHCA's Labour Relations Department

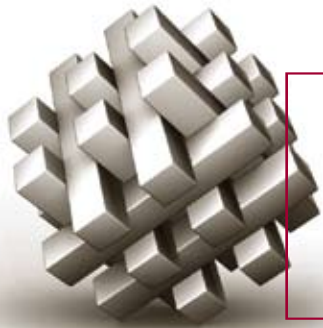
**LRD** According to the Act respecting labour relations, vocational training and workforce management in the construction sector, the QRBHCA is the sector-based association of employers responsible for negotiating, applying and monitoring the civil engineering and road works sector collective agreement. In this respect, it represents the interests of more than 2,000 construction

industry employers with more than 25,000 employees.

The mission of the Labour Relations Department is to represent the individual and collective interests of civil engineering and road works sector employers in dealings with various organizations, including the Commission de la construction du Québec (CCQ), the Commission de la santé et de la sécurité du travail (CSST), the Conseil du patronat du Québec (CPQ) and the trade unions.

*"The QRBHCA acts through its management and its three main departments."*





GENERAL MANAGEMENT  
LABOUR RELATIONS DEPARTMENT  
LEGAL AFFAIRS DEPARTMENT  
TECHNICAL DEPARTMENT

## The QRBHCA's Legal Affairs Department

LAD

The Legal Affairs Department is responsible for two types of issues:

### 1. Legal questions concerning labour relations and workplace health and safety.

Based on a predetermined policy, the Legal Affairs Department defends contractors, mainly in civil proceedings initiated by the Commission de la construction du Québec (CCQ), in penal proceedings concerning the Act respecting labour relations, vocational training and workforce management in the construction sector (R-20), in grievances and in certain disputes involving the Commission de la santé et de la sécurité du travail.

In addition, the Legal Affairs Department is involved in numerous other matters of general interest, including amendments and

improvements to legislation, the negotiation, application and monitoring of civil engineering and road works sector collective agreements, and the CCQ's training plan.

### 2. Traditional legal issues.

In the case of industry-specific legal affairs, other than those concerning labour relations and workplace health and safety, the Legal Affairs Department is able to advise the members or players concerned. However, in matters whose outcome is likely to affect all the Association's members, the QRBHCA, with the approval of the Board of Directors, will exercise its prerogative to take over the role of defendant in order to create a test case.



## The QRBHCA 's Technical Department

TD

The principal task of the QRBHCA's Technical Department is to represent members and defend their interests in dealings with various order givers and other major players in the civil engineering and road works sector.

The Technical Department works actively with the Association's various committees on subjects such as standardization, public-private partnerships, public financing, tariffs, payment methods and sureties, works management and specifications, and vocational training.

At the same time, and depending on its capabilities, it is able to advise members on technical and scientific issues relating to civil engineering and road works in the construction sector.

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