



1 May 2020

Tree Planting Sector Outline

Capacity

The BC tree planting sector comprises approximately 65 employers. These contractors range in size from less than 10 workers to nearly 500. The total number of employees in the industry approximates 4500 to 5000 people. There are 15 contractors with over 100 employees, and 8 employers between 50 and 99 employees.

There are two main operating seasons, February to April on the coast, and April to August in the interior. About 12 companies with approximately 300 employees operate on the early Coast season planting on average 10 to 15- million seedlings. Some of these contractors move their crews into the Interior following the Interior freshet. Most contractors locate and work in the interior where the large majority of the work is done. The peak volume for the entire industry is reached between May and June, approximating 4500 employees in the field, with small numbers of dedicated office staff. During the peak spring season the whole industry plants around 150 to 200 seedlings per second across the province during the workday. Within a few years the industry will have planted 9-billion seedlings. This is the ergonomic equivalent of picking of the Great Pyramid of Giza and putting it back down three times.

Accommodations

Workers are deployed in the field in three different models of operation:

1. Temporary bush camps
2. Rental accommodations
3. Commute from home

Rental accommodation crews sometimes are mixed with local commuters. The peak volume (May-June) is divided among approximately 3500 in camps, 1000 in motels/commuters. There are approximately 65 separate camps located throughout the province at the peak of operations, with individual capacities ranging from 20 to 100 persons, with an average camp size of 50 to 60 workers. All numbers are estimated at +/- 10%.

Bush camps operate as temporary operations in the same manner as fire-fighting camps.

- Kitchen facilities include wooden-floored tents or contained trailer or ATCO style units.
- Food-serving includes both served-by-staff and self-serve systems.
- Dining facilities include large tents with folding chairs and tables approximating 1500 to 3000 sq. feet.
- Showers include self-enclosed tents with wooden floors, or trailers with separated shower stalls, with heated water provided through a pump driven and propane-heated system.
- Water is provided either through delivery from a water service or an approved filtration system that is subject to regular testing.
- Outhouses include either pit-style with painted wooden enclosures over top, or event-style porta-potties provided and serviced by a supply company.
- Handwashing systems include sinks or troughs with heated water, and refillable reservoir-containers (20 to 50 liter) refilled with warm water.
- Shower, handwashing, and outhouse facilities are provided in numbers conforming with tables in the Industrial Camps Regulation.
- Additional facilities include heated tents for drying clothes with either propane-fueled heaters or a sealed woodstove, first aid tents with heater and light and cot, and secure food storage trailers or cubicles.
- Workers provide their own accommodation. The majority (~80%) use tents. Others use converted vans, campers, and trailers or motorhomes.

Rental accommodations may include motels (~75%), logging or mining camps, fishing or guiding lodges or cabins, or rental housing. Motels generally include single or double occupancy, with separate bathroom and kitchen facilities. Shared facilities are occasionally relied upon in lodges, or in logging camps. In logging or mining camps, food is usually provided by the camp owner/administrators and all facilities reflect that of standard industrial camps. Rental-accommodation based crews are generally limited in size to less than 40, with a small number of crews exceeding that number from a single location.

Commuter crews are generally limited to smaller operations and may mix with motel-based workers. Many First Nations crews consist of commuter-based workers only.

Daily Deployment

Workers are deployed daily in crews of 2 to 20. Each crew has one or two crew bosses that provide direction and coordinate transportation. Six-packs (with either 5 or 6 workers in one vehicle) are a common unit throughout the industry. Larger crews may contain 3 to 5 crew vehicles.

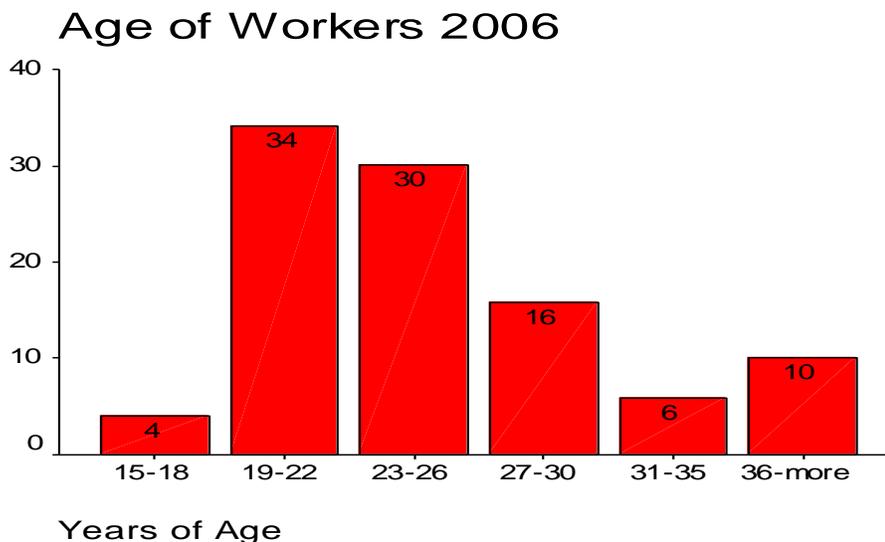
In most cases, crews comprise consistent cohorts that operate with the same people on a daily basis. Vehicle fleets are generally operated at 80 to 90% of capacity, with a limited number of trained drivers and spare vehicles in reserve.

Workers muster and depart from their camp or motel (or other) base of operation at approximately 7am and return between 5pm and 7pm. Driving distances can vary from a few kilometers to several hours of travel in each direction. Camps are generally located in central areas as close as possible to the work, where permits and land usage allows.

Workers operate on varied shift, with the most common rotations being 3-on 1-off or 4-on 1-off. Commuter operations often operate Mon-Fri with weekends off. A small number operate varied shifts of 3-1-3-1-4-2.

Worker demographics (BC)

Best estimates on workforce characteristics are based on a study of 31 operational locations and 831 employees conducted in 2006. Several studies have been done since but have relied on limited samples with potential bias toward specific industry sections. The average age among employees in the field (planters and field supervisors) was 25.7 years of age, and 24.8 years of age for planters only (see chart below).



The industry is highly reliant upon a large section of students, with the study indicating 36% of workers were students. This number is expected to be considerably higher in 2020, as the overall volume of work in the industry has increased (approximately 25% increase 2006-2020-best estimate) with the largest growth among interior jobs where student-populated crews are

most common, and a decrease of work volume in coastal areas where older career-oriented workers are the norm.

Average experience level in the industry was found to be 4.99 years of experience, counting the first year as "1". The experience level is also believed to be lower in 2020, with an average turnover approximating 25% throughout the industry.