



Larger Labour Pool and Technician Network

Cost Shared Training Programs

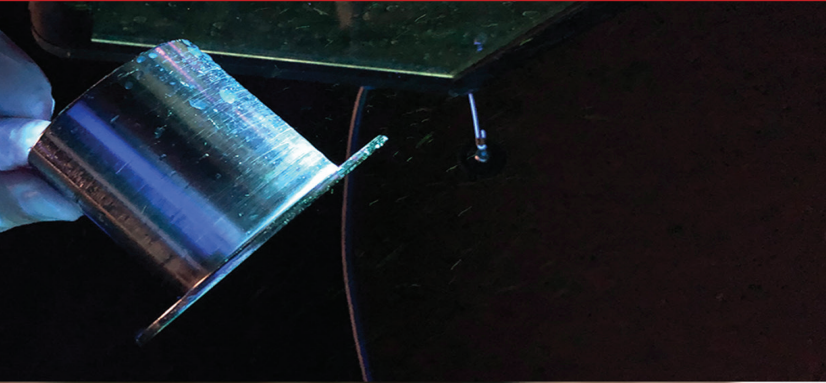
Higher Employee Retention

Standard of Excellence

Access to Larger Contracts

**The Canadian Non-Destructive Testing and
Field Heat Treatment inspection industry.**

READY TO RECERTIFY ?



**Don't let a missed deadline
impact your business!**

**Contact the
National Training Society**

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**Scan QR Code
to learn more**



Join Our Growing Membership!



1927631 Alberta Ltd. | Atlas QC Ltd. | Cline Inspection | Dynatron Technologies Inc.

Kodiak Non-Destructive Testing Serv. | Libra Inspection Services Inc.

RAM Inspection & Consulting Inc. | Sonaspec Consulting

Vulcan International Thermal Services Inc.

About the QCCC

The QCCC was established in 1973 to represent the technicians and helpers employed in Non-Destructive Testing and Heat Treatment who perform:

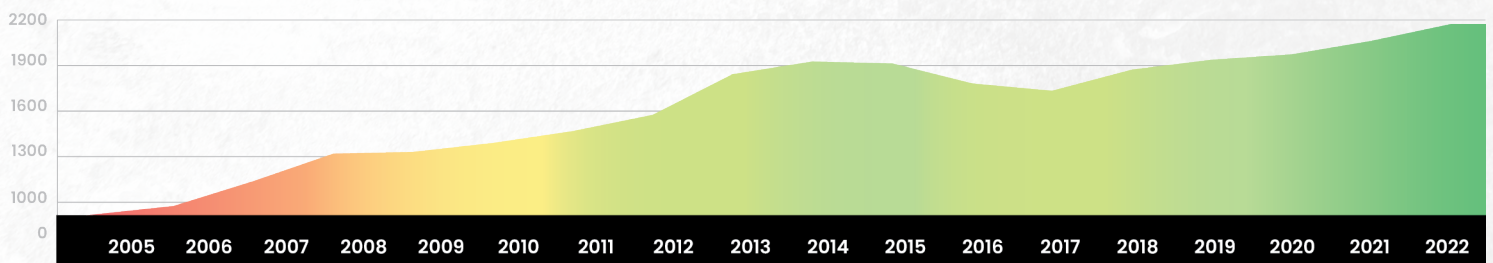
- Radiography (RT)
- Ultrasonic (UT)
- Eddy Current (ET)
- Magnetic Particle (MT)
- Liquid Penetrant (PT)
- Visual Inspection (VT)
- Concrete Scanning with Ground Penetrating Radar
- Field Heat Treatment and Stress Relieving

We have a large and growing national workforce of over 4000 members consisting of NDE and Field Heat Treatment professionals. Our members have experience in Oil & Gas, Pipeline, Manufacturing, Nuclear, Aerospace, Ship building, and other industrial service sectors. We currently have over 50 signatory contractor locations in the Western region. Our objective is to supply world class professionals that deliver productivity and safety to the Inspection and Heat Treat industries across the Industrial heartland of Canada. We strive to have our contractors be the industries first choice by fostering and promoting professionalism through excellence and accountability.

We are giving you this package to inform you of the benefits of becoming a signatory company to the Quality Control Council of Canada.

- Our signatory contractors range from thousands of employees to many one-person owner-operators.
- In 2022, the QCCC had over 3.6 million man-hours in the Western Zone
- One of the best Health and Welfare packages in the trades, which includes Medical, Dental, Prescription, Employee Assistance, Pension, and Post-Retirement Benefits.
- QCCC National Training Society has opened three brand new facilities across Canada and is an NRCAN approved recertification testing facility. We offer training in all NDT methods, API, National Board and Lavander Advanced Ultrasonics with PCN Certification.
- Cost Shared Training and full reimbursement for QCCC members.
- Greater certainty for bidding on major sites and large-scale projects through a more secure and stable workforce.

Historical Man Hours





Employee benefits are important for several reasons. They can help to:

- Attract, retain, and motivate employees.
- Improve your ability to attract candidates and hire new employees.
- Show that a company cares about its employees.
- Make employees feel valued.
- Lead to employees who are happy to be in their job, loyal to the company and motivated to do good work.

The QCCC Health and Welfare, Training, and Retirement Packages are industry leading.

Health Benefits Plan

Providing health and wellness benefits are important to the well being and retention of your employees. Signatory contractors remit contributions based on worked hours. The NDT Industry Health Benefit Plan is self administered. This provides direct savings for our signatory contractors. There is also an opportunity for our signatory contractors to belong to the Health Benefit Plan as associate members.

Some highlights of the Benefits plan are:

Dental coverage paid at 100% for basic and major treatment. 75% **Orthodontic for dependant children.**
Extended Health Benefits cover 90% of prescriptions cost. The plan covers 90% of **vision care** up to \$525 for employee/spouse and \$375 for dependant children, as well as maximums of \$500 for **massage, chiropractic, osteopath, naturopath.** Charges for **speech therapy, physiotherapy,** and services from a **registered psychologist** have no annual limit.

Group life insurance of \$100,000 and **Long-Term disability benefits.**

Wage Indemnity benefit covers non-WCB injuries for a maximum of 52 weeks with payments matching unemployment benefits or \$750 per week, whichever is greater.

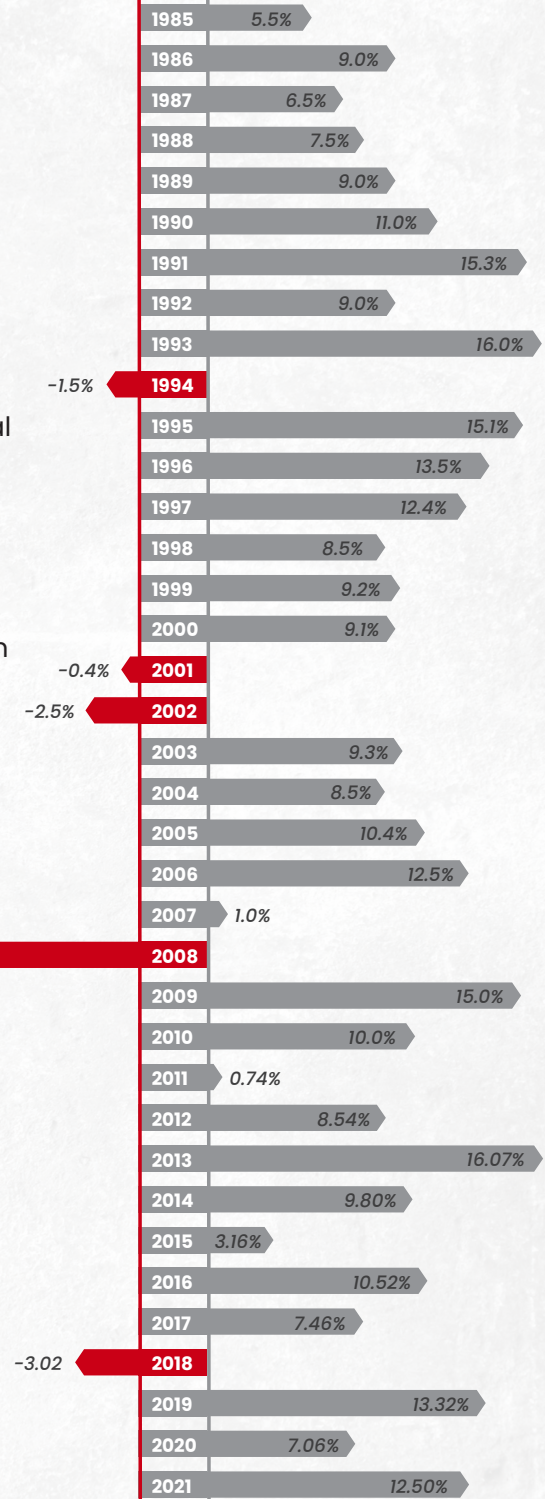
Employee and Family Assistance Program, and Substance Abuse Rehabilitation Assistance.

Pension Plan

The NDT Industry Pension Plan administered by DA Townley. Employers contribute to the plan on behalf of their employees.

Our pension plan provides several benefits for our signatory contractors:

- Maintain productivity: A pension plan is a promise of better financial health for employees and their families during retirement.
- Foster retention and attraction of employees: A pension plan is a significant part of the employees' total compensation. It results in greater employee commitment and satisfaction. More evidence suggests that potential employees are interested in their long-term financial health and want pension plans.
- Maximize tax-effectiveness of compensation: An employer who grants a wage increase to employees must always consider the payroll taxes that will be payable on that increase. In a tax-optimized pension plan, the employer will not be subject to the payroll taxes on contributions made to employees.



Training Fund

The Training Fund promotes furthering education and career growth of all QCC Members. Signatory contractors contribute to the funds based on hours worked by employees. Eligible members are covered for all training related expenses including course fees, exam center fees, registration fees for initial and renewal/re-certification, LOA, and travel.

In a world where employees stay on average 3 years with one employer, it can be difficult to spend resources on training and retention. Our training funds offer a way to offset this by allowing companies to contribute per hour worked only, lowering risk to any one employer. By removing cost barriers to employees, our training fund offers a way to have more highly trained personnel with less financial burden for our contractors. A well-trained workforce will remain more motivated and productive and offer valuable mentorship opportunities to new recruits and trainees.

QCC Pension

Dec.31, 1984 to Dec. 31 2021

Average Return 7.71%

NOTE: Yearly return values are close approximations.

The Union Advantage

We take pride in having a world class membership of experienced and highly trained technicians. We promote learning and education opportunities for members to strengthen their skills and encourage mentoring and youth development for effective succession. We developed the National Recertification Program (NRP) to help our membership seamlessly navigate NDT re-certification. Our program director ensures your technicians are well prepared and can have access to the best workshops and testing facilities in the country. We want to ensure our contractors continue to have top rate technicians who feel confident in their skills through the re-certification process. We have also remained the leader for Field Heat Treatment training and have the most experienced and properly trained professionals. Field Heat Treatment Technician has become a designated trade and the QCCC training program remains the sole recognized training for this. Our members represent 95% of all AIT Certified Technicians in the Heat Treatment and Stress Relieving Occupation.



Our strength is in our people, and we have support resources that enable our members to have mental and physical well being and continued professional success. Let our strength be yours and be a part of the union advantage.

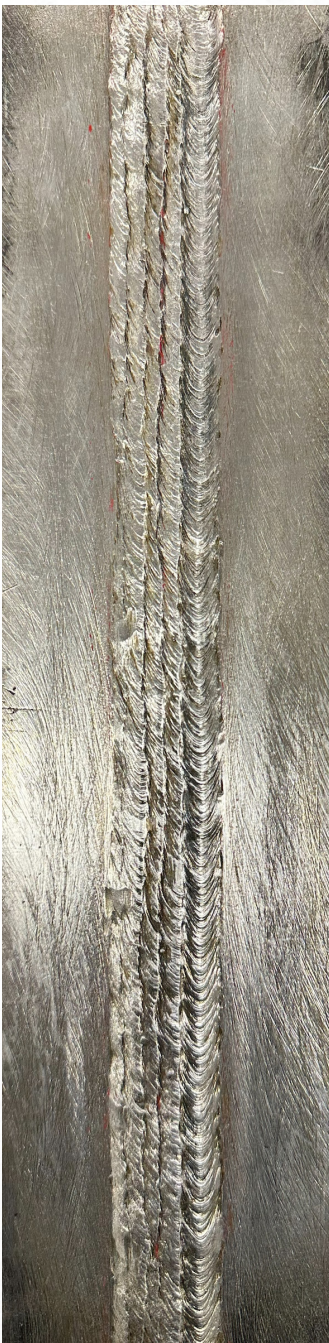
We can help your company grow and prosper by providing:

- Access to the QCCC Out of Work List and network of Technicians making it easier for you to staff jobs and continue to grow and find new work.
- Administration of Health and Pension plans freeing up resources for you to focus on your business.
- Administration of the Training fund allowing you to participate in cost-shared training and give your employees reimbursement of all costs associated with education and certification.
- Access to the Nation Recertification Program for your senior technicians to ensure they remain confident in their skill and can seamlessly navigate the re-certification process.
- Assistance with employee relations issues
- Standard For Excellence Policy to ensure our members work to a high standard.

The QCCC Standard for Excellence

QCCC Members are expected to provide the best quality work and services for our contractors and clients. We pride ourselves in getting the job done safely and efficiently. We always want to show the value of a Unionized workforce by providing highly trained and skilled workers.

In order to maintain top wages and benefits, we insist upon a high Standard for Excellence from our Members. As such, we expect the Members to display a high-quality work ethic and expect that the Members will:



- ▶ Obey all safety Rules
- ▶ Become familiar with and adhere to all the employer's and customer's rules.
- ▶ Show up on time and be ready to work and complete the full day's work schedule.
- ▶ Wear the proper clothing and bring the proper tools to do the job.
- ▶ Respect the customers property and equipment.
- ▶ Never talk or text message with cell phones while working.
- ▶ Comply with the Industry wide zero tolerance policy for drugs and alcohol.

The National Training Society



The National Training Society is NRCAN recognized and certified to provide workshops, training, re-certification as well as initial certification.

The National Training Society (NTS) has, since its inception in 2017, had a tremendous positive impact on the Inspection Industry. It is quickly becoming the preeminent choice in the industry for NDT technical training. The certified and experienced instructors at the NTS facility are some of the best in Canada.

We currently offer a wide range of certification training including:

- Radiation Safety (CEDO)
- Ultrasonic (UT)
- Advanced Ultrasonics (PCN)
- Magnetic Particle (MT)
- Liquid Penetrant (PT)
- Radiography (RT)
- XRF
- Field Heat Treatment and Stress Relieving
- Material and Processes for NDT
- Math Skills for NDT

Also, for technicians of QCC signatory companies these training expenses are reimbursable. Including application fees, renewal fees and examination fees. To date the NTS facility has completed 2400+ recertifications with a current pass rate of 87% of applicants.





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