



BC Log Builders & Timber Framers NEWSLETTER



Late Saturday evening BCLTBIA 2025 Conference Group

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2025 BCLTBIA Conference Review

Catherine Hansen | bcltbia@gmail.com

What an Amazing Event!

This year's 28th Annual General Meeting & Conference, **Building Knowledge by Association**, was held in beautiful Salmon Arm, BC, on the shores of Shuswap Lake.

We were thrilled to welcome a strong turnout of members, with attendees traveling from all corners of BC and beyond — some even journeying from as far as Australia!

The sessions and workshops were a hit, offering a wide range of engaging topics for our members. Highlights included:

- Market Diversification
- Fibre Access
- WorkSafe Updates
- Truss Workshops leading into the Truss Competition
- Human Resources
- Permitting and Building Codes
- Optimizing Energy Performance

Conference Review... continues on page 3



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© 2025 BC Log & Timber Building Industry Association
#116, 5100 Anderson Way #420
Vernon, BC V1T 0C4
Phone: 250-545-5647 (LOGS)
www.bclogandtimberbuilders.com

Catherine Hansen, Executive Director
bcltbia@gmail.com

CONTRIBUTORS TO THIS ISSUE

Colin Baker
colin.baker@axisinsurance.ca

Aria Hahn
arhahn@deloitte.ca

Rae Henderson
rae@exportspark.com

Stephanie Huska
CWITH.WL@outlook.com

Michelle McCarthy
mmccarthy@bcwood.com

Warren Senkowski
warren.senkowski@international.gc.ca

SUPPORTING OUR UNIQUE BUILDERS

Our seasoned Log Builders and Timber Framers all share one thing in common: a true passion and dedication to their craft. They have recognized the benefits of integrating traditional methods with computer-cutting technology and continue to embrace new technologies moving forward.

BCLTBIA Newsletter

bcltbia@gmail.com 250-545-5647 (LOGS)

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Our Newsletters are a great way to connect the best builders and suppliers for our industry. Newsletters mailed to members & posted online. bclogandtimberbuilders.com/resources/newsletters

Who We Are

The BC Log & Timber Building Industry Association (BC LTBIA) is a self-funded organization dedicated to improving business opportunity, craftsmanship, and profitability for British Columbia's log home and timber frame building industry.

Since British Columbia's first pioneers, tradesmen from throughout the world have built a tradition of excellence in wood craftsmanship throughout British Columbia. Our province is home not only to vast renewable forests, but also a wealth of talented Timber Framers, Handcrafted Log Builders and Machine Profile Log Manufacturers.

The log home and timber frame building industry is vital to the rural BC economy, and our goal is to not only foster appreciation for their contribution, but also promote job stability, skill development and healthy industry growth.

Joinery at its Finest

Get involved—join a committee! Together, we drive change and amplify our industry's voice.

BUILDING CODE, ENERGY AND CARBON

Chair: Kelly Marciniw – Advocating for industry and educating members on current and future building code requirements, including energy efficiency and upfront/embodied carbon emissions.

EDUCATION

Chair: Maik Gehloff – Advancing education and professional development for our members' staff and owners, including engaging with the BC Wood / Ministry of Post Secondary Education and Future Skills on the Wood Value Add Workforce Development project.

FIBRE

Chair: Sam Zirnhelt – Connecting the log and timber sector to high quality fibre through engagement with and advocacy to BCTS, community forests, wood lots and other BC sources.

PROCUREMENT AND PAYMENTS

Chair: Sigi Liebmann – Advocating for members (with their typical prefabricated / offsite built build systems) to have comparable terms when navigating government and institutional procurement and clients' financing (mortgages).

INSURANCE AND RISK

Chair: Sam Zirnhelt – Educating members on insurance, and promoting informed risk taking to help their businesses.

HEALTH AND SAFETY

Chair: Peter Sperlich – Working in conjunction with WorkSafeBC to ensure our Health and Safety Template meets the needs of our members and is current.

Conference Review... continued from page 1

- Resilience and Window Designs
- Managing Risk and Insurance
- Blacksmith Demonstrations
- Wildfire Safety
- Art Classes

...and more!

Friday night featured live music, and Saturday evening brought us the ever-popular Annual Auction — an unforgettable experience (seriously, where did we find that auctioneer?). We were so busy enjoying the weekend that the group photo ended up being taken late on Saturday night — meaning only half of this year's attendees made it into the picture. Huge thanks to those who stuck around for the late-night snapshot!

We also received a very positive survey response from attendees, with plenty of insightful suggestions for next year's event. We're excited to keep building on this momentum!

A heartfelt thank you to our 2025 Conference Sponsors, whose support makes this all possible:

- Mafell
- The Sansin Corporation
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- Woodsure / Axis Insurance Managers

BCLTBIA members can access these sessions at: <https://bclogandtimberbuilders.com/resources/2025-conference-agm> and click on the member dashboard.

2025 Board of Directors

We're proud to introduce our newly elected Board:

President – Sam Zirnhelt

Vice-President – Maik Gehloff

Secretary/Treasurer – Rauvin Manhas

Directors:	Chiara Durfeld	Max Glanz
	Brad Johnson	Laura Kandall
	Luke King	Charles Lebouvier
	Sigi Liebmann	Kelly Marciniw
	Peter Sperlich	

We're looking forward to another exciting and productive year ahead!

2025 Cariboo Wood Innovation Training Hub Update

Stephanie Huska | CWITH.WL@outlook.com

The Cariboo Wood Innovation Training Hub (CWITH) is being established in Williams Lake, British Columbia. The development of the Training Hub began in 2018 with the goal of supporting high-quality, value-added manufacturing and diversification of the forest sector. In August of 2024, work on the CWITH increased with the hiring of a project manager to advance it.

The beginning of 2025 has been busy with work planning, engagement, newsletter and survey creation and distribution, attending, and organizing, events. Spring 2025 will see a speaker series in Williams Lake, plus monthly tours for local manufacturers.

Level 1 and Level 2 program development is in progress and set for delivery in the fall and winter of 2025. These programs are planned to be 12 weeks long and will include a mix of certificate courses and classes. We are seeking eight students to participate in

each level as a cohort. For more details or if interested, please contact CWITH.WL@outlook.com.

There is an opportunity to offer the University of British Columbia's Center for Advanced Wood Processing Kiln Drying certificate course in Williams Lake. We only need eight registrants to put on this five-day course. If you, or someone you know, would like to attend, contact CWITH.WL@outlook.com for details.

The Cariboo Wood Innovation Training Hub is intended to support the local value-added manufacturers in upskilling, learning new skills and creating connections. Thank you to everyone who filled out the survey!

2025 is a big growth year for the CWITH program with lots of offerings planned. Send an email to CWITH.WL@outlook.com to get on the newsletter and notification list. You can also use that email to provide comments, suggestions, course offering ideas or if you want to teach!

BC Wood's Online HR Toolkit

Rae Henderson | rae@exportspark.com

I was very pleased to have been invited to present at the BCLTBIA conference in beautiful Salmon Arm this month. The session was very interactive and included lots of stories and feedback on the HR challenges faced by the BCLTBIA community. We discussed how attracting and retaining talent, and a high turnover rate compared to other industries were identified as top concerns for business leaders' in the VAW community. In response to these concerns BC Wood developed a free online resource called the HR Toolkit (www.bcvalueaddedwood.com).

For small businesses, developing HR processes and procedures can be difficult and time-consuming, especially when they may not have the expertise within their team. BC Wood has developed an online HR Toolkit designed to help small businesses build their HR acumen when it comes to recruiting and retaining the right people and ensuring their teams' performances align with their business goals and objectives.

Developed as part of BC Wood's Workforce Development Project and funded by the Ministry of Post-Secondary Education and Future Skills, the HR Toolkit includes content on foundational HR topics such as Workforce Planning, Performance Management, Compliance, and Health & Safety. It includes detailed information and best practices as well as downloadable guides for easy access.

Along with BC Woods' HR Toolkit, we discussed some other resources that can support HR initiatives for small VAW employers. The Canadian Federation of Independent Business (www.cfib-fcei.ca), the Canadian Centre for Occupational Health & Safety (www.ccohs.ca), the Canadian Mental Health Association of BC (www.bc.cmha.ca) and the British Columbia Construction Association (www.bccassn.com).

Thank you to Brian Hawrysh of BC Wood and Kelly Marciniw of the BCLTBIA for the opportunity to participate at the conference. With the current economic headwinds that Canadian businesses are facing, it was heartening to get to know such committed and passionate Canadian business leaders and owners.

Check out free resources of BC Woods' HR Toolkit at www.bcvalueaddedwood.com




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March Blog Update

Aria Hahn | arhahn@deloitte.ca

Logging In: A Timber-rific BC Log and Timber Event

It was absolutely tree-mendous to see all the BC Log and Timber members in person and talk about grants, and tax credits. We'll get to programs (below!) but – Pocketed is thrilled to announce that we have been acquired by Deloitte! This acquisition means we can serve you all better with a huge team, including industry subject matter experts and more resources behind us.

We all know we're in for a year of opportunity (and likely some economic uncertainty), so let's dive into some of the programs Pocketed, a Deloitte business, can help you with. These programs are designed to help you expand, innovate, and thrive in domestic and international markets – and maybe even aid in weathering the (possibly?) incoming tariff storm.

CanExport SMEs

The CanExport SMEs program supports Canadian small and medium-sized enterprises (SMEs) in expanding into new international markets. It funds international business development activities that align with Canada's trade diversification goals. The program is competitive, processed on a first-come, first-served basis, and administered by the Canadian Trade Commissioner Service (TCS) in partnership with the National Research Council of Canada Industrial Research Assistance Program (NRC IRAP). Up to \$50,000. Open now!

CleanBC Custom Program - Capital Incentive

The CleanBC Custom Program provides funding for energy studies and capital incentives for fuel switching and electrification measures. Eligible applicants include commercial BC Hydro customers, with projects needing to reduce at least 1,200 tonnes of CO₂. Incentives can reach up to \$250,000 per project. Open now!

Pacifican's Business Scale-up and Productivity (BSP)

The Business Scale-up and Productivity (BSP) program supports high-growth businesses in British Columbia focused on innovation and market expansion. Eligible

applicants must be incorporated in Canada for at least two years and secure 50% project funding from non-government sources. Funding ranges from \$200,000 to \$5 million, covering up to 50% of costs. Open now!

Green Industrial Facilities and Manufacturing Program

The Green Industrial Facilities and Manufacturing Program (GIFMP) funds energy efficiency solutions for industries in Canada. Eligible entities include government entities, Indigenous, and non-profit organizations. Funding covers up to 75% of costs for private sector and 100% for government entities, up to \$20 million per proposal. Coming soon!

Trade Accelerator Program (TAP)

The Trade Accelerator Program (TAP) supports small and medium-sized Canadian businesses in expanding their export capabilities. For the log and timber industry, this means helping companies that generate over \$300,000 in annual revenue to explore and establish export activities. Participants typically see a 23% growth in international sales within 6-12 months, making it a great opportunity for timber businesses looking to branch out into new markets. Open now!

Export Development Canada (EDC) - Trade Impact Program

The EDC Trade Impact Program supports eligible companies with \$5 billion over two years to navigate economic challenges. For the log and timber industry, this program offers trade credit insurance, currency fluctuation management, and increased working capital for global expansion. Whether you're a direct, indirect, or future exporter, this program can help you manage the financial risks associated with international trade. **More details coming soon!**

We're excited to continue growing and supporting the BC Log and Timber community. With these programs, and the many more available every year, we're ready to help you branch out and grow.

We are proud to now operate under Pocketed, a Deloitte business. For more information, please reach out to us at hellopocketed.io or directly at arhahn@deloitte.ca.

Market Diversification

Warren Senkowski | warren.senkowski@international.gc.ca

Recent tariff announcements by the White House have cast uncertainty onto the usually friendly Canada-US trading relationship while increasing costs for importers and exporters. As a business owner, it is a reminder of the importance of diversifying your exports to cultivate options and reduce your reliance on a single market.

So how can you conduct the search for new markets?

The first step is to reflect on your company's internal strengths and weaknesses. What are you good at, what can you improve at, and what makes you different from your competitors? How comfortable are you navigating different legal and financial systems, cultures and languages? Do you have the time, energy and resources to properly serve international customers and handle any issues that may arise? What share of your revenues would you like to come from international sales?

International trade opens up tremendous opportunities for growth, but also exposes you to new competitors and bureaucratic requirements. Knowing your own company well will help determine which markets are a good fit for export, and which are not.

When you are looking to narrow down the global opportunities to a shortlist, there are many online tools and resources available to you.

Canadian Free Trade Agreements:

While the US remains Canada's largest trading partner and an attractive export market for several reasons, we also have FTAs with around 50 other countries, including:

- Europe: CETA + EFTA + Can-UK TCA + Ukraine (33 countries)
- Asia: CPTPP + Korea (8 countries)
- Latin America: Mexico, Colombia, Chile, Peru, Panama, Costa Rica, Honduras
- Israel

These agreements offer not only tariff reduction but also benefits such as streamlined export processes, access to government contracts, dispute resolution processes and investment protection.

Free online tools:

Google Market Finder - input your company's website address to generate a list of top markets recommended by Google based on high-level data on online search activity, Google Ads cost per click, macroeconomy and consumer spending, GDP per capita, GDP growth rate, and logistical factors (e.g. cost and time to clear shipments).

Google Trends - quickly see which countries have the highest interest in your products based on recent Google searches for keywords related to your industry.

Observatory of Economic Complexity (OEC) – enter your product HS codes to find top importing and exporting countries and explore trade trends.

ITC Trade Map – enter your product HS codes to see import values for each country, annual growth rates, shares of world imports, distance of supplying countries and average tariff rates. You can also view the results by country or region, as a table, graph or map.

ITC Export Potential Map - evaluates export performance, target market demand, market access conditions, and bilateral linkages between the exporting and importing countries to provide a ranking of unrealized trade opportunities.

Artificial Intelligence – AI is a huge emerging trend that I can't possibly summarize in a few paragraphs. I will simply encourage you to experiment with these tools by asking for suggestions on topics that are top of mind for your business. For many executives and business development managers, AI is beginning to replace Google searches when it comes to market research and problem solving.

Some popular AI tools include ChatGPT, Microsoft Copilot, Google Gemini, Grok and Claude. They are simple and easy to use, allowing you to ask questions in natural language and receive quick results. You can also describe your company's particular situation to get tailored results, and summarize websites and articles in any language.

Market Diversification... continues on page 7

Market Diversification... continued from page 6

For the log & timber building industry, search requests could look like:

- “Make a list of events in the UK and Ireland targeting architects and developers of timber frame cabins, chalets and cottages for residential and commercial customers”
- “Tell me the prefectures in Japan where the demand for natural wood outdoor recreational structures is highest”
- “Identify the main geographic clusters of nature-based tourism in Australia and New Zealand, and develop a strategy to form partnerships with operators of mountain resorts and adventure sports facilities.”

CanExport funding

The CanExport-SMEs program offered by Global Affairs Canada is open now until May 31 for applications. This is a highly competitive program so I suggest you apply as early as possible and include lots of details on your export strategies for each new market.

CanExport offers:

1. 50% expense reimbursement on a project size of \$20,000 to \$100,000 (i.e. \$10,000 to \$50,000 reimbursed)
2. Expenses include travel (flights, hotels, taxis, per diems), trade show participation and exhibitor booth costs, certain marketing expenses (brochures, videos, websites), consulting fees (including market research), translation and interpretation costs.
3. You may include up to 5 new markets per project, however if you select the US as a target market, you cannot include other markets.

Conclusion

1. Use online tools to find attractive markets and events, generate ideas
2. Develop market entry strategies with your staff
3. Discuss your strategy with a Trade Commissioner in each market and get feedback and additional suggestions
4. Use CanExport funding to visit markets & implement your strategy

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A Start to a Cleaner Contract and Better Management of Insurance and Client Relationships

Colin Baker | colin.baker@axisinsurance.ca

When it comes to contracts, they are critical in setting the expectations between the parties involved, and their verbiage takes on specific meaning in relation to both law and insurance. When you mandate certain coverage, it means a specific type and usually amount that will only respond to what that coverage covers. Similarly, when you use language like indemnification, hold harmless, or force majeure you rely on the established legal precedent of such terminology. It's a wise thing to do as those terms have clear and concise meanings accepted in the industry and make for straightforward enforcement should your contract be tested. Vagueness in the contract favors the signing party and goes against the party that drafted the contract - this type of alignment and specificity is key. Further clarity and understanding in the contract and insurance coverage will help you and your customer manage the relationship.

One of the biggest pitfalls we see in insurance risk control is when liability and responsibility for both product and completion are transferred from one party to another. During this process it is easy to create gaps in both timing of coverage and type or intent of coverage. The points of transfer are likely well known to you, this includes transferring Builders Risk coverage from you as the manufacturer (and potential builder) to the purchaser, cargo liability insurance, exposure to contractors and subtrades, and crane/hoist operators. Often, we see contracts that don't adequately define the expectations and limits of coverage and liability.

In transferring builders' risk where you are going to be the builder on the client's site, you relinquish control of the coverage to the purchaser, who may or may not have purchased an adequate policy or placed the coverage on time. When not acting as the builder and requiring the purchaser to provide the coverage, you should stipulate the requirements of the insurance, such as start date - just prior to the start of the foundation, and what limit of coverage they need for the product and design - known as hard and soft costs, since a loss of the product will

require you redesign the log project at your site. You should also require this coverage prior to the goods being picked up from your lot, as builders risk offers in-transit coverage which is far superior to a cargo liability policy.

When requiring cargo liability policies, understand that while the intent may be to transfer all risks to the motor carrier, there are two large tripping points with this that can draw you into conflict with your client and the carrier. Watch out for legal liability only coverage, which means negligence of the carrier only, as opposed to being an all-risk policy where no matter how the damage occurred to the property it's covered by insurance. In addition, this coverage is also not to replacement cost, rather depreciated value only. This can create further gaps in how the cargo is valued at least require that the cargo liability be on a valued form with a set limit reflective of actual replacement cost. This results in uncovered exposures, such as damage caused by landslides, road collapse, or anything that wouldn't be the negligence of the driver. No insurance coverage, customer complaints, or potential legal action. A better way would be to cover the property with in-transit coverage either on a builder's risk or property policy, which is replacement cost and all risk coverage.

Continuing with common liability transfers, when requiring crane operators' liability from third parties, make sure you include a requirement for crane hook or sling liability. Crane operators' liability only covers third parties, meaning not the site, crane hook or sling liability is required to insure damage caused to the project itself by the crane. The limit required should be sufficient to cover the project. Also require them to provide evidence of workers' compensation to cover themselves and other contractors on site in the event of injury.

There are many other areas where gaps in a contract can be created, and can conflict thrive, we would be happy to assist you in reviewing yours.

BC Timber Sales Review

BCLTBIA Fibre Committee Update

The B.C. government has launched a review of BC Timber Sales (BCTS) to ensure British Columbia's forestry sector is continually evolving to overcome challenges and create a guideline for a stronger, more resilient future.

To further support manufacturers, they have already implemented two changes. BCTS will change the eligibility criteria to enable groups of value-added manufacturers to bid together within this program; and starting in April they are doubling the volume that BCTS dedicates to value-added manufacturing to 20% (about 1.1 million cubic metres in 2025). The BCLTBIA Fibre Access Committee is pleased to see these changes, as both were suggestions BCLTBIA members have been asking for during our engagements with BCTS.

Building on the ongoing work of BCTS, as well as recent forestry-sector engagement, the review will provide recommendations about how BCTS can:

- Create forestry-sector growth, competition and diversification
- Provide predictable and reliable market access to fibre
- Diversify access to fibre for the manufacturing sector, and in particular for value-added facilities

- Strengthen partnerships with First Nations and communities
- Provide more jobs for contractors, workers and communities
- Lead in innovative, sustainable forest management and silviculture practices
- Generate profit for the Province and its partners

The review will be led by the Province with support from the newly formed expert task force consisting of George Abbott, Lennard Joe and Brian Frenkel. The Provincial Forestry Forum will be a key point of engagement during the review process. This forum brings together all interests in the forestry sector, including contractors, value-added manufacturers, industry and labour. Work on this review began January 2025 and actions are planned within six months of the launch.

Join the BCLTBIA Fibre Access committee, your input is needed.

More information and updates on the BCTS review can be found here: <https://www2.gov.bc.ca/gov/content/industry/forestry/bc-timber-sales/economic-prosperity/bcts-review>

Additional questions, comments, ideas and perspectives about this review can be sent to: BCTS.Review@gov.bc.ca.

Registration for the 2025 Global Buyers Mission Opens Soon

Michelle McCarthy | mmccarthy@bcwood.com

Thank you all for your patience as we waited for our funding approvals. The Global Buyers Mission will return to Whistler, BC, September 4th-6th, 2025 and

Exhibitor registration opens in May!

If you are not sure you are registered to receive your invitation, please contact gbm@bcwood.com.

To recap a few nice comments from our 2024 Exhibitors:

"The GBM does a great job gathering prospects from around the globe at a world class event for network, sales, and taking in all Whistler, BC has to offer."

"This year's GBM offered opportunities to meet with high value leads from many of the markets where I am trying to build new business. In some instances, I found opportunities for near immediate jobs, but I also found

several contacts that will take time to develop into new business."

"Great place to meet new people and reacquaint with existing customers and suppliers."

It was a great conference!! The weather was perfect, very well organized with lots of great contacts Thanks see you next year!"

"The GBM is our highest return on investment of any show we attend!"

"This event really stood out because all issues were dealt with speedily. The conference and workshops were very informative."

"The networking was above expectations to the degree that it may have opened up new markets. Over all the experience was very luxurious."

See you all in Whistler.

BCLTBIA 2025 Conference Gallery

Building Knowledge by Association



BCLTBIA CLASSIFIED ADS and NOTICES

Employment Opportunity – Mass Timber Fabricator

International Timberframes is a long established Timberframing and Mass Timber company based in Golden, BC. We are committed to building with natural solid wood. It's our mission to show that wood is the most natural and healthy product to build with and to take whole-hearted steps to conserve our planet by doing everything as sustainably as we possibly can. We design, manufacture, engineer and build timberframe and 100% wood DLT mass timber. We have an excellent reputation amongst peers and clients, offering ideas, inspiration and individual solutions.

About the position

As our company continues to grow, we need to recruit a Mass Timber Fabricator.

The purpose of this role is to undertake Mass Timber and Timberframing tasks as part of the team, both on the shop floor and job sites, to exceptional standards.

Location

This full-time position is based at our shop in Golden, BC. Travel as required in BC and Alberta to client job sites for onsite installation assistance.

Benefits

We offer a competitive rate of pay, a 4-day week, a flexible working schedule, comprehensive medical and dental benefits plan after 3 months with us and fully funded training opportunities.

Key Duties and Responsibilities:

- Preparing and sorting material for the DLT mass timber production
- Accurate interpretation of shop drawings

- Layout, cutting, sanding, staining, and packaging of wood/materials therefore experienced in working with hand tools eg saws, drills, chisels,
- Loading wood/materials/tools for transportation
- Installation / raising under direction of appointed Project leader
- Clean up of shop and job-sites at the end of each day and week
- Shop / tool and machine maintenance as required
- Optional/as required: Running a DLT press

Requirements

- We would love to hear from you if you can offer us the following skills and experience:
- Minimum 1 year experience with producing/ installing mass timber, timber framing or log building (or 2 years related experience in carpentry or cabinetry)
- Familiarity with carpentry tools, timber frame joinery and structural systems
- Need to be physically strong to move heavy timbers and able to work confidently at heights on ladders, scaffolding, and beams
- Ability to work alone on assigned tasks and together as part of a cohesive team
- Demonstrated commitment to exceptional standards of work
- A full clean driving license

Compensation

Salary commensurate with experience and references. 24\$-34\$

Please send a cover letter and resume expressing your interest, including salary expectations, to employment@itimberf.com

BCLTBIA Membership Benefit

Next learning opportunity for BCLTBIA members is a presentation on Building in BC by the Canadian Home Builders' Association of BC (CHBABC).

The CHBABC is the leading advocate of the residential construction industry across the province, including the Certified Net Zero Builder and Master Builder designations. They are also an education provider offering a variety of courses, certificate programs and CPD events catering to the builder community.

Members will be notified of details in advance via email.

Help Wanted

Moose Mountain Log Homes Inc. is looking for 2 scribe fit log home builders to join us in Cochrane, Alberta. Consider Alberta has the lowest taxes and cost of living, you will get ahead faster in Alberta. Must be Canadian citizen or landed immigrant. For more details contact us at info@moosemountain.com or 403-932-3992.



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*BC builds it
BEST*

Our seasoned Log Builders and Timber Framers all share one thing in common: a true passion and dedication to their craft.

They have recognized the benefits of integrating traditional methods with computer-cutting technology and continue to embrace new technologies moving forward.