



CSAM NEWS

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Safety Conference - February 7 & 8, 2017



Leadership translates into safety

Leadership takes on many forms - the mentor, the communicator, the team player, the innovator - and soft skills are at the heart of every role.

To become a leader in your workplace, you'll need to get in touch with your soft skills. Soft skills - recognized as transferable people skills, interpersonal skills and social skills - help you establish relationships, read and adapt to different situations and enhance emotional intelligence.

Learn how to use your soft skills as tools to establish a positive safety culture in your workplace - exclusively at CSAM's second annual National Construction Safety Officer (NCSO™) Professional Development Conference!

This one-day conference offers an assortment of courses, developed and delivered by industry leaders across Canada, that showcase the value of embracing soft skills as tools in the construction industry. This conference is not only beneficial to NCSO's but to anyone who is wants to bring positive change to the work force.

Embrace your future today by joining us and our initiatives to make Manitoba's construction industry a safe one to be a part of! **To register, fill out our registration form, located on page 2 of this edition of the CSAM News, then contact Marla Fillion at marla@constructionsafety.ca or 204-775-3171.**



OCTOBER 5, 2016
VICTORIA INN HOTEL & CONVENTION CENTRE

Please send your completed registration form to Marla Fillion at marla@constructionsafety.ca

REGISTRATION FORM

*Please note that the registration fee is \$140 + GST

Name: _____

Company: _____

Phone: _____ E-Mail: _____

PAYMENT METHOD Credit Card Invoice

Credit Card Type MC VISA

Name on Card: _____

Card Number: _____ Expiry: _____

MORNING SEMINARS

- 1. Snakes & Ladders! Where are you on the Safety Professional game board?
- 2. Don't let Safety Bully You!

AFTERNOON SEMINARS

- 3. What's in your Tool Belt? Do you know how to use it?
- 4. Protecting our Future Workforce

Please select up to two (2) of the following course(s) for each registrant and write their name and designated course number in the Registrant section listed below:

REGISTRANT 1 Name: _____ Course(s): _____ (a.m.) _____ (p.m.)

REGISTRANT 2 Name: _____ Course(s): _____ (a.m.) _____ (p.m.)

REGISTRANT 3 Name: _____ Course(s): _____ (a.m.) _____ (p.m.)

REGISTRANT 4 Name: _____ Course(s): _____ (a.m.) _____ (p.m.)

REGISTRANT 5 Name: _____ Course(s): _____ (a.m.) _____ (p.m.)



The skills you need for the safety culture you want: exclusively offered at the NCSO™ Conference

Written by Megan Funnell, published in Upword

The Construction Safety Association of Manitoba (CSAM) is pleased to announce that its second annual National Construction Safety Officer (NCSOTM) Conference will be held on October 5, 2016, at the Victoria Inn Hotel & Convention Centre in Winnipeg, MB.

This one-day conference offers a key selection of courses on psychological safety, human resources and professional communications that showcase the value of embracing soft skills as tools in the construction industry.

Soft skills are recognized as transferable people skills, interpersonal skills and social skills that help you build relationships, read and adapt to different situations and enhance emotional intelligence. This level of emotional intelligence will equip you with strong leadership/communications skills needed to effectively articulate goals, connect with employees and build a team atmosphere in the workplace.

Derek Pott, Operations Manager of CSAM, says that this year's NCSO™ Conference will champion professional development training by equipping workers with the knowledge, tools and soft skills needed to build their careers as emotionally-intelligent safety professionals.

“Our Association has partnered with industry leaders across Canada to bring Manitoba industry-specific education and training that speaks to professional development and advancement in the workplace,” says Pott. “This level of advancement will allow workers to properly assess, interpret and respond to social and psychological situations in a manner that reflects their position as a leader, communicator and safety professional.”

This caliber of education and training is designed to bridge employees and employers together with a mutual goal to set a

safety standard in the workplace. This joint-effort will create a safe and positive work environment - for all levels of employees - where good communication, leadership skills and team work are recognized a part of the company's successes and achievements.

“Companies that have successfully developed a safety culture know that it stems from collective attitudes and behaviors that are shared amongst all levels of workers,” says Pott. “If your goal is to implement a safety culture in your workplace, you will need to equip all your workers with the tools they need to work together, physically and mentally.”

To register for the NCSO™ Conference, contact Marla Fillion at marla@constructionsafety.ca or visit www.constructionsafety.ca.



SAFE WORK Manitoba finds workers willing to take risks on the job

Published by OHS Canada, written by The Canadian Press

WINNIPEG (The Canadian Press) — A new Safe Work Manitoba campaign is highlighting why some young workers may be willing to put job performance over safety.

Safe Work Manitoba did interviews with 40 job seekers and secretly recorded them.

One man admitted to the interviewer he had three nails go through his foot on one job, but he just put some saline water on it and bandaged it, never telling anyone on the job he was hurt.

Jamie Hall of Safe Work Manitoba says the results of the project were chilling.

He says a lot of young workers are willing to take risks to get a bigger paycheque.

He says about 5,000 young workers between the ages of 15 and 24 get hurt on the job each year, and he hopes this campaign helps reduce the number of injuries.

In the case of the interviewee who admitted getting nails through his foot, the interviewer followed up with a question.

“With this job, there isn’t going to be any safety training. Is that going to be an issue, or do you think you can figure things out on your own?”

“I think I could figure things out on my own,” the man said. “It doesn’t matter if I’m being paid minimum or more. As long as I’m being paid in the end and I can pay my bills, I’m happy.”

Hall said a lot of young workers think that reporting an injury would make them come off as a bad employee.

“That was really stark and startling to me, to see that the number of young workers that would say, ‘I just wouldn’t tell anyone if I hurt myself.’”

Safe Work Manitoba offered participants in the secret interviews an honorarium and free job counselling, as well as the opportunity to opt out of the campaign. The organization also helped participants find real job interviews.

Two people wound up getting a job as a result.

SLC 2016: Everyone Plays a Critical Role in Safety

Published by EHS Safety

Brian Cook is the executive vice president & chief administration officer of USG Corporation and director of the National Safety Council. Here, Cook gives EHS Today readers a sneak peek of his session titled “How to Create a Safety-First Culture” at the Safety Leadership Conference in Pittsburgh, Sept. 19-21.

EHS Today: Can you offer us a description of your topic and how it relates to safety leadership?

Brian Cook: “Safety first” is a buzzword that nearly all manufacturing and industrial companies in the U.S. tout as a top value within their organization. It’s a term often repeated in promotional materials, executive speeches and internal announcements.

While creating a safe work culture certainly is of great importance to company leadership, executing safety best practices at operational locations across countries and motivating all workers to hold co-workers near and far to the same safety standards can be challenging.

Safety culture for an entire organization has to start at the individual level, with each employee motivated to follow through and live out their company’s safety priorities, on and off the job.

In this session, participants will learn steps that corporate safety leaders can take to ensure that “safety first” mantras ring true on the plant floor and share some safety best practices aimed at generating employee support around safety protocols. Participants will come away with practical suggestions on how to train teams to perform at the highest standards and how to empower their employees to make the workplace safer.

EHS Today: Why is that topic of interest to you and why is it important to SLC attendees? Please share an example of a personal or professional experience you’ve had related to the topic.

Brian Cook: While an employee-driven safety culture allows us to operate efficiently, avoid injuries and protect our people and communities from harm, it’s clear that when employees truly buy into a safety philosophy, it has a positive and powerful impact on every part of an organization. I was recently inspired by the response of our employees to a request we made which really showed just how committed they are to safety, one of USG’s core values.

In creating a new ‘Safety Vision Statement’ for USG Corporation, we encouraged teams across all of our operations in North America to submit videos about what safety means to them, why they work safely, and their vision for our safety future.

The videos revealed that safety is the common thread running through all of USG’s locations—and something that our employees value deeply. The company safety culture enables them to go home safe and well to their families, and to protect their fellow co-workers from harm. This passion was evident in the video submissions, which featured footage of employees leading our safety programs, safety habits extending outside our plant and branch walls and into the home and proud employees touting over a decade with no lost-time incidents at their facility.

These submissions inspired us to develop and launch a USG ‘Safety Vision Statement’ that everyone in the company can stand behind:

“We will be the industry leader in health and safety by creating an injury-free workplace and modeling safe behaviors for our families, colleagues, customers and communities. We are committed to working safely every minute, every task, every day—so we can live life to the fullest with those who depend on us.”

In the employee videos, many of our workers declared that “safety starts with me.” Our employees live that commitment

by participating in employee-led Safety Audit Reports (SAR). Through this process, employees conduct inspections at a different manufacturing location, ensuring a set of fresh eyes on any safety wins or challenges. Routine safety audits reveal our areas of strength and opportunity, and provide a holistic view of safety across our company. When employees actively participate in this critical process, it builds ownership and assists with retention, talent development and fostering leadership at every level. Most importantly, employees who participate in the audit process learn from the experience and take new ideas back to their home locations.

EHS Today: What are the takeaways you hope to leave with attendees?

Brian Cook: Everyone plays a critical role in improving the well-being of those around them in a safety-first workplace and in the industry as a whole. Although safety managers are essential in ensuring that safe practices and procedures are consistent across locations, companies should ultimately look to employees when determining the safest way to do their jobs. All of the best practices shared in this session will help attendees foster a sense of accountability in their employees regarding their own actions and the actions of their peers.

The importance of fostering individual accountability becomes clear when one of your plants encounters a potential safety hazard, such as a piece of malfunctioning machinery. In unpredictable situations like these, it's up to your employees to minimize the danger to plant co-workers and the nearby communities

Additionally, make sure to emphasize to your employees that they do not need to be in a managerial position to step up when it comes to safety. Any employee can lead safety committees, conduct safety audits, and develop safe work procedures. Leadership's role is to support and encourage complete engagement through head, heart and hands.

EHS Today: What do you think are some of the most pressing EHS and risk management issues facing corporate leaders and safety professionals in 2016 and beyond?

Brian Cook: No matter how strong your company's safety culture is, we need to keep looking toward zero. Some of the challenges that we must address to move toward a safer culture are communication, a changing workforce and using leading indicators.

Nothing happens in a vacuum, and we can all learn from others' experiences. When an operational location solves a safety problem or improves a process to make it safer, we need an efficient way to share that information with other locations. Whether that's an internal forum, a data bank or another tool, we

need to create the space for open and honest communication. Employees need to feel free to approach leaders with EHS questions and solutions.

With thousands of Baby Boomers retiring every day, attracting, training and maintaining the younger workforce will continue to be a challenge. As we lose employees with decades of experience in their roll and with safety procedures, open communication becomes even more important. We need to dedicate time and space to the sharing of knowledge that will keep our younger workforce safe.

Using leading indicators is another area that will continue to promote improvement in EHS results. It's no longer good enough to find out what went wrong and to fix it after the fact. We need to look ahead, to predict what could go wrong, and to prevent it. Using leading indicators requires an increased investment in EHS activities, but pays dividends in reduced incidents.

EHS Today: How will this session help attendees be a better resource for their employers?

Brian Cook: This presentation will provide attendees with some tools to help them create a safety-first culture at their own companies. They will have a new grasp on the importance of fostering an employee-driven safety culture, and will have learned a few strategies they can use to start executing on their safety priorities. The tactics we discuss will better equip them to turn company conversations surrounding safety initiatives from ones that are reactive to ones that are proactive. By learning about the steps that USG has taken on its safety journey, participants will come away with new ideas about how bring their own safety cultures to life through the work their employees do every day.

Personal Protective Equipment: Prevent high cost of hearing loss in the workplace

Published by OHS Canada

Work-related hearing loss is a critical health and safety issue that affects about 25 per cent of the workforce, who are exposed to hazardous noise on the job. The good news is that occupational noise-induced hearing loss (ONIHL) is 100 per cent preventable when proper preventative measures are implemented as part of a workplace safety program.

In addition to the personal consequences of hearing loss, good hearing is vital to many aspects of worker safety and performance. It helps workers avoid accidents and reduces the likelihood of serious injury. Workers in high-noise environments typically lose more time from accidents and are less productive than those exposed to lower noise levels, according to studies cited by the American Industrial Hygiene Association.

ONIHL can result from one-time impulsive noise exposure or continuous, long-term exposure to sounds at or above 85 decibels.

A person's hearing can be protected by increasing awareness of decibel exposure in the workplace — the distance from the sound source and the duration of noise exposure. The U.S. Occupational Safety and Health Administration (OSHA) mandates that employers implement an ongoing hearing-conservation program whenever employee noise exposures equal or exceed an eight-hour, time-weighted average sound level of 85 decibels.

As part of workplace hearing-conservation programs, OSHA requires that employers first try to diminish noise in the workplace by implementing engineering or administrative controls to reduce employee exposures. If these controls aren't effective, employees must also use hearing-protection devices to reduce exposure to safe levels.

Hearing-protection products and selection

Hearing protectors must adequately reduce the noise level for

each employee's work environment, according to OSHA. Most employers use the Noise Reduction Rating that represents the hearing protector's ability to reduce noise under ideal laboratory conditions.

There are three common classifications of hearing protectors: earplugs, ear bands and earmuffs. All are designed to reduce the amount of sound before it enters the delicate regions of the inner ear where hearing damage can occur.

Earplugs fit in the outer ear canal and, when inserted properly, block sound from further entering the ear canal with an airtight seal. An earplug must be snugly fitted so that it seals the entire circumference of the ear canal and is available in a variety of materials, shapes, colours and duration of use (single use versus reusable). An improperly fitted, dirty or worn-out plug will not seal and can irritate the ear canal. Ear bands also fit in the outer ear canal, but are held in place with the tension of its band. In contrast, earmuffs fit over the entire outer ear and are typically held in place by an adjustable headband. Wearing earmuffs can sometimes be a challenge with other personal protection equipment (PPE), such as safety glasses or hard hats. Some of the newer hearing protection products, however, can be independently secured to the ear without these high-pressure bands and provide a comfortable secure fit.

When properly used, hearing-protection devices reduce noise to safer levels. These devices should be selected with a goal of reducing the environmental noise to safe levels as directed by OSHA and not to eliminate all sound entirely. This type of "overprotection" would be impractical as well as dangerous, because employees must be able to hear sounds to perform their jobs safely and effectively.

Continued on Page 5

Comfort: a crucial component

Hearing protection is effective only when employers and employees understand how to appropriately select, wear and care for these items. According to the U.S. National Hearing Conservation Association, the most important factor in hearing-protector selection is finding a comfortable device that an employee will wear correctly 100 per cent of the time that he or she is exposed to harmful noise.

As with other forms of PPE, hearing-protection devices are continually evolving, as user comfort and ease of use take on greater importance. Some innovations include designs that block sound without intruding into the sensitive ear canal and are two-part systems consisting of a reusable ear clip chassis and removable foam ear pad. Many newer options are designed with an eye towards how they will work with other forms of head protection, such as safety eyewear, respirators, hard hats and hooded apparel.

Select hearing-protection products that are/will:

- Designed for easy insertion and removal;
- Flexible and conforming to the ear canal opening;
- Provide hygienic fit and seal inside the ear canal;
- Lightweight;
- Stay securely in place without relying upon placing pressure inside the ear canal; and
- Innovative, with reliable features for shift-long comfort.

Other important characteristics to consider include:

- Hygienic storage solutions for when devices are not in use;
- Hearing-protection options that are available with and without cords, to fit individual worker preferences; and
- Whether the hearing protection can be used in conjunction with other head-protection PPE.

Hearing is that unique sensory gift that allows us to appreciate the sounds that matter to us, whether in our personal lives or as we perform safely and effectively on the job. Successful occupational hearing conservation is defined by the cooperation between employers and employees, leadership support and broad acceptance across the workforce. A first step to facilitate endorsement and increase compliance is to make sure the hearing-protection products that are used are comfortable, easy to insert and remove and integrated with other forms of PPE.

Hearing Conservation

IDENTIFY

Exposure to high noise levels is the primary cause of noise induced hearing loss (NIHL).

Workers are generally exposed to high noise levels in their workplace, yet are more likely to resist wearing hearing protection more than any other type of PPE. The reason being is that they don't see it as a "need"; however, what people don't realize is that hearing loss happens over time so, once you're at a point where you can't hear as well as you used to, the damage is already done.

Fortunately, noise-induced hearing loss can be reduced or eliminated all together with the successful application of workplace controls, hearing conservation programs and the following list of tips and tricks in this ToolBox Talk.

COMMUNICATE AND CONTROL

Determining Noise Levels

When evaluating your workplace for noise levels, be mindful of these three factors:

1. If you need to speak in a very loud noise or shout directly into the ear of a person, in order to be understood, it is likely that the exposure limit for noise is being exceeded.
2. If you have heard noises and ringing noises in your ears at the end of the work day, you are being exposed to too much noise.
3. If speech or music sounds muffled to you after leaving work, but sounds fairly clear in the morning when you return to work, there is no doubt about your being exposed to noise levels that can eventually cause a partial loss of hearing that can be permanent.

If you are working in any of these conditions, consult your manager/supervisor and have a safety professional measure the noise levels throughout your workplace. A proper noise level reading can determine whether your exposure to noise is great enough to require specialized PPE for hearing protection.

Wearing hearing protection in the workplace

Employers are responsible for providing the required hearing protection devices to all employees. To monitor the effectiveness of hearing protection, construction workers must have their hearing tested every year.

Wear hearing protection devices when exposed to noise from loud tools such as air nailers, chop saws, chainsaws, circular saws, routers, screw guns, drills, and power planers.

Meanwhile, be sure you can still communicate with your co-workers by wearing hearing protection devices that do not block out too much noise. Examples include custom-moulded earplugs with vents, earplugs with a connecting cord, Class B earplugs or earmuffs, and electronic earmuffs or earplugs.

Noise levels

Permanent hearing loss (nerve damage) can occur when the ear is exposed to 85 decibels (dB) or higher, averaged over an 8 hour work day.

Symptoms of noise induced hearing loss can include ringing in the ears (tinnitus) and difficulty understanding conversation (sound distortion).

If workers standing only a few feet apart have to shout or raise their voices to be heard, it is an indication that noise levels are above 85 dB. Any exposure to the ear at 140dB or higher can cause immediate and permanent hearing loss.

To compare:

- | | |
|-----------------------|--------|
| • Normal conversation | 60 dB |
| • Vacuum Cleaner | 85 dB |
| • Push Lawnmower | 95 dB |
| • Tablesaw | 100 dB |
| • Chainsaw | 105 dB |
| • Wood Chipper | 110 dB |

DEMONSTRATE

Create a Hearing Conservation Program that includes noise monitoring, annual employee training, implementation of noise controls, and annual audiometric testing for your workplace.

These questions are meant to help you remember what was discussed today — not to test your patience or challenge your intelligence.

The answers are at the bottom of the page. Cover them up and complete the quiz as quickly as you can.

THE QUIZ: Hearing Conservation

1. When evaluating your workplace for noise levels, you consider the following factors:

- A) How loudly you are speaking to your co-workers
- B) If you hear noises/ringing sounds in your ears at the end of the day
- C) Your speech/music sounds muffled after your workday
- D) All of the above

2. TRUE OR FALSE: you don't "need" to wear hearing protection on the job

TRUE FALSE

3. Permanent hearing loss can occur when the ear is exposed to:

- A) 30 dB
- B) 72 dB
- C) 85 dB
- D) 95 dB

4. TRUE OR FALSE: construction workers must have their hearing tested every year

TRUE FALSE

5. List three (3) components of a Hearing Conservation Plan

1. D 2. FALSE 3. C 4. TRUE
5. noise monitoring, annual employee training, implementation of noise controls, annual audiometric testing

Practical Solutions for a Safer Workplace

**CONSTRUCTION SAFETY
ASSOCIATION OF MANITOBA**

- CUSTOMIZED SAFETY PROGRAM**
- COR™/SECOR™ CERTIFICATION**
- CONTACT CSAM TO EVOLVE YOUR SAFETY PROGRAM WITH:**

- Education & Training courses
- Safety Conferences
- Free Consulting Services for Members
- Toolbox Talks
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- On-site training across Manitoba
- Strategic Planning
- HSA™ Designation
- Online Training
- Westman Association of Safety Professionals (WASP)
- Membership

**THE MORE STEPS YOU TAKE, THE STRONGER YOUR SAFETY PROGRAM WILL BE.
CALL US AT 204-775-3171 OR VISIT US AT CONSTRUCTIONSAFETY.CA TO TAKE THE FIRST STEP.**

CONSTRUCTIONSAFETY.CA



FEBRUARY 7 & 8, 2017

Save the date for this two-day conference.

Last year, over 1,800 participants did.

They learned new skills and built on their strengths with interactive workshops, management sessions, and safety training courses; networked with trade show exhibitors; and enjoyed a full serving of breakfast, lunch and entertainment.

Learn more at **construction safety.ca.**

We'll see you then.



**CONSTRUCTION SAFETY
ASSOCIATION OF MANITOBA**

OUR ASSOCIATION'S MISSION, VISION AND STRATEGIC PLAN IS TO
**STRENGTHEN THE SAFETY CULTURE IN
MANITOBA'S CONSTRUCTION INDUSTRY**
WITH PROACTIVE EDUCATION, TRAINING AND CONSULTING THAT
SUPPORTS SAFE WORK PRACTICES, CAREER DEVELOPMENT
AND COR™/SECOR™ CERTIFICATION ACROSS THE PROVINCE.

**NO
COMPROMISE**

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