



## CONSTRUCTION SAFETY ASSOCIATION OF MANITOBA

### TABLE OF CONTENTS

#### PAGE 1

CSAM's consulting service is the ticket to success for companies working to achieve COR™

#### PAGE 2

Evolve your safety program with CSAM

#### PAGE 3

CSAM: THE Safety Conference is returning to Winnipeg on February 7 & 8, 2017 - learn more at [thesafetyconference.ca](http://thesafetyconference.ca).

#### PAGE 4

CSAM: THE Safety Conference - working together to make safety and health a priority in your workplace

#### PAGE 5

CSAM: THE Safety Conference Management Sessions - register now!

#### PAGES 6-8

Toolbox Talk: Roles & Responsibilities

#### PAGES 9-11

Toolbox Talk: WHMIS 2015/GHS

#### PAGES 12-14

Toolbox Talk: Workers' Rights

# CSAM NEWS

## CSAM's consulting service is the ticket to success for companies working to achieve COR™

The Construction Safety Association of Manitoba (CSAM) offers consulting services to member companies that are looking to build a customized safety program that's tailored to their workplaces.

This complimentary service includes the development and implementation of a customized safety program, the identification of potential hazards in the workplace, COR™ Audit gap analysis and customized safety training.

The customized safety and health program that companies build with CSAM will meet legislated requirements and help aid in the identification, communication and control of hazards that is specific to each business model, workplace environment and safety culture.

This service is ideal for companies that are in the midst of working to achieve COR™/SECOR™ Certification. Each month, CSAM sends out a survey to companies, registered for COR™/SECOR™ Certification, to get a sense of where they are in the process and if they need assistance. This level of assistance is available both in-house at CSAM's offices, in Winnipeg and Brandon, and on-location at your workplace.

To book a consultation, contact Adam Nychuk at [adam@constructionsafety.ca](mailto:adam@constructionsafety.ca) or 204-775-3171.

*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
- NCSO™ Designation
- CSAM News
- 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](http://CONSTRUCTIONSAFETY.CA) TO TAKE THE FIRST STEP.**

**CONSTRUCTIONSAFETY.CA**



## CSAM: THE Safety Conference is returning to Winnipeg on February 7 & 8, 2017

Register today at [thesafetyconference.ca](http://thesafetyconference.ca)

The Construction Safety Association of Manitoba's annual CSAM: THE Safety Conference is returning to Winnipeg on February 7 & 8, 2017, at the RBC Convention Centre.

This two-day conference is designed to equip workers with the knowledge, tools and skills needed to improve safety and health in Manitoba's workplaces.

CSAM's primary objectives are to raise awareness and educate workers on the prevention of incidents, injuries and loss; meanwhile, ensure that your experience at the conference is second to none - offering personalized materials, quality workshops, experienced instructors, catered three-course lunch, free trade show, conference apparel and multiple prizes to be won throughout the two days.

This conference has been crowned Canada's premier safety conference for a reason - issuing over 3,500 training certificates, welcoming over 1,500 attendees, and working with over 100 exhibitors and 40 instructors from across the province each year.

This year, CSAM plans to take this event to the next level with the support of SAFE Work Manitoba, official conference partner, and other affiliated safety associations in Manitoba.

This level of support brings new courses to the table and bridges the safety leaders in Manitoba together with one common goal: to set a safety standard and prevent incidents, injuries and loss throughout construction and connected industries across the province.

To register for CSAM: THE Safety Conference, you can either register online at [thesafetyconference.ca](http://thesafetyconference.ca) (and receive a discount) or mail in/fax a hardcopy of your filled out registration form to:

Construction Safety Association of Manitoba  
1447 Waverley Street  
Winnipeg, MB R3T 0P7

CSAM: THE Safety Conference registration fees are as follows:

### ONLINE REGISTRATION

**One Day:** \$130 +GST (Save \$50)

**Two Day:** \$225 +GST (Save \$75)

### MAIL OR FAX IN REGISTRATION

*(Mail in registration must be accompanied with payment)*

**One Day:** \$180 +GST

**Two Day:** \$300 +GST

***For more information on offered courses, sponsorship and exhibitor opportunities, visit [thesafetyconference.ca](http://thesafetyconference.ca).***



**PROUDLY NAMED CANADA'S  
PREMIER SAFETY CONFERENCE.**

**REGISTER NOW AT [THE SAFETY CONFERENCE.CA](http://THE SAFETY CONFERENCE.CA)**



**WORKING TOGETHER TO MAKE SAFETY &  
HEALTH A PRIORITY IN YOUR WORKPLACE.**



**WE'LL SEE YOU THERE**



# MANAGEMENT SESSIONS

ENHANCE YOUR LEADERSHIP/MANAGEMENT SKILLS, BUILD ON YOUR EXISTING SKILLSET AND CELEBRATE THE IMPORTANCE OF SAFETY IN YOUR INDUSTRY!

## DAY ONE

### Safety Culture: What IS a Good Safety Culture?

Every day the safety culture at your company is developing. The question is: Is it becoming a good safety culture or a bad safety culture? Just following the regulations does not ensure that your safety culture will be good. It takes more - leadership, communication and the commitment by both management and employees to strive for excellence. Does your company have the right recipe for a good safety culture?

During this seminar we'll explore what it takes to develop a good safety culture by reviewing examples from companies that have implemented safety and health management systems that have proven results. Through activities and workshops we'll also look at what management needs to do to develop a good safety culture each and every day.

## DAY TWO

### "Soft Skills" of Managing is Determined by How Well You Lead!

Did you know that true leadership is not measured by the title you have or the job that you do? You can be "THE BOSS", but that type of leadership will only get you so far. To go far as a leader in your role and in your career, you must learn to achieve results and build a team of people around you that produces. This will always be determined by your level of INFLUENCE as a leader.

In this seminar, you will learn how to assess and gauge your current level of leadership; the five levels and what it takes to move up to each level; and how to develop a customized growth plan to work towards Level 5, "The Pinnacle".

### Rip off the Band-Aid! Have that Tough Conversation

For many people, knowing that they are going to have to face their employee to discuss poor performance, disciplinary action, or basically anything that could be perceived as negative can be very uncomfortable. Not being prepared or equipped with the tools to deal with these types of conversations can have a negative effect on your ability to lead and to have a productive engaged team.

Join Wendy as she shares her experiences and best practices that have helped her and the companies she has worked with to "Rip off the Band-Aid" of having tough conversations. Learn what to do to set yourself up to be equipped and ready to face the conversation professionally and with confidence.

**REGISTER NOW AT [THESAFTYCONFERENCE.CA](http://THESAFTYCONFERENCE.CA)**



### Cindy L. Lewis

Cindy L. Lewis, MSPH, ASP, is Director of the Gulf Coast Safety Institute, College of the Mainland, Texas City, TX. As Director, Lewis oversees the "Centers of Excellence" within the Institute and is an OSHA Challenge Program Administrator. She is also the owner of Creative Safety Solutions, Dickinson, TX, a comprehensive safety and health consulting firm that focuses on working with small businesses in developing their safety, health and training management systems.



### Wendy Hofford

Wendy is a Director of Human Resources and holds her designation as a Construction Safety Officer. She is a certified speaker, trainer and mentor through John Maxwell Leadership and the Gallup Strengths Organization. Wendy holds a seat on both the Advisory Committee and the Electrical & Mechanical Divisional Safety Committee for the Construction Safety Association of Manitoba and is an active member of the Safety Professional Impact Networking Group.

# Roles & Responsibilities

## IDENTIFY

All levels of workers have a role and responsibility to keep themselves, their co-workers and work environment safe.

This Toolbox Talk is dedicated to learning about the different types of roles and responsibilities in your workplace.

## COMMUNICATE AND CONTROL

The Workplace Safety and Health Act and the Regulation (Manitoba Regulation 217/06) defines the responsibilities of workplace parties such as owners, employers, supervisors, and workers:

### OWNER

The owners of buildings or land, used as a workplace, have legal safety and health responsibilities that include:

- taking necessary precautions to ensure that property under their control does not create a risk to safety and health
- co-operating with other people on workplace safety and health matters.

### EMPLOYER

Employers are responsible for the safety, health and welfare for his/her workers in the workplace. This includes:

- Providing and maintaining equipment, materials, PPE and tools,
- Providing new workers with an safety orientation,
- Ensuring that everyone and all processes comply with the requirements of the law,
- Providing information and instruction to protect workers' health and safety,
- Providing competent supervision,
- Educating workers on the hazards associated with the workplace, and
- Taking every precaution reasonable to protect workers.

### SUPERVISOR

Supervisors are responsible to protect his/her own safety and the safety of other persons in the workplace. This includes:

- Ensuring that workers use and wear any protective equipment or clothing, required by legislation and/or the employer, and
- Advising workers of any possible hazards on the job.

### WORKER

Every worker must take reasonable care to protect his safety and health as well as the safety and health of other persons in the workplace. This includes:

- Wearing any protective equipment or clothing that your employer/legislation requires you to wear,
- Reporting to your employer or supervisor any protective device that is missing or not working properly,
- Reporting to your employer or supervisor any hazard in the workplace, and
- Reporting any violations in legislation.

## DEMONSTRATE

Educate your workers on the different sections of the Workplace Safety and Health Act and Regulation and what rules and regulations apply to them.

For more information, visit the CSAM offices, in Winnipeg and Brandon, and pick up a copy of The Workplace Safety and Health Act and the Regulation (Manitoba Regulation 217/06).

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:

## Roles & Responsibilities

### 1. Owners are responsible for:

- A) The land or premise used as a workplace
- B) Advising workers of any possible hazards on the job
- C) Reporting any violations in legislation
- D) Providing new workers with an safety orientation

### 2. Employers are responsible for:

- A) Ensuring that workers use and wear any protective equipment or clothing
- B) Co-operating with other people on workplace safety and health matters
- C) Providing information and instruction to protect workers' health and safety
- D) Reporting any violations in legislation

### 3. Supervisors are responsible for:

- A) Reporting any violations in legislation
- B) Advising workers of any possible hazards on the job
- C) Educating workers on the hazards associated with the workplace
- D) Taking every precaution reasonable to protect workers

### 4. Workers are responsible for:

- A) The protection of his/her own safety
- B) Providing and maintaining equipment, materials, PPE and tools
- C) Providing new workers with an safety orientation
- D) Reporting any violations in legislation

1. A 2. C 3. B 4. A, D

ANSWERS



# WHMIS 2015/GHS

## WHMIS after GHS

Health Canada has changed the original Workplace Hazardous Materials Information System (WHMIS) requirements in Canada that will incorporate the Globally Harmonized System of Classifying and Labelling Workplace Chemicals (GHS) – an internationally agreed-upon hazard communication system developed by the United Nations.

## “WHMIS 2015/GHS”

WHMIS is a system of combined federal, provincial, and territorial legislation and regulations that first became law in 1988. The main components of WHMIS are hazard identification and product classification, labelling, safety data sheets, and worker education and training. The GHS defines and classifies the hazards of chemical products, and communicates health and safety information on labels and material safety data sheets – referred to as Safety Data Sheets (SDSs). Originally named WHMIS 1988, the system will be referred to as WHMIS 2015 once GHS is incorporated.

## WHMIS 1988 to WHMIS 2015/GHS

Both the amended Hazardous Products Act and the new WSH regulations are currently in force, meaning that suppliers may begin to use and follow the new requirements for labels and SDSs for hazardous products sold, distributed, or imported into Canada. Manitoba workplaces and other countries have already adopted GHS into their hazard classification, labeling, and communication laws for workplaces. While the new system contains new international hazard classifications and labelling requirements, the responsibilities for workers, employers and suppliers will remain the same.

A multi-year transition plan to update provincial, federal and territorial occupational health and safety WHMIS regulations will take place from February 11, 2015, until May 31, 2017. Until this time, suppliers will be permitted to use either WHMIS 1988 or WHMIS 2015 to classify and label product hazards. Beginning June 1, 2017, and ending in May 31, 2018, both distributors and suppliers importing products for their own use are also permitted to continue using either WHMIS 1988 or WHMIS 2015.

It is important to note that although there is a phase in period for WHMIS 2015, if employers are using controlled products in the workplace that come with the new WHMIS 2015 – GHS labelling and SDS information, it is the responsibility of the employer to comply with the education and training updates for their workers regardless of what phase we are in.

## IMPLEMENTATION TIMELINE

Phase	Timing	Suppliers		Employers
		Manufacturers and Importers	Distributors	
Phase 1	February 11, 2015, to May 31, 2017	WHMIS 1988 and/or WHMIS 2015/GHS	WHMIS 1988 and/or WHMIS 2015/GHS	WHMIS 1988 and/or WHMIS 2015/GHS
Phase 2	June 1, 2017, to May 31, 2018	WHMIS 2015/GHS	WHMIS 1988 and/or WHMIS 2015/GHS	WHMIS 1988 and/or WHMIS 2015/GHS
Phase 3	June 1, 2018, to November 30, 2018	WHMIS 2015/GHS	WHMIS 2015/GHS	WHMIS 1988 and/or WHMIS 2015/GHS
Completion	December 1, 2018	WHMIS 2015/GHS	WHMIS 2015/GHS	WHMIS 2015/GHS

Source: CCOHS. (2015, May 13). OSH Answers Fact Sheets – WHMIS 2015. Retrieved from Canadian Centre for Occupational Health and Safety: [http://www.ccohs.ca/oshanswers/chemicals/whmis\\_ghs/general.html](http://www.ccohs.ca/oshanswers/chemicals/whmis_ghs/general.html)

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: WHMIS 2015/GHS

## 1. What does WHMIS stand for?

- A) Worker's Hazardous Materials Information Station
- B) Workplace Hazardous Materials Information System
- C) Working at Heights with Materials Information System
- D) Working with Hazardous Materials Information Safely

## 2. What does GHS stand for?

- A) Global Hazard System for Classifying and Labelling Workplace Chemicals
- B) Globally Harmonized Set-up for Clearly Labelling Workplace Chemicals
- C) Globally Harmonized System of Classifying and Labelling Workplace Chemicals
- D) Global Hazardous System for Clearly Identifying Workplace Chemicals

## 3. When is WHMIS 2015/GHS expected to be completely implemented?

- A) June 1, 2017
- B) June 1, 2018
- C) May 31, 2018
- D) December 1, 2018

## 4. TRUE OR FALSE: 'Safety Data Sheets' replaced the 'Material Safety Data Sheets' and SDS falls under the new GHS requirements.

TRUE            FALSE

1. B 2. C 3. D 4. TRUE

ANSWERS



# Workers' Rights

## IDENTIFY

Employers have the right to determine and control the work and workers have the power to protect their health and safety.

## COMMUNICATE AND CONTROL

In Manitoba, legislation dictates four key rights that all workers have: the right to know, the right to participate, the right to refuse and the right to protection against discrimination.

### RIGHT TO KNOW

Workers have the right to know about workplace health and safety hazards.

The WSH Act and Regulation says that employers must provide a wide range of information about workplace hazards to workers and joint health and safety committees.

Joint committees have a duty to communicate with workers. WHMIS, the Workplace Hazardous Materials Information System, is one example of the right to know. WHMIS is a world-wide system designed to protect workers by providing information about hazardous materials on the job.

WHMIS has three parts:

- Labels
- Safety Data Sheets (SDS)
- Worker Education and Training

### RIGHT TO PARTICIPATE

Workers have the right to make recommendations about health and safety.

Employers must recognize this right to participate by consulting with joint health and safety committees about health and safety training.

A worker on the committee has the right to be present at the beginning of testing equipment; participate in Workplace Safety and Health inspections and investigations; and investigate serious accidents and inspect job sites regularly.

This joint health and safety committee also has the right to make recommendations to employers about health and safety improvements. Employers must reply in writing within 30 days. Certified worker members have the right to investigate complaints dealing with dangerous circumstances.

### RIGHT TO REFUSE

Workers have the right to refuse work if they believe it endangers their health and safety.

The WSH Act and Regulation sets out specific procedures. This is a two-stage process:

- 1) You can refuse based on your subjective belief that the work is dangerous. You must inform your supervisor or employer.
- 2) Once a supervisor has investigated, you may still have reasonable grounds for believing that the work is dangerous. In this case, you may continue to refuse work. At that point, a Workplace Safety and Health Inspector must be called in to investigate.

### RIGHT TO PROTECTION AGAINST DISCRIMINATION

It is illegal for an employer to discipline or discriminate against a worker who tries to protect themselves or another worker from unsafe or unhealthy work conditions.

This legal protection extends to:

- Your right to know, your right to participate and your right to refuse unsafe work;
- Your right to report safety and health concerns to your supervisor/employer, health and safety committee, or government's Workplace Safety and Health Division; and
- Any other rights you have under the Workplace Safety and Health Act and Regulation

## DEMONSTRATE

Ask your crew: what rights do construction workers have on the job?

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: Workers' Rights

## 1. What are the four rights a worker has?

- A) The right to know, refuse, participate and protection
- B) The right to be aware, education, participation and protection
- C) The right to know, education, protection and to be a part of a team
- D) The right to know, refuse, participate and be aware

## 2. TRUE OR FALSE: WHMIS has three main parts

TRUE            FALSE

## 3. What does SDS stand for?

- A) Standard Documentation System
- B) Safety Data Standard
- C) Safety Data Sheets
- D) Safe Data Sheets

## 4. TRUE OR FALSE: According to the WSH Act and Regulation, a two-stage process must occur when a worker practices his or her right to refuse

TRUE            FALSE

## 5. Is this two-step process for when a worker practices his or her right to refuse:

- 1) You can refuse based on your subjective belief that the work is dangerous. You must inform your supervisor or employer.
- 2) Once a supervisor has investigated, you may still have reasonable grounds for believing that the work is dangerous. In this case, you may continue to refuse work. At that point, a Workplace Safety and Health Inspector must be called in to investigate.

YES            NO

1. A 2. TRUE 3. C 4. TRUE 5. YES

ANSWERS





**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**

See what we're all about at  
[constructionsafety.ca](http://constructionsafety.ca)

