



**CONSTRUCTION SAFETY  
ASSOCIATION OF MANITOBA**

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Register now for CSAM: THE Safety Conference - February 7 & 8, 2017



**The Journey to Having Safe, Clean & Clear Water**

***WASP toured the City of Brandon Water Treatment Facility***

The Westman Association of Safety Professionals (WASP) recently visited the City of Brandon’s Water Treatment Facility to gauge the current processes taken to ensure that citizens of Brandon receive clean drinking water from a safe work environment.

Brian Simpson, Senior Water Treatment Plant Operator, led the tour through the historic facility and discussed each area of operation that goes into producing clean drinking water.

Starting with where Brandon’s water originates from: the Assiniboine River. The Assiniboine River is defined as “hard” because of its consistency of materials and other natural substances in the water. So when it comes to transforming the Assiniboine River into drinkable water, it has to go through multiple cycles of treatment – pretreatment, softening, filtration and disinfection.

***Continued on Page 2***

The City of Brandon's Water Treatment Facility has been operating since the 19th century and under the same philosophy, "to produce safe and clean water". This philosophy is achieved with consistent monitoring, maintenance and advancement of equipment, stages of operation, and future plans that ensure top quality drinking water for the future.

Greg Brown, OS&H Coordinator with the City of Brandon, is pleased to say that Brandon's water treatment system has evolved to a level where any unique safety challenge has been overcome and solved by the City of Brandon's dedicated team of professionals.

"Parts of the existing Water Treatment Facility were built in 1905. Since then, workplace safety and health standards have evolved and, along the way, created some unique workplace safety challenges," says Brown. "It is an amazing opportunity as a safety professional to work for the City of Brandon. Every day I get to be part of serving and building the community that my family and I live in."

Simpson and the team actively work to obtain samples of water, at different stages of collection and filtration, to ensure that every stage it takes to create clean and clear drinking water. Each year, Brandon Plant Operators collect a minimum of 15,000 samples of water to ensure that your drinking water is safe.

To learn more about the City of Water Treatment Facility and the journey it takes to have clear drinking water, visit [www.brandon.ca](http://www.brandon.ca).

**WASP is now looking for industry leaders to take part as guest speakers at its upcoming safety events. To learn more, or to sign up as a guest speaker for WASP's upcoming events, contact Trish Carlisle at [trish@constructionsafety.ca](mailto:trish@constructionsafety.ca) or 204-728-3456.**



Brian Simpson on the City of Brandon Water Treatment Facility tour



**Meeting Agenda**  
**November 16, 2016**  
**5:00 pm**  
**950-10<sup>th</sup> Street, Brandon MB**  
**CSAM Boardroom CSAM**

1. Call meeting to order
2. Introductions of those in attendance
3. Acceptance of Agenda, additions or deletions
4. Speaker – Jamie Hall, Chief Operating Officer, SAFE Work Manitoba

SAFE Work Manitoba is presently working with the Institute of Work and Health to develop a definition of a 'culture of safety and health' that can be integrated into safety programs and services, particularly the new SAFE Work Certified program that is being rolled out in 2017. It is expected that this work will assist workplaces in assessing their culture of safety and health and establish practical improvements. In his presentation, Jamie will provide and update on the progress of the development of this definition and ask for input and perspectives from the audience.

Jamie joined SAFE Work Manitoba as Chief Operating Officer in May 2014. He believes that we are on the cusp of monumental improvements in safety performance in Manitoba and in society as a whole. He is thrilled to be a part of the community of safety leaders who are building the momentum for this change. A former Manitoba Hydro executive, Jamie has also served on the Board of Directors of Safety Services Manitoba. Presently, Jamie is also a sessional instructor in the University of Manitoba's Asper MBA program delivering a course on executive responsibility and ethics.

Jamie holds a B.SC. in Electrical Engineering and an MBA with a specialty in Human Resources.

5. Acceptance of minutes, errors or omissions
6. Old Business
7. New Business
8. Round Table Discussion
9. Adjourn

Note: Round Table Discussion is an opportunity for anyone to share safety information or concerns, and to ask any questions regarding safety.

# Alberta introduces bill against workplace bullying, harassment

*Proposed law would make harassment policies mandatory*

*Written by Jeff Cottrill, OH&S Canada*

Alberta employers may have a tougher time getting away with bullying and harassment from now on, as the provincial legislature has just proposed a law that would make harassment policies mandatory for workplaces.

Craig Coolahan, the MLA for Calgary-Klein, tabled a private member's bill in the legislature in Edmonton on Nov. 9. The Occupational Health and Safety (Protection from Workplace Harassment) Amendment Act, 2016 passed its first reading and is moving on to its second.

"Currently, there is no legislation that recognizes bullying or psychological harassment in the workplace," Coolahan wrote in an op-ed column submitted to various media outlets, including COHSN. "We can do better. Albertans deserve a workplace that is safe from both physical harm and the psychological and emotional damage that workplace harassment inflicts."

If the bill passes, every Alberta employer will have to establish a workplace harassment policy and investigate all harassment complaints. If an employee is not satisfied with the resolution of a complaint, he or she will be able to file another complaint with a government occupational health and safety officer, who may mediate a resolution if the matter appears to have merit. An unsuccessful mediation could potentially result in "corrective action" against the accused perpetrator.

"In consultations with Alberta businesses of all sizes, individual victims, labour organizations and pertinent non-profit and professional organizations," wrote Coolahan, "there is clear support for providing all Albertans with a safe, harassment-free work environment."



One of the bill's vocal supporters is Linda Crockett, a social worker and the founder and executive director of the Alberta Bullying Research, Resources & Recovery Centre in Edmonton.

"I am extremely excited to see this happen. I thought we were going to be waiting a few years before we saw it," said Crockett. "All those people out there that are suffering, either just beginning that process or suffering in isolation, I see hope for them now."

Coolahan cited a recent study revealing that 60 per cent of Alberta workers had experienced workplace harassment, while half of the victims of bullying or harassment would not report it. Of the ones who had sought help from their employers' human-resources departments, 62 per cent said that the companies had taken no action.

If Coolahan's bill becomes law, "employers are going to be accountable," said Crockett. "If there is a policy that exists, they're going to update it; they're going to make it current. If there isn't a policy, they're going to be held accountable to create a policy. And then they're going to be accountable to follow through on it."

Only about 70 per cent of Alberta workplaces have harassment policies in place, according to recent information from the Human Resources Institute of Alberta. The policies that do exist are inconsistent, tending to vary from employer to employer.

Crockett explained that workplace bullying is usually an insidious type of psychological abuse that happens behind closed doors. "The tactics are quite subtle, passive-aggressive," she said. So many perpetrators never face any consequences for their behaviour; indeed, many get promoted or transferred to other locations where they continue to bully employees.

"The process doesn't work," said Crockett. "There's a breakdown in the system of complaint and policy."

She added that Alberta also needed more education and training on workplace harassment by "qualified anti-bullying specialists," as well as resources both for victims and for those who act out.

"Most people in the workplace don't realize that they are being bullied until at least a year after, or until they become quite ill, and that's when they finally reach out for help," she said.

Coolahan clarified that the bill was intended to be preventative rather than punitive. "It's about protecting all Albertans. It's about ensuring that all employers and employees are familiar with what harassment is and what it is not, through the use of a robust harassment policy and training," he said.

"I'm thrilled to be able to listen to Albertans and support them with this important legislation."



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## Tree Service Worker Killed on First Day of Job

**OSHA has cited New York-based Countryside Tree Service after a worker was killed after being pulled into a wood chipper his first day on the job**

*Written by Stefanie Valentic, EHS Today*

Since 2011, tree service industry workers have suffered a six-fold increase nationally in the number of amputations due to wood chippers. OSHA has received 19 severe injury reports since 2015 related to wood chippers with injuries including amputations and head trauma.

Recently, during his first day on the job, 23-year-old Countryside Tree Service employee Justus Booze was pulled into a wood chipper, killing him.

A subsequent OSHA investigation found the Albany, New York-based company failed to provide safety training or protect workers from the wood chipper's rotating parts. The agency also determined the company's owner, Tony Watson, did not ensure workers used safe operating procedures when feeding materials into the chipper, exposing them to deadly hazards.

"A young man's life ended tragically and needlessly," said Robert Garvey, OSHA's Albany area director in a statement. "Countryside Tree Service bears responsibility to ensure that all phases of tree trimming, tree felling and tree removal work is performed safely. Putting employees to work with potentially dangerous machines with no safety training is unacceptable. Tree service companies must train workers - climbers, trimmers and ground crew - properly. These workers must also be instructed in safe work practices and use of equipment including chain saws, cutters and especially hand-fed wood chippers that cut and grind branches and logs into pulp."

**OSHA cited Countryside with a willful violation because of the lack of training as well as three serious violations which included:**

- Exposing employees to laceration and amputation hazards while operating chain saws during tree removal at three separate locations. Employees did not wear leg protection while trimming branches.
- Failing to train each employee to use personal protective equipment.
- Exposing employees to eye hazards during tree removal including wood dust, flying wood pieces, and being struck by branches during tree trimming and feeding wood into a chipper.
- Failing to ensure employees wear a protective helmet when working in areas where the potential exists for head injuries from falling objects.

**The proposed fines for these violations total \$141,811.**

# Tree Maintenance Safety

## IDENTIFY

Tree felling, trimming and maintenance present a number of potential hazards on the job, including electrocution, falls, being struck by branches and causing damage to surrounding trees and/or structures.

It is the employer's responsibility to provide safety training and a pre-job hazard assessment before the work begins.

Only experienced and trained workers should trim trees near power lines. Before the work begins, contact Manitoba Hydro to discuss the placement and de-energizing, grounding or shielding of power lines.

## COMMUNICATE AND CONTROL

### PPE

When a worker is assigned to tree maintenance, he/she must be equipped with the proper PPE:

- Safety glasses / face shield
- Hard hat
- Hearing protection
- High-vis safety vest
- Work gloves
- CSA-approved high top work boots
- Appropriate fall restraint equipment

### FELLING AND PRUNING TREES

Properly felling a tree involves cutting the tree in such a way so that it falls in a desired direction, eliminating/minimizing damage to surrounding trees and/or structures. To fell a tree safely, the immediate and surrounding area around the tree must be considered with the following steps:

- Perform a hazard assessment of your work area to determine felling direction and potential impact on surrounding area.
- Inspect the tree to see if it's leaning in any particular direction as this will affect the direction it falls.
- Be aware of weather conditions, especially wind.
- Be aware of broken or hanging branches and if the tree is leaning against other trees. Branches may fall and leaning

trees may spring back and cause injury.

- Branches and tops of dead trees may break off during felling.
- Know where other workers are located. Non-essential bystanders should be kept out of the felling area.
- Provide a safe retreat path for the logger to escape while the tree is falling.
- Use rope lines to help guide the tree in the desired direction.
- Make sure the tree has completely fallen and is not hung up on adjacent trees or held off the ground by limbs.

Pruning a tree involves the removal of dead, damaged or undesirable branches and limbs. The potential hazards for felling a tree also apply to pruning one; therefore, consider these extra steps of precaution when pruning a tree:

- Have someone on the ground to act as a spotter.
- Always make sure that other workers and bystanders are not below before trimming.
- Whenever possible, trimming should be performed from the ground. If climbing the tree is necessary a professional arborist should be used.
- Never utilize a suspect limb or branch to support your body.
- Always utilize fall protection if you cannot prune the tree from ground-level.

## DEMONSTRATE

Create a Tree Maintenance Policy that includes a pre-job hazard assessment, escape plan and fall protection policy for ultimate safety measures to be taken when felling, pruning or maintaining trees.



# THE QUIZ:

## Tree Maintenance Safety

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.

**1. When felling a tree, you are:**

- A) Cutting a tree at its base and yelling, “Timber!”
- B) Cutting the tree into portable sections for easy clean up
- C) Cutting the tree so that it falls in a desired direction, eliminating/minimizing damage to surrounding trees and/or structures.
- D) Cutting off only a portion of a tree

**2. TRUE OR FALSE: Manitoba Hydro should be contacted prior to felling or pruning trees near powerlines**

TRUE            FALSE

**3. When pruning a tree, you always:**

- A) Do a pre-job hazard assessment of the area
- B) Have someone as a spotter
- C) Use fall protection if you can't prune the tree at ground level
- D) All of the above

**4. TRUE OR FALSE: You can safely trim a tree, surrounded by power lines, alone**

TRUE            FALSE

**5. List three (3) items of required PPE**

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1. C 2. TRUE 3. D 4. FALSE  
5. Safety glasses/face shield, Hard hat, Hearing protection, High-vis safety vest, work gloves, CSA-approved high top work boots, appropriate fall restraint equipment



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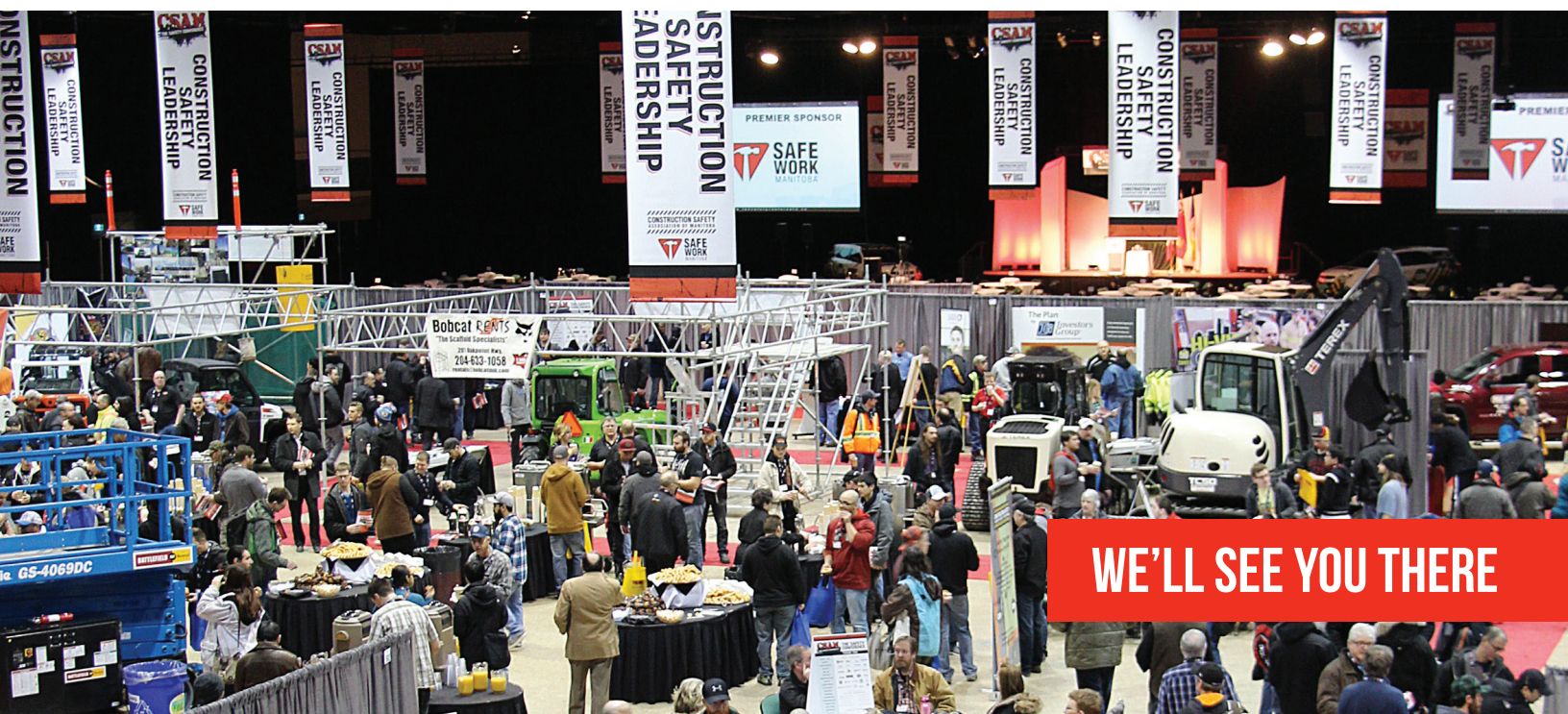


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# MANAGEMENT SESSIONS

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.

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### 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.



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- Complimentary CSAM: THE Safety Conference jacket

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