PROUDLY NAMED CANADA'S PREMIER CONSTRUCTION SAFETY CONFERENCE.

CONSTRUCTION SAFETY ASSOCIATION OF MANITOBA

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Only 7 days left to register for CSAM: THE Safety Conference

Register now at thesafetyconference.ca

The Construction Safety Association's annual CSAM: THE Safety Conference is returning to Winnipeg on February 7 & 8, 2017, and registration is officially coming to a close on **January 26, 2017.**

This two-day conference is designed to equip you with the knowledge, tools and skills needed to enhance your occupational health and safety training, embrace your leadership and management skills, build on your existing skillset and celebrate the importance of safety in your industry.

Register now and see why CSAM: THE Safety Conference is proudly named Canada's premier construction safety conference: offering quality training courses and interactive workshops, customized work materials, breakfast and catered lunch, networking opportunities, a one-of-a-kind trade show area, contests and more!

To register, simply visit **thesafetyconference.ca** and you'll receive a discount for registering online. If you have any questions or concerns, call us at 204-775-3171 and we'll be happy to assist.

To view our full course list for the 2017 CSAM: THE Safety Conference, see pages 2 - 4 in this month's CSAM News.

CSAM: THE Safety Conference

FEBRUARY 7 & 8, 2017

REGISTRATION BROCHURE

LEGEND

Course credit towards National Construction Safety Officer (NCSO™) designation

Course includes hands-on component

WORKSHOPS

Confined Space Entry and Rescue — Two Day

Confined spaces present life threatening hazards in construction. This workshop is for anyone who is responsible for coordinating or supervising work in confined spaces as well as those workers required entering confined spaces. Course elements will include all elements in the one day Confined Space Awareness course and also detail entry and rescue procedures. This workshop includes an interactive practical demonstration of proper work procedures utilizing required breathing apparatus and rescue equipment. This workshop will have practical/hands on training component.

Fall Protection Systems and Rescue — Two Day

In Manitoba, the workplace safety requirements for fall protection are very strict. Often forgotten is the legal requirement to also ensure an employer includes an Emergency Rescue Plan in the event of a fall. This workshop will provide participants with information on the Manitoba fall protection requirements and detail the steps to take in the event of a fall. Participants will also have the opportunity discuss horizontal and vertical fall arrest systems, guardrail alternatives and CSA Standards.

First Aider I/CPR — One Day

Have you ever been first on the scene? This nationally recognized workshop will provide attendees with practical assessment techniques and basic life saving skills in: artificial respiration, choking, bleeding, bandaging of wounds, dealing with shock and unconsciousness, identifying heart attack and stroke victims and training in CPR. An official First Aid/CPR certificate will be issued which is valid for 3 years.

Hazard Recognition and Risk Control — One Day

Participants will learn four methods of identifying hazards, along with how to assess risk and implement methods to control risk. Emphasis is placed on workplace inspections and SAFE Work procedures. This workshop will be particularly useful to supervisors, safety and health committee members, managers and employers, but will benefit workers as well.

Safety Administration — One Day

This one day seminar is designed to provide participants with the knowledge and skills to effectively manage and monitor a health and safety management system. This workshop will focus on the organization and maintenance of safety program documentation, and will include a review of the national COR™ Audit and its 14 elements.

Safety Skills for Supervisors — One Day

Do yourself a favour…be informed! As a Worksite Supervisor or member of a Management Team, you have a great deal of responsibility and accountability for those under your direct supervision. Attend this workshop and receive the “tools” and information you need to demonstrate “Due Diligence.” Relevant Workplace Safety Legislation will be provided and reviewed.

Scaffold Safety — One Day

Fatal or disabling injuries continue to result from workers falling from scaffolding that has been misused or poorly constructed on a residential worksite. This workshop identifies the hazards inherent with different types of portable equipment that can be used for residential construction and discusses safe work procedures required to use the equipment without risk to workers.

Aerial Lift Safety — Half Day

Aerial lift platforms are vital pieces of equipment used at various worksites. Their proper use is critical to the safety of both the operator and his or her co-workers. Topics covered in this workshop will include the types and components of platforms, pre-operational (safety) requirements, safe operation techniques and fall protection.

Communication Skills for Construction — **Half Day**

Communicating key safety information is an essential component of a safety management system. This workshop is geared toward those who are responsible to ensure worker safety.

Creating and Maintaining a Respectful Worksite — **Half Day**

Creating and maintaining a respectful workplace requires the efforts not only of management but also employees. In this workshop, we'll take a look at how employees can help establish and maintain a respectful work environment.

Effective Toolbox Talks — **Half Day**

When done right, tool box talks can have a significant positive impact on the health and safety of your workforce on site. They can help create a positive health and safety culture within your organisation, and reduce the number of near misses and accidents - this is particularly important in the high risk construction industry. This workshop will give participants the tools to create and deliver toolbox talks that are meaningful and effective.

Emergency Preparedness — **Half Day**

Emergencies in the workplace can take many forms, from fires, explosions and chemical spills to floods and tornadoes. It's critical that your company has a plan for dealing with all emergencies and that workers understand what they're supposed to do in the event of an emergency. This workshop will discuss creating procedures, assigning responsibilities, acquiring necessary equipment, and providing the training needed to respond effectively and quickly to any emergency.

Incident Investigation — **Half Day**

Investigations are a required element of an effective workplace safety and health program. Participants will learn the seven steps involved in conducting effective investigations: visiting the scene, gathering physical evidence, conducting interviews, evaluating evidence, recommending corrective actions, writing the report and follow-up. Legal requirements for incident reporting and investigation will also be discussed.

The information presented can be applied to all types of investigations, including right to refuse, harassment, violence, worker concerns, near misses and serious incidents. Supervisors, safety and health committee members, managers, employers and workers will leave this workshop with clarity of their roles and responsibilities and the tools and resources required for application.

Inspections — **Half Day**

The identification of hazards is a vital component of an organization's overall safety & loss prevention system and a legal requirement under the WSH Act & Regulation. This workshop will provide Supervisors and Safety Representatives with information on various types of inspections, required documentation, and communication and control techniques.

MSI Prevention in Construction — **Half Day**

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.

Occupational Hygiene in Construction — **Half Day**

This session will provide an overview of occupational hygiene related matters such as silica exposures as it impacts workers at construction workplaces. Other hygiene related details regarding hazard recognition, threshold limit values along with their specific application, control of chemicals, monitoring/analysis strategies and a review of Part 36 of the Manitoba Workplace Safety and Health Regulation and how it effects your workplace will be covered.

Preventing Young Worker Injuries — **Half Day**

Preventing Young Worker Injuries will review why there is an increased risk for to young workers for workplace injuries, current trends in how to prevent young worker injuries, strategies and best practices. There will also be a review of current tactics that SAFE Work Manitoba has implemented as a result of the Young Worker Injury Prevention Strategy and the progress on those tactics to date.

Psychological Safety on Construction Sites — **Half Day**

Every day 500,000 workers across Canada call in sick due to a mental health concerns and 70% of Canadian employees report some degree of concern with the psychological health and safety in their workplace. (Ipsos Ried, 2012 GWL Centre for Mental Health in the Workplace)

In this workshop participants will learn about the new CSA Standard for Workplace Psychological Health and Safety and the workplace factors which can contribute to either the promotion or detriment of positive mental health at work. Participants will learn about the important role they have in building workplaces that are not only physically safe but also psychologically safe.

Safety Representatives and Committees **Half Day**

Legally, every employer on every jobsite must have at minimum a designated safety representative and/or a safety committee familiar with their legal duties and responsibilities. What's happening on your work sites? What should you be doing? This workshop is specifically tailored to the roles of the site worker safety representatives and committee members. Learn the guidelines and practical solutions to dealing with your legislated responsibilities for safety and health concerns on the jobsite and within your company.

WHMIS 2015 - GHS **Half Day**

Workplace Hazardous Materials Information System 2015 (WHMIS 2015) is a globally harmonized communication system dealing with controlled products and includes three main components: labels, safety data sheets (SDS), and worker education. WHMIS 2015 provides employers and workers with information about the controlled products they work with on the job.

MANAGEMENT SESSIONS

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.

THE DEADLINE FOR REGISTRATION IS JANUARY 26, 2017

NEWS

Make Safety a Priority in Manitoba

Register now to take part in a 30-minute survey that evaluates safety culture in the workplace

The Construction Safety Association of Manitoba (CSAM) is looking for interested companies to take part in a 30-minute survey that reviews your workplace safety culture, safety program policies and procedures and measures injury and illness rates in the construction industry.

The results from this survey will be compiled into a dashboard that showcases and compares company's positions on safety programs versus incidents and injury rates.

CSAM member companies will then be able to use this dashboard as a tool to aid management practices, reduce workplace hazards and improve health and safety measures in the workplace.

Once a company registers, CSAM will be contacting the company's supervisor, manager or senior occupational health and safety representative by phone to conduct the survey.

The survey period will be from January - April, before the construction season begins for the year.

For more information or to register as a participant for the survey, contact us at 204-775-3171 or safety@constructionsafety.ca.

CSAM THE SAFETY CONFERENCE FEBRUARY 7 & 8, 2017

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- Customized work materials
- Breakfast and catered lunch
- Networking opportunities
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- Contests
- And more.

LEARN MORE AT THESAFETYCONFERENCE.CA

Before and after COR™ Certification

A comparison of incident & injury rates in Manitoba

The Workers Compensation Board of Manitoba recently conducted a study that measured incident and injury rates before and after companies were COR™ Certified in Manitoba's construction industry.

The findings were calculated with metrics taken in the period before and after certification. The pre-certification period references the time before the company decided to seek certification, the post-certification period references the time after a company successfully achieved COR™ certification and the findings in between reference company's transition period toward COR™.

The data was collected from 1,019 COR™ Certified companies from 2000-2015, with a period date of May 30, 2016, to ensure that all 2015 payroll figures were accounted for.

The comparative assessment is presented in the following chart:

Table 1: Summary of Pre-Certification and Post-Certified Firms

Transition Period is Certification Year plus following year (t=0 to t+1)

Outcome Area	Pre-Certification Period	Transition Period	Post-Certification Period	Comparative Advantage	Relative Factor: Pre- to Post-Certification
No Time Loss Injury Rate/100 FTEs	9.8	8.5	7.7	Post-Certification	79%
Time Loss Injury Rate/100 FTEs	10.3	8.3	6.3	Post-Certification	61%
All Injury Rate/100 FTEs	20.1	16.9	14.0	Post-Certification	70%
Days paid per TL injury (days)	63.4	55.5	59.1	Post-Certification	93%
Injury Cost per FTE Worker - $	939	750	716	Post-Certification	76%
Days Paid per FTE	6.5	4.6	3.7	Post-Certification	57%
Severe Injury Rate (per 100 FTEs)	2.5	1.7	1.2	Post-Certification	48%
Fatal Injury Rate (per 10,000 FTEs)	2.5	0.8	0.8	Post-Certification	32%

The WCB report has proven that companies in the post-certification period have reduced injury rates, lower injury costs, lower costs per FTE (full-time equivalent), and shorter claim duration per FTE than in the pre-certification period.

The Relative Factor column measures the correlation between pre- and post-certification periods, which show that the overall injury rate has dropped 30% and the fatal injury rate has dropped by 68% in the post-certification period - proving that companies with CORTM Certification have a competitive advantage with keeping employees safe and advancing in the workforce.

For more information on the WCB pre- and post-certification report, contact us at safety@constructionsafety.ca or 204-775-3171.

WASP
WESTMAN ASSOCIATION OF SAFETY PROFESSIONALS

Meeting Agenda
Thursday, January 26, 2017
4:00 pm – 7:00 pm

Atom Jet Industries Limited
2110 Park Avenue
Brandon MB

4:00 – 5:00 pm

Tour of Atom Jet Industries – Rhonda Gruetzner

5:00 – 6:00 pm

Round table discussion re: tour

6:00 – 7:00 pm

Mike Gordon, P.Eng
Workplace Engineering Solutions
http://www.workengsolutions.ca/index.cfm

Graduating in 1996 from Carleton University in Ottawa, Mike has 19 years' experience as a Mechanical Engineer.

Mike developed mechanical engineering expertise through a hands-on approach, and has always maintained a focus on real world solutions, specializing in:

- Machine Safeguarding Assessments
- Team building, leadership and delegation through to the end of a process
- Hazard and risk identification
- Practical application of codes and regulations

Mike is the co-chair of North American Occupational Health and Safety Week (NOASH), and a member of the technical committee for CSA Z142-10: Code for Power Press Operation

"Solutions that improve the productivity of the machine are the best, if not the only, safety solutions"

Adjourn

Powered Mobile Equipment

IDENTIFY

Powered mobile equipment can be a valuable tool on a construction site; however, can pose a risk to nearby workers, traffic or pedestrians - especially if the operator can't see them.

This Toolbox Talk is designed to aid employers in ensuring that all workers are safe on-site and don't pose as a risk to anyone's safety or health.

COMMUNICATE AND CONTROL

EMPLOYERS

When a job calls for powered mobile equipment, employers must follow these safety measures to prevent risks or potential injuries:

- Review safe work practices and procedures on sites where workers and/or the public are within range of moving vehicles and/or powered mobile equipment.
- Ensure that all workers receive proper training on how to either operate the mobile equipment or work alongside one.
- Ensure that all workers are aware of the potential hazards on site.
- Establish "safety zones" between the operating mobile equipment and workers/public.
- Ensure that no one approaches the mobile equipment until it has stopped and the operator has indicated that it is safe.

OPERATORS

- Ensure that your work area is clear of all workers, traffic and hazards
- When operating mobile equipment, do not carry a load higher than necessary - you'll limit your vision/capacity to observe your surroundings
- Avoid using cell phones when operating mobile equipment

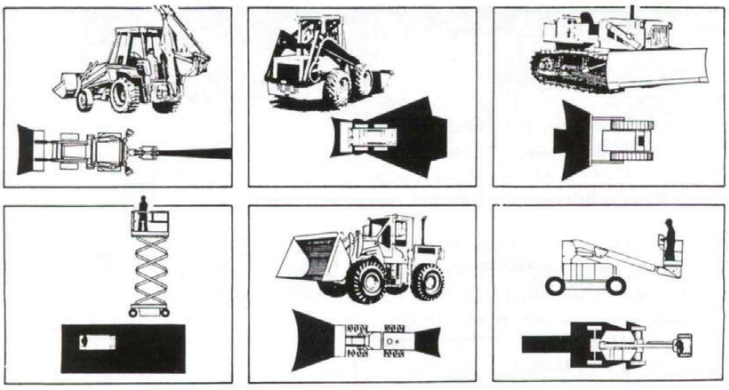
NEARBY WORKERS

- Before work begins, ensure that you and your co-workers are aware of all mobile equipment operating in and around the site
- Wear high visibility PPE when working with or near mobile equipment
- Do not take shortcuts across areas where mobile equipment is working
- Keep in eye contact with the operator when working near moving machinery or equipment

BLIND SPOTS

Poor sight lines and visibility issues are a risk when working with mobile equipment. Be mindful of the dimensions of the piece of equipment and where the operator is positioned on the equipment.

Here's a chart on Driver Blind Spots on Commonly Used Construction Vehicles (Dark Areas):



Illustrations courtesy CSAO

DEMONSTRATE

Educate your team on the different types of powered mobile equipment on-site, the safe work practices and procedures for working with mobile equipment and the risks/potential hazards at play for having mobile equipment on-site.

CONSTRUCTION SAFETY ASSOCIATION OF MANITOBA

THE QUIZ:
Powered Mobile Equipment

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 a job calls for powered mobile equipment, employers must:
A) Establish “safety zones” between the equipment and workers/public
B) Review safe work practices and procedures surrounding mobile equipment
C) Ensure that all workers receive proper training on operating or working around mobile equipment
D) All of the above

2. TRUE OR FALSE: Operators have full visibility while operating a piece of mobile equipment

TRUE FALSE

3. When a job calls for powered mobile equipment, operators must:
A) Take shortcuts, whenever possible, to get the job done faster
B) Use a cell phone to contact surrounding workers
C) Leave the mobile equipment running at all times
D) None of the above

4. TRUE OR FALSE: powered mobile equipment can pose a risk to nearby workers, traffic or pedestrians

TRUE FALSE

ANSWERS

1. D 2. FALSE 3. D 4. TRUE

CONSTRUCTION SAFETY ASSOCIATION OF MANITOBA

FOR THE RECORD

Date of Meeting: _____

Location: _____ **Start time:** _____ **Finish Time:** _____

Topic: _____ **Meeting Leader:** _____

In attendance (please print):

CONSTRUCTION SAFETY ASSOCIATION OF MANITOBA

Anti-lock Braking

IDENTIFY

Vehicles equipped with an anti-braking system (ABS) have become very common in the past decade; however, drivers are still unfamiliar with the proper techniques for operating them. As a result, this important safety feature can become a safety hazard.

This Toolbox Talk is designed to educate you on the anti-lock braking system and how it can aid you while driving.

COMMUNICATE AND CONTROL

ABS

Anti-lock braking systems are designed to prevent skidding and to help maintain steering control during an emergency braking situation - not to make the vehicle stop sooner.

ABS might shorten stopping distances on wet or slippery roads, and many systems will shorten stopping distances on dry roads, but on very soft surfaces - such as loose gravel or unpacked snow - an ABS system could actually lengthen stopping distances.

ABS relies on sensors located near each wheel monitor speed to determine when the wheels are about to lock. ABS can pump the brakes up to 18 times per second; therefore, drivers should never pump the brakes - this turns the system on and off.

Other components of ABS are:

- Valves in the brake line of each brake controlled by the system;
- A pump to restore pressure to the hydraulic brakes after the valves have released it; and
- A controller that receives information from each individual wheel speed sensor.

BRAKING

When braking, maintain firm and continuous pressure on the pedal while steering to enable four-wheel ABS to work properly. With a rear-wheel system, if the front wheels lock, ease up on the brake pedal with just enough pressure to allow the front wheels to roll again.

STEERING

While you have your foot placed firmly on the brake pedal, remember you can still steer during a panic stop. The ABS may not be able to stop you in time to avoid a collision so do your best to steer around vehicles or other objects.

GIVE YOURSELF DISTANCE TO STOP

Follow three seconds or more behind vehicles when driving in good conditions. Allow more time if conditions are hazardous.

IF THE ABS LIGHT COMES ON

Make sure the brake fluid is full and that the vehicle still stops normally, then drive it carefully until you can get it inspected. The brake fluid in most ABS-equipped vehicles is stored in the ABS master cylinder and can be checked the same way as in a vehicle without ABS.

DEMONSTRATE

Inspect your work vehicles to confirm if an anti-lock braking system is in place and that the brake fluid is full.

CONSTRUCTION SAFETY ASSOCIATION OF MANITOBA

THE QUIZ:
Anti-lock Braking

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. What does ABS stand for:
A) Anti-brake system
B) Anti-lock braking system
C) Anti-break system
D) Anti-lock system

2. TRUE OR FALSE: When your brakes are locked, your steering locks

TRUE FALSE

3. If the ABS light comes on, make sure that (circle all that apply):
A) Your brakes aren't locked
B) The brake fluid is full
C) The vehicle stops normally
D) You get your vehicle inspected

4. TRUE OR FALSE: Pump your brakes regularly when coming to a complete stop

TRUE FALSE

ANSWERS

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

CONSTRUCTION SAFETY ASSOCIATION OF MANITOBA

FOR THE RECORD

Date of Meeting: _____

Location: _____ **Start time:** _____ **Finish Time:** _____

Topic: _____ **Meeting Leader:** _____

In attendance (please print):

CONSTRUCTION SAFETY ASSOCIATION OF MANITOBA

Belts, Chains & Pulleys

IDENTIFY

There are many potential hazards around machinery and equipment. Contact with moving parts is a major one, especially when belts, chains and pulleys are involved.

Getting too close to them can result in horrific and possibly fatal injuries - torn scalp, severed fingers or hands and crushed bones.

This Toolbox Talk is to educate workers on the potential hazards surrounding machinery and equipment and the safe work procedures necessary for creating a safe work environment.

COMMUNICATE AND CONTROL

SAFEGUARDING

Safeguarding is the umbrella term for measures that provide effective protection from harmful contact with moving parts of equipment. This includes barrier guards, safety devices, shields, awareness barriers and warning signs.

Please note that properly selected safeguarding devices can provide a high level of protection to workers during normal production but they are not a substitute for locking out when clearing obstructions or performing maintenance.

BARRIER GUARD

Guard and barrier guard refer to a specific type of safeguard. They are designed, constructed and installed over moving parts to prevent any contact with them.

A common requirement of all barrier guards is that they physically prevent a worker from reaching around, over, under and through the guard to the danger area.

Unless interlocked with the control system, a barrier guard must be secured with at least one fastener requiring a tool for removal.

SAFETY DEVICES

Safety devices include alternatives to fixed guards, such as interlocked movable barrier guards, two-hand controls and electronic presence-sensing devices such as light curtains and pressure-sensitive mats.

SAFETY PRECAUTIONS

- Do not remove guards unless doing so for maintenance or repairs, which should only be done by authorized personnel.
- Keep hands, arms and feet out of harm's way by always paying attention to where you are placing them.
- Never bypass a safety device.
- Do not wear loose-fitting clothing or jewelry and tie long hair to prevent entanglement.
- Wear appropriate PPE and clothing.
- Report any missing or damaged safeguards.

DEMONSTRATE

Educate your team on the different types of machinery and equipment used on-site, the potential hazards and safeguarding methods that are specific to each piece of equipment

CONSTRUCTION SAFETY ASSOCIATION OF MANITOBA

THE QUIZ:
Belts, Chains & Pulleys

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. Which of these is NOT a form of safeguarding:
A) Barrier guard
B) Shield
C) PPE
D) Warning signs

2. TRUE OR FALSE: Belts, chains and pulleys are all moving components within a machine:

TRUE FALSE

3. When working around machinery, you must:
A) Always pay attention to the location of your hands and feet
B) Not wear jewelry or loose-fitting clothing
C) Report any missing or damaged safeguards
D) All of the above

4. TRUE OR FALSE: Barrier guards prevent a worker from reaching around, over, under and through the machine

TRUE FALSE

ANSWERS

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

CONSTRUCTION SAFETY ASSOCIATION OF MANITOBA

FOR THE RECORD

Date of Meeting: _____

Location: _____ **Start time:** _____ **Finish Time:** _____

Topic: _____ **Meeting Leader:** _____

In attendance (please print):

Practical Solutions for a Safer Workplace

CONSTRUCTION SAFETY ASSOCIATION OF MANITOBA

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

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

WE'LL SEE YOU THERE

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.

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