

# APRIL 11 & 12, 2017

## SAFETY

## TRAINING

## FOR ALL

## INDUSTRIES



# WESTMAN SAFETY CONFERENCE

**CONSTRUCTION SAFETY  
ASSOCIATION OF MANITOBA**

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## Registration extended to Wednesday, April 5 for the Westman Safety Conference

The Construction Safety Association of Manitoba and SAFE Work Manitoba are pleased to introduce the first-ever co-hosted Westman Safety Conference: coming to Brandon, MB on April 11 & 12, 2017 at the Clarion Hotel & Suites (formerly known as the Royal Oak Inn & Suites).

This two-day safety conference offers occupational safety and health education and training to all industries – covering subjects such as safety culture, musculoskeletal injuries and prevention of young worker injuries.

Mike Jones, Executive Director of the Construction Safety Association of Manitoba, invites you to see the evolution of the Westman Safety Conference and its offerings to different industries in Manitoba.

“The Westman Safety Conference has expanded and evolved to accommodate our industry’s needs and speak to connected industries, such as manufacturers, suppliers, trucking, motor vehicles and administration, whose workplaces and lives revolve around safety as much as ours do.”

Register now at [www.westmansafety.ca](http://www.westmansafety.ca) and join our initiative for strengthening the safety culture across Manitoba’s industries!

**See the Westman Safety Conference Registration Brochure on Pages 2-4**



# WESTMAN SAFETY CONFERENCE

## WORKSHOPS

### Confined Space Entry and Rescue

Two-Day

**Instructor:** Denny LeBlanc, Elite Safety Services Inc.

Confined spaces present life-threatening hazards in construction. This workshop is for anyone who is responsible for co-ordinating or supervising work in confined spaces, as well as workers required to enter confined spaces. Course elements will include all elements from the one-day Confined Space Awareness course, along with detailed entry and rescue procedures. This workshop includes an interactive practical demonstration of proper work procedures using required breathing apparatus and rescue equipment. A practical/hands-on training component will also be included.

### Fall Protection Systems and Rescue

Two-Day

**Instructor:** Travis Knight, Elite Safety Services Inc.

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 Manitoba fall protection requirements and detail the steps to take in the event of a fall. Participants will also have the opportunity to discuss horizontal and vertical fall arrest systems, guardrail alternatives and CSA standards.

### Flagperson

One-Day

**Instructors:** Darcy Bialas, Safety Advisor, Manitoba Infrastructure & Daniel Olson, Safety Advisor, CSAM

This workshop meets the requirements of Workplace Safety and Health legislation and is intended for workers with limited or no previous experience as a flag person. The course will provide information on employer and worker responsibilities while equipping trainees with practical procedures to control traffic: safe flagging, positioning and tools to communicate effectively with workers and the general public on Manitoba roadways.

### Hazard Recognition and Risk Control

One-Day

**Instructor:** Matt Lothian, Safety Advisor, CSAM

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 Skills for Supervisors

One-Day

**Instructor:** Shawn Hamilton, Senior Safety Advisor, CSAM

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. Copies of relevant workplace safety legislation will be provided and reviewed.



# WESTMAN SAFETY CONFERENCE

## WORKSHOPS

### Effective Toolbox Talks

Half-Day AM

**Instructor:** Adam Nychuk, Client Services Consultant, CSAM

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 organization, 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.

### Leading the Way to Safety Success

Half-Day AM

**Instructor:** Jamie Hall, Chief Operating Officer, SAFE Work Manitoba

Leadership is a critical component of any organization's safety and health program. Join Jamie Hall, SAFE Work Manitoba's Chief Operating Officer, as he explores the qualities that make for a successful safety leader. Learn how to increase your own effectiveness in the workplace.

### Psychological Health and Safety in the Workplace

Half-Day AM

**Instructor:** Sue Roth, Safety Culture Specialist, SAFE Work Manitoba

Since the publication of the National Standard for Psychological Health and Safety in the Workplace, the lens used by joint committees to protect workers from workplace injury in Canada has been enhanced. Learn more about the new standard and engage in a discussion about what this means for your joint health and safety committee.

### Safety Representatives and Committees

Half-Day AM

**Instructor:** Daniel Olson, Safety Advisor, CSAM

Legally, every employer on every job site 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 site worker safety representatives and committee members. Learn guidelines and practical solutions for dealing with your legislated responsibilities for safety and health concerns on the job site and within your company.

### Understanding Workplace Safety and Health Enforcement

Half-Day AM

**Instructor:** Barry Cowan, Workplace Safety and Health

This workshop will address:

- Safety and health officer involvement with complaints, right to refuse and serious incident investigations
- Reports issued: report forms, improvement orders and stop work orders
- Report on compliance for employers to complete
- Non-compliance – Administrative Penalty Regulation (MR 89/2014)
- Inspection items – workplace conditions and work practices (safe work procedures)
- Responsibilities for safety and health: employers, contractors, supervisors, workers and prime contractors
- Examples of poor safety and health conditions (how NOT to do it).



# WESTMAN SAFETY CONFERENCE

## REGISTRATION FORM & INFORMATION

### REGISTRATION

TWO DAY CONFERENCE

\$240<sup>+GST</sup>

ONE DAY CONFERENCE

\$140<sup>+GST</sup>

REGISTER AT [WWW.WESTMANSAFETY.CA](http://WWW.WESTMANSAFETY.CA) OR  
MAIL/FAX THIS COMPLETED REGISTRATION FORM TO:

Construction Safety Association of Manitoba  
950 10th Street Brandon, MB R7A 6B5 FAX: 204-571-0678

### PAYMENT

Credit Card Type:  MC  VISA

Name on Card: \_\_\_\_\_

Card Number: \_\_\_\_\_ Expiry: \_\_\_\_\_

### CONTACT INFORMATION

Attendee: \_\_\_\_\_

Company: \_\_\_\_\_

Company Contact: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_

Province: \_\_\_\_\_ Postal Code: \_\_\_\_\_

Phone: \_\_\_\_\_

Fax: \_\_\_\_\_

Email: \_\_\_\_\_

**Deadline for registration is Wednesday, April 5, 2017**

### REGISTRATION INFORMATION

- **To register for the one-day program:**  
Choose one (1) full-day course; or  
Choose two (2) half-day courses.
- **ALL REGISTRATIONS must be paid in full prior to attending the Westman Safety Conference.**
- Visa & Mastercard accepted for payment
- All prices subject to GST; registration #108216896.
- **Deadline for registration: March 31 2017.**
- Cancellations prior to March 31, 2017 will receive a full refund minus a \$20 administration fee.
- No cancellation or refunds after March 31, 2017; substitutions only.
- The Westman Safety Conference Committee reserves the right to cancel or reschedule a workshop that lacks sufficient number of registrations. In this event, your registration fee will be fully refunded or you may apply it to another course.
- Policy & privacy statements are online at [westmansafety.ca](http://westmansafety.ca)
- Registration for Westman Safety Conference opens at 7:30 a.m. and classes commence at 8:30 a.m. Please allow ample time to register and find your room at the Clarion Hotel & Suites.

### COURSE DIRECTORY

#### TWO DAY WORKSHOPS

- Confined Space Entry and Rescue
- Fall Protection Systems and Rescue

#### ONE DAY WORKSHOPS

- Flagperson
- Hazard Recognition and Risk Control
- Safety Skills for Supervisors

#### HALF DAY WORKSHOPS (AM & PM)

- Effective Toolbox Talks (AM)
- Leading the Way to Safety Success (AM)
- Psychological Health and Safety in the Workplace (AM)
- Safety Representatives and Committees (AM)
- Understanding Workplace Safety and Health Enforcement (AM)
- MSI Prevention - Ergonomics in Motion (PM)
- Navigating the Minefield of Employer Liability and the Law (PM)
- Preventing Young Worker Injuries (PM)
- What's Culture Got to Do With It? (PM)
- WHMIS 2015/GHS (PM)



North American Occupational Safety and Health Week

# Make Safety a Habit

Manitoba NAOSH Week – May 7 to 13, 2017

## Steps for Life Walk

Sunday, May 7  
Kildonan Park

## Manitoba NAOSH Week Launch 2017

Monday, May 8, 8:30 AM  
Pinnacle Club Lounge - Investor's Group Stadium  
[Click to Register](#)

## Brandon NAOSH Week Launch

Wednesday, May 10

## SAFE Workers of Tomorrow Bingo Bowl

Thursday, May 11  
Polo Park Lanes

## Launch Events in Other Communities

Winkler/Morden | Steinbach | Flin Flon | The Pas

## Show off your NAOSH Week

Enter your company's event for a NAOSH Award. For details, including the 2016 NAOSH Award winners, visit [safemanitoba.com/naosh-week](http://safemanitoba.com/naosh-week).

The NAOSH and SAFE Work Manitoba Awards will be presented at a gala event in September 27, 2017 at the Victoria Inn, Winnipeg. Details to follow.

For more information about these and other events during NAOSH Week, visit [safemanitoba.com](http://safemanitoba.com).

# Saskatchewan Court Convicts & Fines Supervisor for Worker's Electrocution

*Written by OHS Insider*

Most safety prosecutions involve OHS charges against a company or organization. But individuals such as owners, directors, supervisors and even workers can also be prosecuted. And when individuals are prosecuted, they may raise a due diligence defence just as a company might. A court in Saskatchewan recently convicted a supervisor of two safety offences related to the electrocution of a worker. Here's a look at that case.

## THE CASE

**What Happened:** A SaskPower worker, his supervisor and two other crew members were repairing a broken shield wire. They had a detailed job plan for this task, which didn't include cutting any wire. But it became clear the job couldn't be done as originally planned because the bucket truck was too short. So the crew discussed a new plan. Following the revised plan, the worker picked up the broken shield wire with both hands. The supervisor taped the wire where a cut was to be made. A co-worker cut the wire but without placing a jumper cable on it first. As a result, the worker holding the wire was electrocuted. The supervisor was charged with OHS violations, including failing to follow the SaskPower Safety Rule Book procedure to review and revise the job hazard identification and risk assessment when the job conditions changed, and failing to ensure a jumper cable was used before the cutting of the energized wire.

**What the Court Decided:** The Provincial Court of Saskatchewan convicted the supervisor of the above charges, rejecting his due diligence defence. (It acquitted him of a PPE charge.)

**The Court's Reasoning:** The court noted that the Safety Rule Book said that if job conditions change, the job hazard identification and risk assessment must be reviewed and revised as required. Here, the job conditions changed when the workers discovered the bucket truck couldn't reach the required height. But the crew didn't review and revise the original hazard and risk assessment form during the second meeting when they discussed the overall changes to the job plan. And we don't know

exactly what was discussed in that second meeting because it wasn't documented, noted the court. None of the witnesses could articulate all the steps required in the new plan, including the need to use a jumper cable before cutting the shield wire. The court concluded that the jumpering and cutting of the shield wire wasn't discussed or reviewed by the crew members in the second meeting.

The court concluded the supervisor didn't actually review and revise the job hazard identification and risk assessment form when the job conditions changed and, in doing so, failed to follow the Safety Rule Book procedures. In fact, the risk assessment form says, "**PREPARE, DISCUSS AND REVIEW THE JOB PLAN WITH THE CREW DAILY AND WHENEVER A CHANGE IS INTRODUCED TO THE JOB.**"

He failed to take the necessary time to review and update the job steps from the original plan once he determined that the bucket truck was too short to do the job as originally planned. And he failed to provide a reasonable explanation as to why he didn't do so.

The court also rejected his due diligence argument that he reasonably believed he wasn't required to physically present and review the initial form or document the changes to it as they were only "minor." But the changes weren't minor: New tasks were added to the original plan—including the cutting of the wire—and the sequence of tasks was changed.

Plus, the added task of cutting old shield wire and adding new wire brought with it the new risk of cutting wire with a current on it and putting a worker in serious danger if not safeguarded by a properly installed jumper cable beforehand. The failure to properly perform this task resulted in the worker's death.

**Continued on Page 7**

And there wasn't sufficient evidence that it wasn't practicable or reasonably practicable for the supervisor to review and revise the original plan in writing and do more than he'd actually done to satisfy his safety duty towards the workers he was supervising, and thus the defence of due diligence fails.

The court also expressed concern that the supervisor was adamant that he would never need to tell workers to jumper a line first before cutting it as this was "linemen 101." But people can, and sometimes do, still forget, explained the court, which is why all tasks need to be assessed to identify the risks—especially when the risk involves life or death. And that's why SaskPower has a Safety Rule Book in the first place.

The supervisor simply assumed the shield wire wouldn't be cut without a jumper cable being installed first because of the basic training everyone received at SaskPower. In addition, the supervisor was doing the work with the crew members and in fact was the "directing mind" in the work being performed. But he didn't clearly direct and supervise them to manage the safety risks.

Bottom line: The supervisor actively participated in steps leading up to the cutting of the wire, but didn't take reasonable and practicable steps beforehand to discuss the cut and hazards associated with it in the second meeting and to document the changes, said the court. Nor did he communicate before the cut that it shouldn't be made until after the jumper cable was installed. As a result of these failures, the worker was electrocuted.

*[R. v. Rowlett, [2017] SKPC 012 (CanLII), March 1, 2017]. The court later fined the supervisor \$20,000 [Govt. News Release, March 9, 2017].*

#### **ANALYSIS**

The court in Rowlett concluded that the supervisor didn't exercise due diligence. He should've taken more time to ensure the revised plan was documented and communicated clearly, and the risks were evaluated fully. And he should've clearly communicated when performing the work how the cut would be made and simply told the crew members that he was going to get a jumper cable or not to make the cut until after it had been jumpered first. Such steps were "basic and simple reasonable steps" that should've been taken to avoid injury or death to anyone. They weren't so onerous as to outweigh the benefit of saving the life of a co-worker.

The case also illustrates the importance of documentation. SaskPower required tailboard meetings and risk management plans to be documented to protect workers by preventing any confusion or conflict over the steps to be taken to manage safety risks. Essentially, such documentation ensures everyone involved in a job is on the same page. Also, these matters are documented in writing so there can be no dispute down the road as to what was discussed or not discussed and thus these documents can be invaluable evidence in a safety prosecution.

# Reward a Safety Champion in your Workplace

**The Construction Safety Association of Manitoba will be awarding one individual's dedication and outstanding contribution to health and safety in the construction industry of Manitoba.**

If you know someone who demonstrates a commitment to safety in the workplace, acts as an advocate to fellow workers and is employed with a member company of the Construction Safety Association of Manitoba, then we want to hear from you!

Simply download the application form at [constructionsafety.ca](http://constructionsafety.ca) and submit the completed form, with supporting documentation, by **August 31, 2017**.

# NEWS

## SAFE Work Manitoba introduces the Green Hands Program to construction industry

New and inexperienced workers are commonly referred to as “green” in the construction industry.

These new entrants to the workforce are at an immediate disadvantage when it comes to identifying and controlling worksite hazards, which automatically increases both the potential for and severity of incidents and injuries in the workplace.

To help prevent young worker injuries, SAFE Work Manitoba is launching a new orientation program that will help manage the “green” workers within an organization. This program encompasses the development of the workers skills and how to effectively identify and control workplace hazards.

In line with the principles of behaviour-based safety, educating new workers with proper supervision, mentoring and coaching is easier when a worker is identifiable as “green”.

One of the most common ways to identify a “green worker” is to have the worker wear either a green hard hat or a green hand sticker on their hard hat.

This kind of visible identification would grant the new worker increased guidance from experienced supervisors and co-workers while preventing co-workers from making potentially dangerous assumptions about the worker’s experience or skills.

For example, “green hand” workers should not be expected to:

- Perform a task as easily and efficiently as an experienced worker,
- Know the site-specific practices and procedures
- Be familiar with site “permit to work” or similar company-specific controls for keeping the workplace safe
- Be familiar with operations, especially in an emergency
- Understand work-specific hazards or how to manage them

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## THE EVOLUTION OF SAFETY

[WWW.CONSTRUCTIONSAFETY.CA](http://WWW.CONSTRUCTIONSAFETY.CA)

Once a “green” worker has proven that he/she has a deep understanding of their role and responsibilities, management can award the worker with a new/different coloured hard hat.

This Green Hand program is designed to bridge the elements of a safety management system together with proper steps towards preventing incidents and injuries with young, new and inexperienced workers.

To help make this green hand initiative consistent throughout the oil and gas industry, the specifications for the “Green Hand” sticker is a size of 5cm by 5cm and match the ink color Pantone® Green # 348.

For more information on how to implement the “Green Hand” program in your workplace, contact us at [safety@constructionsafety.ca](mailto:safety@constructionsafety.ca) or 204-775-3171.



**CONSTRUCTION SAFETY  
ASSOCIATION OF MANITOBA**

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- 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.**

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**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)

