



## CSAM's Substance Abuse Panel event sparks valuable conversation about prominent issues in the workplace

Your Construction Safety Association of Manitoba (CSAM)'s recent Substance Abuse Panel event provided a new platform for members to connect with a panel of experts - Joel Gervais, Addictions & Training Specialist with Vital Life; Jaime Jurczak, Labour & Employment Lawyer with Taylor McAffrey; Blaine Duncan, Health & Safety Representative with the Manitoba Government & General Employees Union; and Kathleen Sylvestre, Manager Human Resources with CN Western Canada - to discuss the challenges and impacts that come when dealing with substance abuse in the workplace.

Over 60 people, representing different construction-related trades and types of work environments, raised valid questions and sparked valuable discussion about how to approach and handle substance abuse and mental health issues in the workplace. The common thread is that there are many layers of information that support substance abuse issues but the following key points can help you navigate through this topic:

### **There is a connection between mental health and substance abuse**

When an individual is struggling, it's important that workplaces have programs and resources in place to support and aid employees in their journey to recovery.

### **This is not a "new" problem**

Substance abuse issues in the workplace have been around as long as workplaces have existed. Alcohol alone causes more workplace injuries and fatalities than any other prescribed medication or illegal drugs combined.

### **Make sure your workplace policies, procedures and processes are in good standing**

Now that marijuana is in the cue to becoming a legal substance, it's important for employers to take the time to review their current policies, procedures and processes. This small but important exercise will help you determine if your policies are well-communicated and your supervisors/employees understand what actions/consequences are to be taken if a colleague is working while impaired.

### **Invest in your employees**

As an employer, your duty is to keep your employees safe by creating and maintaining a safe work environment. Invest in your employees by providing them with programs, resources and opportunities for establishing two-way communication, obtaining help and feeling psychologically-safe at work.

CSAM is now offering a full-time course, *Substance Abuse - What Supervisors Need to Know*, that is designed to offer leaders in the workplace an overview of the safety concerns associated with substance abuse and mental health in the workplace. This course is scheduled for Monday, June 4, 2018, from 8:30 a.m. - 4 p.m. at the Construction Safety Association of Manitoba's Winnipeg office.

To register for this course, visit [constructionsafety.ca](http://constructionsafety.ca).

## HIGHLIGHTS

1

CSAM's Substance Abuse Panel event sparks valuable conversation about prominent issues in the workplace

2

Join us at CSAM's new full-day course, Substance Abuse - What Supervisors Need to Know, on Monday, June 4, 2018

3

The Westman Safety Conference strengthens safety culture across all industries in Manitoba

4

NAOSH Week 2018 symbolizes our commitment as an Association and to our community for creating safe workplaces in Manitoba

5

Eye Incident Statistics - May 2018 - SAFE Work Compass

6

Toolbox Talk: Eye Protection

7

Upcoming events & training



## Join us at CSAM's new full-day course, **Substance Abuse - What Supervisors Need to know**, on Monday, June 4, 2018

Your Construction Safety Association of Manitoba (CSAM) is offering a new full-day course, ***Substance Abuse - What Supervisors Need to Know***.

Instructed by Joel Gervais, Addictions and Training Specialist with Vital Life Inc. – a proud member of the CBI Health Group, this course is designed to offer leaders in the workplace an overview of the safety concerns associated with substance abuse and mental health in the workplace.

### **By the end of this course, participants will be able to:**

- explore the impact of substance abuse and mental health in the workplace;
- identify common drugs of abuse;
- identify the link between mental health and substance abuse;
- identify possible signs of a problem in the workplace;
- explore their roles and responsibilities as it relates to intervention in the workplace;
- identify the consequences of not intervening;
- explore a best practice approach to managing the problem in the workplace;
- identify resources in the community to support individuals; and
- practice the approach through practice sessions\*

### **\* This course is considered a skill-based course**

The *Substance Abuse – What Supervisors Need to Know* course will take place in the Confederation Room of the Construction Safety Association of Manitoba, located at 1447 Waverley Street, Winnipeg, MB, from 8:30 a.m. - 4 p.m.

**The registration fee for this course is \$60 for Members, \$85 for Associate Members and \$160 for non-members.**

To register for this course, contact us at [safety@constructionsafety.ca](mailto:safety@constructionsafety.ca) or 204-775-3171. Please note that seating for this course is limited.

### **ABOUT JOEL GERVAIS**

Joel Gervais has worked in the private and public sector in the area of mental health and addictions for over 25 years. His experience includes 15 years with the Addictions Foundation of Manitoba (AFM) where he worked as both a Rehabilitation Counsellor and Prevention Education Consultant.

Joel has also worked on several National substance abuse initiatives including 4 years with the Canadian Centre on Substance Abuse (CCSA) where he provided consultation and support to the Canada's National Alcohol and Drug Strategy.

Joel is a nationally recognized speaker and a regular presenter at local and national safety and HR conferences. Joel's education includes a 4 year advanced BA in Psychology as well as graduate work in the area of Family Studies. Joel holds the designation of Internationally Certified Alcohol and Drug Counsellor and is a DOT certified Substance Abuse Professional.

## The Westman Safety Conference strengthens safety culture across all industries in Manitoba

The Westman Safety Conference took place on April 17 & 18, 2018, at the Keystone Centre in Brandon, MB.

The two-day safety conference welcomed over 200 participants enrolled in occupational safety and health education and training designed for all industries – provided by all the industry-based safety programs in Manitoba.

Mike Jones, Executive Director of the Construction Safety Association of Manitoba; Jamie Hall, Chief Operating Officer of SAFE Work Manitoba; and Brandon Mayor Rick Chrest welcomed attendees with opening greetings that addressed the role we all play in making safety a priority in our workplaces.

Our conference partners - Made Safe, S2 Safety Sales and Service Safety Association (formally the Motor Vehicle Safety Association of Manitoba), RPM Trucking Industry Safety Program, Manitoba Heavy Construction Association WORKSAFELY and the Manitoba Farm Safety Program - and Premier Sponsor, SAFE Work Manitoba, were also the exhibitors at the conference, networking with and offering students valuable information and take-away resources for the workplace.

Mike Jones, Executive Director of the Construction Safety Association of Manitoba, is pleased with the successes of the Westman Safety Conference.

“The Westman Safety Conference has 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,” says Jones. “Our partnership with all of the Manitoba’s industry-based safety associations has helped us achieve our goal to provide safety and health education to all industries and establish a safety standard in Manitoba.”

Thank you to our conference partners, sponsors - SAFE Work Manitoba, BEHLEN, Construction Association of Rural Manitoba, Chemtrade Logistics, Horizon Builders Ltd., Jacobson & Greiner Group of Companies, Livingstone Landscaping Ltd., Made Safe, Manitoba Common Ground Alliance, MHCA WORKSAFELY, Precision Health, RPM Trucking Industry Safety and W. Gray Enterprises - CSAM staff, the Keystone Centre and all individuals involved in making this event a success!



NAOSH Week 2018 symbolizes our commitment as an Association and to our community for creating safe workplaces in Manitoba

Your Construction Safety Association of Manitoba has joined forces with the industry-based safety programs, organizations and advocacy groups across Manitoba to promote and support North American Occupational Safety and Health (NAOSH) Week.

Each event symbolizes our commitment as an Association and to our community of safety professionals as we work together to create safe and healthy workplaces across the province.

To keep up with CSAM's active presence in the safety community, follow us on Twitter @CSAM\_Manitoba.



May 9, 2018 - NAOSH Week Flag Raising Ceremony, featuring Winnipeg Mayor Brian Bowman, at City Hall



April 27, 2018 - SAFE Workers of Tomorrow Leader's Walk in honour of Day of Mourning



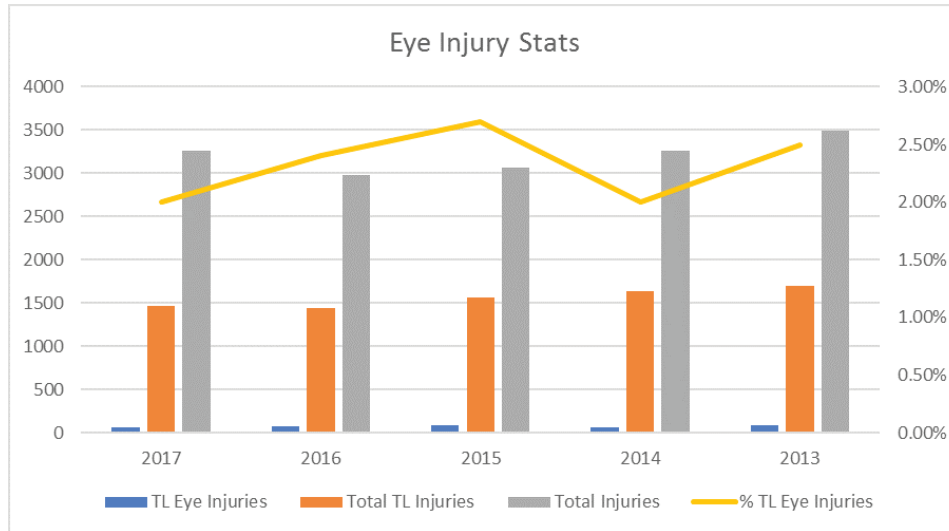
May 7, 2018 - NAOSH Launch event in Brandon, MB



May 7, 2018 - NAOSH Launch event, featuring the Honourable Blaine Pederson, in Winnipeg, MB

## Eye Incident Statistics - May 2018 - SAFE Work Compass Report

SAFE Work Compass is an online, interactive database that contains statistics, resources, and predicts industry trends in real time. To recognize Vision Health Month, our team at the Construction Safety Association of Manitoba pulled Eye Injury statistics from years 2013 - 2017 and determined the following:



- Generally, time loss eye injuries make up 2% of all construction workplace injuries reported to WCB.
- In 2017, there were 65 reported Time Loss Eye Injuries - 23 less in comparison to 2013, which was a peak year for eye injuries.
- In 2017, 2% of all reported Time Loss Claims were eye injuries; the number of time loss claims for eye incidents has reduced by 0.5% since 2013.
- Industry rate codes **40203, Electrical Contracting**, and **40204, Plumbing, Insulating and Mechanical**, continue to have a higher percentage of time-loss eye injuries.

\*The following statistics were pulled from SAFE Work Compass on May 9, 2018.

The month of May is **Vision Health Month** and the Construction Safety Association of Manitoba wants you to take proactive measures to prevent eye injuries in the workplace by properly identifying, communicating and controlling the hazards and offering your workers benefits that cover eye exams / proper PPE.

Construction workers have one of the highest eye injury rates due to particles of dust, metal, wood, slag, drywall and cement that are statistically the most common sources of eye injuries. Even "minor" eye injuries can cause life-long vision problems, if not treated immediately. A simple scratch can cause corneal erosion that is recurrently painful.

Maintaining good vision health is not hard – 75% of vision loss can be averted simply by equipping your workers with the proper PPE and encouraging them to go for an eye exam.

Our Toolbox Talk about Eye Protection (on pages 6-8 of this edition of CSAM News) highlights the different types of eye protection PPE to best suit you and your line of work. We encourage you to view our full library of Toolbox Talks and use them to identify and communicate the hazards in your workplace - simply visit <http://www.constructionsafety.ca/resources/downloads/>.

We also want you to know that our team of Safety Advisors are available to conduct a Toolbox Talk for your workplace. To learn more about this service, contact us at [safety@constructionsafety.ca](mailto:safety@constructionsafety.ca).

To learn more about SAFE Work Compass, contact us at [safety@constructionsafety.ca](mailto:safety@constructionsafety.ca) or 204-775-3171.

### COMPASS CATEGORY DEFINITIONS

**ALL - All Injuries** - Total injuries and illnesses that arise from work related activity or exposure; includes both time loss and no time loss injuries and illnesses that are accepted by the WCB.

**TL - Time Loss Injuries** - A subset of All Injuries for which payments have been made due to time missed from work beyond the day of the workplace injury. Includes injuries where a worker receives compensation for a permanent disability with or without any time lost in his or her employment (for example, if a worker is compensated for a loss of hearing resulting from excessive noise in the work place). Fatalities are classified as Time Loss injuries.

# Eye Protection

## IDENTIFY

Safety eye-wear is an essential piece of personal protective equipment; however, workers often wear the wrong kind or, even worse, not at all.

The reality is that construction workers have one of the highest eye injury rates. Particles of dust, metal, wood, slag, drywall, and cement are the most common sources of eye injuries. Chemical splash, spray, or even fumes from spray cans, poorly sealed or spilled products, and poor handling also play a role in the eye injury rate.

A commonly over looked issue is direct transfer from what's on a workers hands or arm, that gets rubbed into the eyes unwittingly.

Even "minor" eye injuries can cause life-long vision problems, if not treated immediately. A simple scratch can cause corneal erosion that is recurrently painful.

This Toolbox Talks highlights the different types of eye protection PPE to best suit you and your line of work. It starts with identifying that there is in fact a hazard to the eyes! Whether the work you are performing presents a hazard to the eye or not, the environment of construction poses an inherent risk to the eyes and eye protection should be worn at all times while working on a construction project.

## COMMUNICATE AND CONTROL

### CSA-APPROVED EYE PROTECTION

Canadian Standards Association (CSA) approved eye protection must be worn on a worksite whenever there is a potential danger to the eyes:

**Safety glasses** provide minimum protection and are for general use where dust, chips, or flying particles may present a hazard. Safety glasses are available in a variety of styles and provide side protection in the form of shields or wraparound arms. If used outdoors, lenses should include UV protection as sun can damage the eyes just as easily as dust, debris, or projectiles.

Glasses fit differently for everyone and the time should be taken to find a pair that best suits you and the shape of your face to ensure comfort and proper protection.

**Goggles** provide higher impact, dust, and acid or chemical splash protection than safety glasses. Molded goggles are suitable when workers are continually exposed to splash or fine dust, and should have indirect venting. For less fogging when working with large particles, direct-vent goggles are recommended.

**Face shields** protect the full face from injury and they offer the highest impact protection and shelter from spraying, chipping, grinding, chemicals, and blood-borne hazards. A face shield is considered a secondary safeguard to protective eyewear; it should never be worn without safety glasses or goggles.

### PRESCRIPTION SAFETY GLASSES

If you wear prescription glasses, check whether they qualify as safety eyewear:

- Glasses must be CSA approved;
- Glasses must have side shields;
- Lenses must be made out of polycarbonate or plastic;
- Look for manufacturer's logo molded or etched into the top outside edges of the lenses; and
- Look for "Z87" on the temple pieces.

If your prescription glasses do not meet CSA standards, goggles or glasses that are designed to fit over your prescription are available and recommended for use to ensure you do not present a new hazard by impeding your ability to see clearly.

### PROPER FIT AND CARE

In order to get the maximum benefit from safety eyewear, your glasses need to fit and must be kept clean and when not in use stored in a place where they are not being harmed.

Eye protection will come in various colours, tints, and sizes. It is important to take the time to find a pair that works best for you and your unique needs. What will work for one person or a particular application may not hold true in every situation.

### WHEN IT'S SAFE TO REMOVE EYE WEAR

Before you remove your protective eyewear, be mindful of your surroundings. When finished with a tool or specific task, see what's going on around you. If you take a break, be mindful of potential hazards around you from other workers. Only remove your eye protection when it is 100% safe to do so.

# THE QUIZ: Eye Protection

Answers are at the bottom of the page. Present these questions to attendees and have them answer as a group. Have a discussion to ensure everyone understands the risks and how to control them.

## Facts & Tips

Opinions continue to differ on the wearing of contact lenses in some work environments.

The Centre for Canadian Occupational Health and Safety says arguments against wearing contact lenses are based on the following:

- Dust or chemicals can be trapped behind the lens and cause irritation or damage to the cornea or both
- Gases and vapors can cause irritation and excessive eye watering
- Chemical splash may present a higher risk when contact lenses are worn. This increased risk is related to the removal of the lenses. If removal is delayed, first aid treatment may not be as effective and, in turn, the eye's exposure time to the chemical may be increased

"However, the opposite may be true as well," the CCOHS notes. "Contact lenses may prevent some substances from reaching the eye, and thus minimizing or even preventing an injury. Both situations have been documented."

More complete information is hard to find as occupational injury reports do not typically include information about contact lenses.

The critical point to remember is that contact lenses are NOT intended to be used as protective devices. They are not a substitute for PPE. If eye protection is required for a certain work operation, then all workers, including those wearing contact lenses, are required to comply with eye protection requirements.

1. Eye injuries can occur from the following environmental sources: (All that apply)

- A) Dust
- B) Metal
- C) Cement
- D) Wood
- E) Vapors

2. Construction work/workers have one of the highest eye injury rates.

TRUE \_\_\_\_\_ FALSE \_\_\_\_\_

3. Which of the following is better for vapors, or fine dust

- A) Safety Glasses
- B) Safety Goggles
- C) Face Shield

4. Face shields offer more than enough protection for all types of eye hazards and are suitable in all cases without additional eye protection.

TRUE \_\_\_\_\_ FALSE \_\_\_\_\_

5. One size fits all is acceptable and safe to use in by anyone who needs safety glasses.

TRUE \_\_\_\_\_ FALSE \_\_\_\_\_

6. All prescription lenses are CSA approved from the manufacturer.

TRUE \_\_\_\_\_ FALSE \_\_\_\_\_

1. ALL 2. TRUE 3. B 4. FALSE 5. FALSE 6. FALSE

ANSWERS



# FOR THE RECORD

Date of Meeting: \_\_\_\_\_

Location: \_\_\_\_\_ Start time: \_\_\_\_\_ Finish Time: \_\_\_\_\_

Topic: \_\_\_\_\_ Meeting Leader: \_\_\_\_\_

In attendance (please print):


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Follow us on Social Media, visit our website at [constructionsafety.ca](http://constructionsafety.ca), or give us a call for more tools, resources and information.

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



## Mark Your Calendars - CSAM Training & Events

### May 30 - 31, 2018

To keep up with industry demand, CSAM's Brandon office is offering two additional courses for **Flagperson (May 30, 2018)** and **Hazard Identification & Risk Control (May 31, 2018)**.

To register for either course, visit [constructionsafety.ca](http://constructionsafety.ca).

### June 4, 2018

CSAM's offering a new full-day course, **Substance Abuse - What Supervisors Need to Know**, that is designed to offer leaders in the workplace an overview of the safety concerns associated with substance abuse and mental health in the workplace.

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## UPCOMING TRAINING:

May 15, 2018 - Winnipeg  
Fall Protection

May 16, 2018 - Winnipeg  
Safety Administration

May 23, 2018 - Brandon  
Safety Rep. Awareness

May 23, 2018 - Brandon  
Legislation 101

May 25, 2018 - Winnipeg  
Safety Rep. Awareness

May 29, 2018 - Winnipeg  
WCB Basics

May 30, 2018 - Winnipeg & Brandon  
Flagperson

May 31, 2018 - Winnipeg & Brandon  
Hazard Identification & Risk Control

Visit [constructionsafety.ca](http://constructionsafety.ca) for our full course schedule.