



## Registration open for the CSAM Classic

The Construction Safety Association of Manitoba's annual golf tournament, the CSAM Classic, is back and coming in full swing at Bridges Golf Course on Tuesday, August 14, 2018.

Our signature industry-based golf tournament has something for everyone – a day of 18-hole golf; interactive contests and games; networking opportunities amongst member companies, stakeholders and industry professionals; and lunch, dinner and prizes.

To register, simply visit [constructionsafety.ca/csamclassic](http://constructionsafety.ca/csamclassic)

Want to sponsor a hole? You can do that, too! Simply check off the box that confirms that your company is interested in sponsoring a hole when you register.

Thank you all for your continued support - we look forward to seeing you all there for a funner golf game!

## WCB and Manitoba Chamber of Commerce launch first-ever Return to Work Manitoba Business Award

The Workers Compensation Board of Manitoba will be sponsoring a Return to Work award in collaboration with the Manitoba Chambers of Commerce as part of their annual Manitoba Business Awards.

The WCB will be awarding the first ever Return to Work award – to the organization judged to have the best Return to Work program – at the 2018 Manitoba Business Awards Gala on Friday, October 26, 2018.

[Click here to apply for the Return to Work award.](#) Please note: the deadline for submissions is June 15, 2018.

## HIGHLIGHTS

- 1 Registration open for the CSAM Classic
- 2 WCB and Manitoba Chamber of Commerce launch first-ever Return to Work Manitoba Business Award
- 3 You're invited to CSAM's Substance Abuse Panel events in Winnipeg & Brandon
- 4 CSAM offering new full-day course, Substance Abuse - What Supervisors Need to Know, in Winnipeg & Brandon
- 5 Reward a Safety Champion in your Workplace
- 6 Learn about safety-related issues with the Westman Association of Safety Professionals (WASP)
- 7 New Workers, Higher Risks
- 8 Seasonal Worker Statistics - June 2018 - SAFE Work Compass
- 9 Toolbox Talk: Dangers to UV Light
- 10 Upcoming events & training



## You're invited to CSAM's Substance Abuse Panel Events in Winnipeg & Brandon

Your Construction Safety Association of Manitoba (CSAM) is hosting a series of **complimentary** Substance Abuse Panel events in Winnipeg and Brandon for members to connect and discuss the challenges and impacts that come with dealing with a substance-abusing employee in the workplace.

The Panel of experts - Joel Gervais, Addictions & Training Specialist with Vital Life; David Negus, Labour & Employment Lawyer with MLT Aikins LLP; and Blaine Duncan, Health and Safety Representative from the Manitoba Government & General Employees Union – will be discussing how to identify and intervene in areas of addiction and mental health, in the workplace, in a compassionate and legal manner.

**Topics will include but are not exclusive to:**

- How to spot a “potential” substance abuse issue in the workplace.
- What to include in a drug and alcohol policy.
- How to address a “potential” substance abuse issue after completing a company policy and training supervisors and staff.
- How the introduction of the new Cannabis legislation will impact your workplace.
- How to support a safe return to work.

**EVENT DETAILS:**

**WINNIPEG**

**Date:** Monday, June 25, 2018

**Time:** 8:30 - 11 a.m.

**Location:** The Construction Safety Association of Manitoba & Training Centre, 1447 Waverley St., Winnipeg, MB R3T 0P7

**BRANDON**

**Date:** Thursday, June 28, 2018

**Time:** 1:30 - 4:00 p.m.

**Location:** Location to be determined

To register for these events, visit [constructionsafety.ca](http://constructionsafety.ca).

For more information about the Winnipeg event, contact us at [safety@constructionsafety.ca](mailto:safety@constructionsafety.ca) or 204-775-3171.

For more information about the Brandon event, contact Trish Carlisle at [trish@constructionsafety.ca](mailto:trish@constructionsafety.ca) or 204-728-3456.

Please note that seating is limited and that light fare and refreshments will be served at these events.

## CSAM offering new full-day course, Substance Abuse - What Supervisors Need to Know, in Winnipeg & Brandon

Your Construction Safety Association of Manitoba (CSAM) is offering a new, skills-based full-day course, *Substance Abuse - What Supervisors Need to Know*, in Winnipeg & Brandon, MB.

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

### UPCOMING COURSE DATES:

#### BRANDON

**Date:** Tuesday, July 10, 2018

**Time:** 8:30 a.m. - 4 p.m.

**Location:** The Construction Safety Association of Manitoba Brandon Office, 950 10th Street, Brandon, MB R7A 6B5

#### WINNIPEG

**Date:** Wednesday, July 18, 2018

**Time:** 8:30 a.m. - 4 p.m.

**Location:** The Construction Safety Association of Manitoba Winnipeg Office, 1447 Waverley Street, Winnipeg, MB R3T 0P7

**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.

# 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 **July 9, 2018**.

The winner will receive the official Construction Safety Award of Merit at the 2018 THE SAFETYS gala event on September 26, 2018.



## Learn about safety-related issues with the Westman Association of Safety Professionals (WASP)

The Westman Association of Safety Professionals (WASP) is gathering today from 10 a.m. - noon at Elite Safety Services Inc. to discuss Incident Investigations.

This public forum of industry professionals meets during the peak work seasons (January - May, September - November) to exchange information and increase awareness of safety and safety-related issues that impact our communities and workplaces.

The theme of discussion in today's WASP meeting is Incident Investigations.

"Effective incident investigations that identify and implement controls for root causes are essential to preventing recurrence of incidents. Join us at the next WASP meeting at Elite Safety Services for an interactive session to share tips on topics, including investigation do's and don'ts, elements of an effective investigation, investigation tools, root cause analysis, incident reports and control follow-up."

Each scheduled WASP meeting explores various topics about health and safety and collects take-away resources for your workplace.

To join WASP, contact Rhonda Gruetzner, President of the Westman Association of Safety Professionals, at [rgruetzner@atomjet.com](mailto:rgruetzner@atomjet.com).



***"Taking the sting out of SAFETY"***

**SAVE THE DATE: September 26, 2018**



***Step aside, Emmys and Grammys, and make way for The Safetys!***

***The Safetys is a fall gala event where Manitoba safety organizations present awards to individuals and organizations for their achievements in occupational health and safety. It is a one-of-a-kind opportunity to celebrate Manitobans who are making our workplaces healthier and safer.***

***For more information, visit [www.thesafetys.ca](http://www.thesafetys.ca)***

Imagine you're starting a new job. You have to meet your co-workers, learn the ins and outs of the company, and begin performing your duties.

Meanwhile, you have to stay safe. This can be a challenge for new workers: **Employees in their first month on the job have more than 3 times the risk for a lost-time injury than workers who have been at their job for more than a year, according to research from the Toronto-based Institute for Work & Health.**

Possible reasons for this? Peter Smith, IWH scientist, points out that new workers may be performing unfamiliar tasks – some of them hazardous. In addition, the workers may be unsure about their safety rights and responsibilities, and might feel uncomfortable speaking up about a hazard.

"We can only speculate on the 'why,'" said Curtis Breslin, another IWH scientist who has collaborated with Smith on research about new worker safety. "One thing studies have shown is that there's a lack of familiarity. That's a common theme that could be contributing to new workers' increased risk. The other possibility is that new workers might be encountering more hazards. Or their risk perception – they don't have the knowledge and awareness, so they're underestimating the risks. It could be issues with training, maybe they're not being trained [or receiving] on-the-job, hard-knocks-type training that happens in the first or second month."

IWH research has found that few new workers receive safety training – 1 out of 5 among a sample of Canadian workers, according to a 2007 study.

"The fact almost 80 percent of workers who were in their first year of employment could not remember receiving any workplace safety or orientation training is worrying for a few reasons," Smith said. "This likely results in these workers being without important knowledge that could prevent them, or one of their co-workers, [from] getting injured."

However, according to IWH, as novice workers gain job experience, their risk declines.

#### Looking at the numbers

In 2013, nearly one-third of the nonfatal occupational injuries or illnesses that involved time away from work were suffered by workers with less than one year of service, according to data from the Bureau of Labor Statistics. Nearly one-quarter of these cases resulted in 31 or more days away from work, said Ken Kolosh, statistics manager at the National Safety Council.

**Certain subgroups of new workers are at heightened injury risk. In the agriculture, forestry and fishing industry, 45.4 percent of the injuries and illnesses in 2013 occurred among workers with less than one year of experience. In the construction and extraction industry, it was 34.9 percent.**

"That makes sense because a lot of those industries are cyclical; they're seasonally employed," Kolosh said. "Almost by definition, many of those workers are always going to be new employees. **The construction industry has a lot of seasonal employment. It has a lot of contractor-type workers, so a larger proportion of that population by definition is going to have less than three months of service.**"

**Construction workers frequently change jobsites as well, which can present problems.**

"Every day, you have to be aware of what's going on. You have to have good communication," said Scott Schneider, director of occupational safety and health at the Washington-based Laborers' Health and Safety Fund of North America. "It's less an issue on unionized sites, where people have a substantial amount of safety training in apprenticeship programs. They also, as apprentices, get mentored along the way. It's still an issue in the sense you're going to a different jobsite, and you may not be familiar with that jobsite."

IWH research published in 2012 concluded that risk was higher among new workers who were older, men and workers in the "goods sector," including construction and manufacturing. This may be because these jobs have more physical demands, and older workers might be more physically susceptible to injury, Breslin said.

Additionally, IWH researchers determined that newness is a more significant risk factor than youth. A 2006 study concluded that workers' compensation claim rates decrease as tenure increases, regardless of age.

"We found that a new worker at any age is at risk," Breslin said. "What I usually tell people is that experience is more important than age. I'd rather be a 16-year-old who's been on the job for a year than a 40-year-old on the job for the first month."

"The other reason why this is important, especially now, is there's more part-time work – more temporary, precarious employment. That means people are moving from job to job. They're going through this new worker, high-risk window more and more."

#### Possible solutions

**Training** – especially orientation and reinforcement – is paramount to protecting new workers, experts say. Learn what workers have been trained for, assign appropriate tasks, and don't assume they know all of their safety rights.

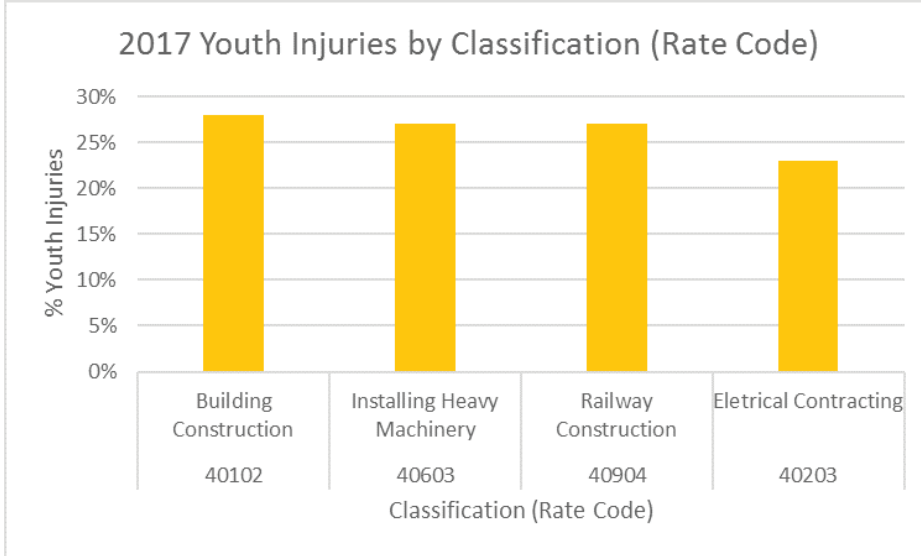
"People learn differently. Some need more hands-on, some more auditory. [It's] adapting your styles and making sure everyone really understands, getting them real-life practice, even if it's simulated. The more real, the more in-context it is, it's always better."

**New workers should receive safety orientation specific to the workplace**, Schneider added. Trained instructors should conduct the orientation, and having experienced workers participate and share personal stories is valuable. The orientation should include hands-on training. "The main thing is, in orientation, for the employer to give a very strong, clear message about safety, the importance of safety and how safety is going to be implemented on the site," Schneider said.

Schneider pinpointed **eight elements for an effective orientation**:

- Site-specific information, including identifying present and expected hazards and how they are handled, as well as required personal protective equipment
- Hazard assessments
- Encouraging workers to identify and report hazards to a supervisor
- Safety culture
- Informing workers of their OSHA rights and that they have the right to a safe workplace, as well as the right to refuse unsafe work
- Reporting injuries and incidents without repercussion
- Participating in the safety program and being safety stewards
- Knowing what to do in an emergency

SAFE Work Compass is an online, interactive database that contains statistics, resources, and predicts industry trends in real time. Your Construction Safety Association of Manitoba pulled Youth Injury statistics from different rate codes of the construction industry and determined the following:



- In 2017, 20% of all injuries reported to WCB were youth injuries
- In comparison, 22% of all reported injuries were youth injuries in the year of 2016
- Industry rate codes **40102 Building Construction, 40603 Installing Heavy Machinery, 40904 Railway Construction, 40203 Electrical Contracting**, have the highest percentages of youth injuries

\*The following statistics were pulled from SAFE Work Compass on June 4, 2018.

With the summer season approaching, your Construction Safety Association of Manitoba wants you to take proactive measures to keep new, seasonal and young workers safe.

Our **Safety Construction Orientation Training – “S.C.O.T.” THE SAFETY PASS** orientation program is an interactive, online-training course composed of 13 modules, each focused on a different fundamental aspect of worksite safety. This program covers basic information for all areas of construction and prepares new/seasonal hires with an essential understanding of what a career in construction entails.

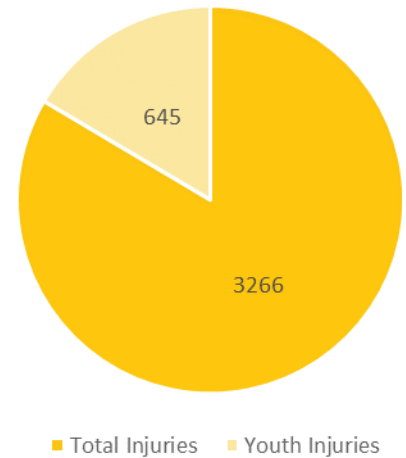
For more information or to register your employees for S.C.O.T - THE Safety Pass, visit [constructionsafety.ca](http://www.constructionsafety.ca).

Our Toolbox Talk about the Dangers of Ultra Violet Light (on pages 9-11 of this edition of CSAM News) will raise awareness and educate workers about the dangers associated with long-term sun exposure. 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**.

## 2017 Construction Industry Injuries



## COMPASS CATEGORY DEFINITIONS

**Youth Injuries** - The total number of time-loss and no-time-loss injuries of workers aged 15 to 24.

# Dangers of Ultra Violet Light

## IDENTIFY

Ultra Violet, or UV, light is with us every day. It is an invisible type of radiation that can cause harm to those exposed. UV light has two main types that we care about; UVA and UVB. UVB is generally responsible for sunburn where as UVA has more longterm damaging effects to the skin like aging and cancers as well as the eyes like cataracts, excess tissue growth, or muscular degeneration that leads to blindness.

UV light comes from a number of sources, specific to construction sites, this includes arc welding, curing paints and resins. The most well known source of UV light however is the sun. Sunlight exposure is highest during the summer between the hours of 10am and 4pm. UV light can also be reflected off of concrete, snow, sand, and most reflective surfaces so even if you are not in direct sunlight, you are still being exposed to UV light.

Symptoms from sun damage typically start about four hours after exposure, continually worsen for the next 24 to 36 hours, and resolves in three to five days. Just because you don't 'feel' or 'look' burnt, doesn't mean you aren't causing damage. Sun damage can have effects on the body other than your skin or eyes; Headaches, fever, nausea, and fatigue are all common.

Although sun damage is typically associated with warmer weather in the summer, UV light exists all year round and precautions should be taken to protect yourself from the sun. What we commonly believe to be 'wind burn' in the winter months is actually a sunburn from UV light.

Proper protection from UV light all year round is important however; the most protection should, and can, be done during the spring and summer months.

## COMMUNICATE AND CONTROL

### LIMIT EXPOSURE

First and foremost, avoid being in the sun, especially between 10am and 4pm, if you can. Some medications also increase your sensitivity to UV light like ibuprofen, diuretics, and some antibiotics.

### PROTECT YOURSELF - SKIN

It may be tempting to wear shorts, sleeveless shirts, or no shirt in the summer months to keep cool however; exposed skin is not only at risk of damage but also increases the risk of dehydration.

Sun screen is your best defense for any exposed skin. Sun screen with an SPF (Sun Protection Factor) of 15 or higher should be used. In order to determine the SPF for you, take the amount of time it takes for you to burn in direct sunlight, multiple it by the SPF number, and that is how long the sun screen will last before YOU burn. This time frame will be different for everyone.

Regardless of the time frame, sun screen should be re applied every 2 hours. Old sun screen should be discarded, they loose their potency after 1-2 years.

When applying sun screen, pay special attention to the ears, scalp, lips, neck, tops of feet, and backs of hands. These are commonly forgotten areas and spend the most time in direct sunlight.

Regardless of whether you burn easily or not, UV damage will still occur when exposed to the sun unprotected. It is always a good idea to wear sunscreen!

### PROTECT YOURSELF - EYES

Bright light is damaging to the naked eye to begin with but when you combine this with UV light, the effects can be serious, causing damage that can lead to blindness.

UV protected safety glasses (CSA 294.3 approved) should be worn when working outdoors and wearing a full brim hardhat or making sure the 'beak' is in the front and covering your face and not the back of your head.

### IF YOU GET BURNT

There is no quick cure for sunburn. Ibuprofen can be taken to help with pain management like headaches and fever. Drink plenty of water to help replace fluid losses. Cool baths or the gentle application of cool wet clothes on the burned area may also provide some comfort.

Additional relief may be achieved with a topical moisturizing cream or aloe. If skin peels or blisters break, you should be covering them with an antiseptic ointment or hydro-cortisone cream.

# THE QUIZ:

## Dangers of UV Light

1. UV light is only damaging to the skin.

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

2. Chronic exposure of the eyes to sunlight might cause cataracts.

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

3. Years of overexposure to the sun can lead to:

- A) Premature wrinkling
- B) Aging of the skin
- C) Increased risk of some forms of cancer
- D) Blindness
- E) All of the above

4. Which of the following can ease the symptoms of sunburn? (all that apply)

- A) Advil or Tylenol
- B) Alcohol
- C) Cold compress
- D) Moisturizing creams or aloe

5. Which of these is NOT a precaution to protect against UV damage?

- A) Apply sunscreen with a minimum of SPF 15
- B) Wear a full brimmed hardhat while working
- C) Wear sleeveless shirts and shorts to allow skin to cool
- D) Work in the shade whenever practical
- E) All of the above

6. If you don't typically burn in the sun, there is no need to wear sunscreen.

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

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

You probably have encountered the “UV Index” as a part of the weather forecast. The index is a measure of the intensity of ultraviolet radiation in the sunlight that causes reddening of the skin (erythema).

The UV Index scale runs from 0 (no sunlight) to 11+ (extreme). The implications of the UV Index are:

**0 - 2 Low** — Minimal sun protection required for normal activity. Wear sunglasses on bright days. If outside for more than one hour, cover up and use sunscreen

**3 - 5 Moderate** — Take precautions. Wear a hat, sunglasses and sunscreen, especially if you will be outside for 30 minutes or more. Seek shade near midday when the sun is strongest.

**6 - 7 High** — Protection required. Reduce time in the sun between 11 a.m. and 4 p.m. and take full precautions. Seek shade, cover up, wear a hat, sunglasses and sunscreen.

**8 - 10 Very High** — Extra precautions required. Unprotected skin will be damaged and can burn quickly. Avoid the sun between 11 a.m. and 4 p.m. and take full precautions.

**11+ Extreme** — Values of 11 or more are very rare in Canada. However, the UV Index can reach 14 or more in the tropics and southern U.S. Take full precautions. Unprotected skin will be damaged and can burn in minutes. Avoid the sun between 11 a.m. and 4 p.m., cover up, wear a hat, sunglasses and sunscreen.

White sand and other bright surfaces reflect UV radiation and increase UV exposure.

ANSWERS  
1. FALSE 2. TRUE 3. E 4. A, C, D 5. C 6. FALSE



# FOR THE RECORD

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

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

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

In attendance (please print):


Contact your Construction Safety Association for even more *Practical Solutions for a Safer Workplace*

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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# 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.



## Mark Your Calendars - CSAM Training & Events

### June 25 & 28, 2018

CSAM is hosting a complimentary Substance Abuse Panel event for members to connect and discuss the challenges and impacts that come with dealing with a substance-abusing employee in the workplace.

**Winnipeg: June 25, 2018, from 8:30 - 11 a.m.**

**Brandon: June 28, 2018, from 1:30 - 4 p.m.**

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

### July 10 & 18, 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.

**Brandon: July 10, 2018, from 8:30 a.m. - 4 p.m.**

**Winnipeg: July 18, 2018, 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, visit  
[constructionsafety.ca](http://constructionsafety.ca).

## UPCOMING TRAINING:

June 12, 2018 - Winnipeg  
Safety Auditor Training

June 13, 2018 - Winnipeg  
First Aider I / CPR

June 14, 2018 - Winnipeg  
WHMIS 2015 - Train the Trainer

June 15, 2018 - Winnipeg  
Legislation 101

June 19, 2018 - Winnipeg  
Fall Protection

June 19, 2018 - Brandon  
Principles of Safety Management

June 20, 2018 - Brandon  
Safety Auditor Training

June 21, 2018 - Winnipeg  
Flagperson

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