



Building Construction, the star of the SAFETYS

On Wednesday, September 26, 2018 leaders from multiple industries across Manitoba gathered at the Victoria Inn and Convention Centre in Winnipeg, to celebrate health and safety excellence at the 2018 SAFETYS gala. Hon. Blaine Pedersen, Minister of Growth, Enterprise and Trade, presented the awards in front of gala attendees that included presidents and CEOs, managers, workers, and members of the Manitoba safety community, who all raised a glass to applaud individuals and companies who have demonstrated outstanding safety and health in 2018.

The SAFETYS is an annual gala event where Manitoba based safety associations and organizations present awards to employees and individuals for their achievements in occupational health and safety over the past year. This year, building construction was the star of the night taking home 5 of 8 awards that were open to all industries.

The evening saw two building construction winners in the SAFE Work Awards category. MG Electrical/Mechanical Services received the SAFETY and Health Committee Award, and Garth Drakeley from Gontree Tree Service Ltd. was awarded the Worker SAFETY Award. Employers from the Manitoba building construction industry also received two awards in the NAOSH Awards category. FWS Group of Companies won the award for Best Representation of a Theme, and Graham Construction & Engineering L.P. for Best New Entry. Graham Construction & Engineering L.P. also received the National NAOSH award for Best New Entry in September at the Canadian Society of Safety Engineering Conference in Niagara Falls, ON.

To top off the night, The Construction Safety Association of Manitoba (CSAM) was extremely proud to present our prestigious Construction Safety Award of Merit to Everett Medeiros in the Industry-Based Safety Program Awards category. We would like to extend a big congratulations to all five building construction award recipients at the 2018 SAFETYS, and we look forward to seeing our industry continue to be a leader in health and safety in Manitoba for years to come.

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LEADERSHIP SESSIONS

ENHANCE YOUR LEADERSHIP/MANAGEMENT SKILLS, BUILD ON YOUR EXISTING SKILLSET AND CELEBRATE THE IMPORTANCE OF SAFETY IN YOUR INDUSTRY!

TUESDAY: DAY 1

PeopleWork: The Human Touch in Workplace Safety

What would happen if your people bought-in to safety as one of their personal values? You would spend less time on enforcement and more time on engagement. That would ramp up productivity. Better choices on the job would result in better teamwork and more reward for your people. Safety isn't just a rules-based program of paperwork. It is a lifestyle choice. Using stories, laughter and high-energy to prove that safety can be fun, rewarding and engaging, Kevin Burns will help attendees to shift their perspectives on their own safety programs and offer strategies to make it more engaging for employees. Kevin Burns wants to help your people come to safety willingly - to make better choices and embrace safety as one of their personal values. To create stronger teams, better communication, and greater engagement.

Presenter: Kevin Burns, Management Consultant, Author and Safety Speaker, PeopleWork Align Inc.

It Happened, Now What - Substance Abuse Panel

THE day has come and gone, so what now? Industry and subject matter experts will be discussing how legalization of Marijuana has impacted workplaces, 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 to support a safe return to work.

Panelists: Joel Gervais, Addictions and Training Specialist, Vital Life Inc., Dr. Mitch Cosman, Chief Medical Officer, Workers Compensation Board of Manitoba, Jamie Alyce Jurczak, Partner, Taylor McCaffrey LLP and Blaine Duncan, Safety and Health Specialist, Manitoba Government & General Employees' Union

WEDNESDAY: DAY 2

Leadership for a 24/7 Safety Culture

Increasingly companies see their continued competitive advantage relying on the accumulated skills & intellectual capital of their workforce. A key issue many organizations face today is how their current safety management system will protect their employees 24/7 since the vast majority of injuries & accidental deaths occur outside the workplace. The top four categories of injuries today are slips/falls, sprains/strains, cuts/ contusions and back injuries. We need to provide our employees skills to increase their awareness and Critical Error Reduction Techniques to prevent these types of injuries. For most companies the cost of off-the-job injuries is higher than on the job, and command and control strategies have had little positive effect in improving off-the-job injuries. In this session, you will learn how to influence people to learn these skills and drastically reduce injuries 24/7.

Presenter: Don Wilson, Vice President, SafeStart

Mental Health 101

This session has been designed as a multiple-choice game where participants will use their cell phones to try to guess the correct answers to basic facts about mental health and strategies for supporting those with mental health problems. The questions have been constructed to promote discussion of common challenges that people have around dealing with mental health issues, and participants will have the opportunity to address their own questions and concerns.

Presenter: Rebecca Gray, Certified Mental Health First Aid Trainer, St. John Ambulance

Return to Work & Claims Management Panel

Workplace injury and illness prevention is a shared responsibility of Manitoba employers and employees. If an injury or illness occurs, it's important for the employer and the injured employee to focus on getting that employee back to meaningful and suitable work as soon as medically possible. The panel will discuss practical strategies and resources for setting up a successful return to work program, as well as common obstacles that face construction companies wanting to implement a program.

Panelists: Chris Poot, Manager, Return to Work Program Services, Workers Compensation Board of Manitoba, Darren Lutz, Manager, Compensation Services, Workers Compensation Board of Manitoba, Doug Henderson, Leader, Health, Safety, and Environment, FWS Group of Companies and Blaine Duncan, Safety and Health Specialist, Manitoba Government & General Employees' Union

REGISTER NOW AT THE SAFETY CONFERENCE.CA



NEW WORKSHOPS

THIS YEAR WE HAVE A FEW NEW COURSES FOR PARTICIPANTS TO HELP CONTINUE TO GROW THE KNOWLEDGE, TOOLS AND SKILLS TO ENHANCE THEIR OCCUPATIONAL HEALTH AND SAFETY TRAINING

Working at Heights Manitoba Standard (1 Day)



In Manitoba, the workplace safety requirements for working at heights 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 working at heights standard, how to meet the standard, 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. This workshop will have practical/hands on training component

Supervisor 2.0 (1 Day)



As a Worksite Supervisor or member of a Management Team, you have 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 and practical information will be discussed in regards to identifying the risk of MSIs, possible impairment, communication and conflict resolution, psychological hazards, control methods, and required training.

Defensive Driving

- On the Road, On the Job (Half-Day)



This program focuses on employees who drive as part of their normal work activities. During the course, we examine four interrelated elements of accident-free driving: defensive driving, space management, the condition of the driver and the condition of the vehicle, including a practical pre-trip inspection.

Last Line of Defense - PPE Basics (Wednesday Only) (Half-Day)



Employers are required to control the hazards at a worksite. When engineering and or administrative controls are not feasible, Personal Protective Equipment (PPE) may be the last line of defense. This workshop will discuss different types of PPE, intended uses, and proper fit and care.

Load Securement (AM Only) (Half-Day)



Everyone who pulls a flatbed for a living knows that properly securing cargo to a trailer is key to safe and profitable operation. This Load Securement course explains valuable ways to prevent load loss, trip delays, increased insurance rates, injury, and damage to cargo, vehicles and property.

My Back is Killing Me - Material Handling in Construction (Half-Day)



This workshop will be a combination of theory and practical. Participants will get a better understanding how back and other injuries develop and how safe movement patterns can prevent them. A significant part of the course will be hands on practicing a variety of safe movements in various manual materials handling scenarios.

Scaffolding (Half-Day)



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

Understanding the Keys to Mental Wellness (Tuesday Only) (Half-Day)

Often mental health issues are believed to be caused by personal flaws or weaknesses. The reality is that all humans are driven to meet the same basic needs in order to find health and happiness in life. When abnormal situations arise, the normal responses that our brains have can result in imbalances that cause mental health issues. This session will provide participants with a model for understanding the basic needs we all have, and give an opportunity to consider the elements to creating both personal and work environments that are supportive of good psychological wellbeing. Basic facts about mental health and supporting those with mental health issues will be discussed.

Consulting Services

One of the many benefits that come with being a CSAM member.

Develop the safety program you've always wanted, tailored to your company's workplace, culture & environment – with the Construction Safety Association of Manitoba (CSAM)

CSAM offers consulting services to our members as a part of your membership. These services are at the heart of what CSAM does, assisting employers in the construction industry in finding practical solutions for a safer workplace.

Whether Certification is a goal of your organization or you simply want to make improvements to your health and safety management system, CSAM is here to help.

With CSAM, you can build a customized safety and health program that will help your company meet legislated requirements and aid in the identification, communication and control of hazards that are specific to your business.

Achieve a safety standard in your workplace with CSAM, **your safety association.**

Our services include:

- The development and implementation of a customized Safety Program
- Identification of potential hazards in the workplace
- The development of Return to Work programs
- Disability and Claims Management
- COR™ Audit Gap Analysis
- Sound Monitoring
- Customized Safety Training

For more information, contact us at
204.775.3171 | safety@constructionsafety.ca

Offered by



www.constructionsafety.ca

YOUR Construction Safety Association of Manitoba - 30 Years and Counting

While the world watched and waited for the fall of the Berlin wall and the world wide web prepared to launch in 1989, the building construction contractors of Manitoba initiated a program that would forever change how we look at safety in construction. YOUR Construction Safety Association of Manitoba (CSAM) is proud to celebrate 30 years of providing the building construction industry with proactive education, training and consulting that supports safe work practices, incident reduction and COR™/SECOR™ Certification across the province.

Run by and for the building construction contractors in Manitoba, CSAM has spent the last 30 years providing “Practical Solutions for a Safer Workplace”. From providing information regarding incident prevention methods, to helping contractors meet their legislated responsibilities and providing guidance in the development of tailored health and safety programs, CSAM is truly a pre-paid consultant to the building construction industry.

Since its inception, CSAM has enjoyed being a key part of Manitoba’s advancing safety culture. CSAM prides itself on providing the same high level of service regardless of trade, location or size. Phil Fileccia, National Safety Program Development Manager with Qualico Group of Companies noted that since Qualico became involved with CSAM in 2002, they have appreciated how CSAM brings safety awareness and training to the residential construction industry.

“CSAM has provided us and our industry with solid professional support from the start. They continue to collaborate with us and assist in anything we require,” Fileccia said.

“I feel that this association has delivered safety to the Manitoba construction industry and at a high level of professionalism while keeping it practical so that our work force understands what they are learning and how to use the training,” Fileccia continued, “My position at Qualico requires my involvement in Western Canada at our other regional offices, and I can safely say the CSAM COR™ program is the most comprehensive and practical in the country.”

According to the Workers Compensation Board of Manitoba, since the establishment of CSAM in 1989, safety performance in the building construction industry has improved greatly. Over the past 30 years, the building construction industry has seen a 68 per cent reduction in time loss claims and a 66 per cent reduction in the overall injury rate. During this time the building construction industry has continued to grow, with 25 per cent more companies working in the building construction industry in Manitoba today than there were in 1989, proving the significance behind these numbers.

The National Certificate of Recognition and Small Employer Certificate of Recognition Programs (COR™/SECOR™) have been

a major influence for the reduction of incidents in the province. CSAM is the authority having jurisdiction for the COR™/SECOR™ programs in Manitoba which verify that a company has a fully implemented safety and health management system in place. Since rolling out the program in 1995 CSAM has trained and certified more than 1000 Manitoba employers which directly and indirectly account for 70 per cent of the payroll in building construction. Everett Medeiros, Safety Coordinator with Wes-Man Mechanical explained that Wes-Man Mechanical has been COR™ Certified for 13 years now, thanks to the services provided by CSAM. “CSAM today is like a big brother, if I have any safety concerns, they’re just a phone call away, and if I’m in the area close to their office, I can just stop in and talk to them,” Medeiros explained.

“CSAM’s program has brought together all types of construction trades, general contractors, mechanical, electrical, the list goes on. You see companies and sub-trades who are competitors to one another in the field of construction, but they’re all there for the same reason - to listen and discuss safety. That’s why it’s a great program.”

As the building construction industry has grown and evolved over the last 30 years, so too has CSAM’s compliment of staff from three people in Winnipeg, and one person in the Westman area to 20 staff in 2018. CSAM has also greatly expanded its training and services.

Bob Kirkhope was there at the very beginning, when the program was named the Manitoba Construction Safety Program (MBCSP). Watching the small association double in size in a few short years, Bob knew the growth wasn’t slowing down anytime soon. “We had a slogan, ‘A program by the industry, for the industry,’” Bob said. “It was obvious during my tenure as Director that the program was advancing and being well accepted in the construction industry. I could only see it expanding and providing needed services which you can see in many ways today.”

Mike Jones, Executive Director of CSAM since 2013, is thankful for all the hard work that went into building the foundation for CSAM all those years ago. “Coming into an association with such a strong foundation affords us the ability to innovate and progress by adding to the compliment of services we already offer,” says Jones. “CSAM has grown and evolved and will continue to evolve but we will forever stay true to the objectives and mandate established in 1989.”

CSAM would like to thank all staff past and present, as well as all the Manitoba employers and workers that have worked so hard to make the past 30 years such a success. YOUR Construction Safety Association of Manitoba looks forward to serving the building construction industry for another 30 years and beyond.

New One-Call System Information

Over the last several years, Western Canada's One-Call centres have experienced a continual shift towards online locate requests. In order to facilitate co-operation and further improve efficiency, the one-call centres in Western Canada (British Columbia, Alberta, Saskatchewan and Manitoba) aligned their business rules for using one-call services. As part of this process, the one call centres in Western Canada decided to adopt a single software solution.

On January 11, 2019 the new one-call software will go live linking the partner provinces to one common website: BeforeYouDigPartners.com.

To minimize the impact of transitioning to the new interface, YOUR Construction Safety Association invited you to join a Webinar hosted by the Manitoba Common Ground Alliance on December 12, 2018.

This Webinar allowed for participants to interact with a trainer to understand the best opportunities within the new programing for booking a project locate.

Want to learn more about the new one-call software before it launches in January? Contact CSAM at safety@constructionsafety.ca or 204-775-3171



Manitoba to Harmonize Occupational Safety & Health Regulations with Other Provinces

Manitoba's Premier Brian Pallister has announced that Manitoba has become the first province to harmonize occupational safety and health regulations in several key areas to reduce barriers to interprovincial trade and increase labour mobility, while maintaining protections for workers.

The amendments to The Workplace Safety and Health Regulation include:

- updating first-aid kits and first-aid certifications in accordance with newly developed CSA standards as part of a national system for workplace first aid;
- extending baseline hearing test requirements from within 70 days of hire to up to six months and replace annual hearing reports with requirements to report every two years;
- clarifying existing requirements for the provision and use of several types of PPE including high-visibility safety apparel, hearing protection, life jackets and personal flotation devices; and
- ensuring a secondary air supply is carried on the person or within arm's reach for workers working in dangerous atmospheres.

Workplace Safety and Health Recommendations

Manitoba Workplace Safety and Health is working to implement the amendments. The Branch may take the opportunity to remove duplicate or contradictory provisions within the sections mentioned or reword sections to improve clarity.

For more information about these amendments please visit [Workplace Safety and Health's Frequently Asked Questions about the Harmonization of Occupational Safety and Health Enforcement Amendments](#).

Read the full news release announcing the changes [here](#).

Renovator Safety Program - Manitoba Home Builders Association

On November 7, 2018, at the Manitoba Home Builders Association (MHBA) Housing Forum, 29 participants from renovation companies in the Winnipeg area attended the Renovator Safety Program training session. This full day training session provided participants with practical solutions for implementing and maintaining a safety program in their work places.

The MHBA's Renovator Safety Program initiative is aimed at helping renovation companies create and maintain a healthy and safe work environment for their employees and their clients.

CSAM partnered with the MHBA and the Renovators Council on developing an industry specific safety program for their membership that is practical, easy to use at the field level and simple to maintain. It is another example of CSAM working with industry partners to develop safety programs tailored to a companies workplace, culture & environment.

Contact CSAM at safety@constructionsafety.ca or 204-775-3171 for more information on how we can assist you in developing, implementing and maintaining an effective safety program in your workplace.



Manitoba Home
Builders' Association



WESTMAN SAFETY
C O N F E R E N C E

REGISTRATION NOW OPEN!

April 10 & 11, 2019

WWW.WESTMANSAFETY.CA

IDENTIFY

Although driving can be a pleasant break from regular duties, it is a serious responsibility both on and off the job. Safety is the number 1 priority; make a commitment to engage in training, procedures, and practices that promote safe driving. Manitoba Public Insurance has released preliminary analysis of road fatalities in Manitoba for 2017.

There was a total of 65 fatal collisions in 2017 resulting in 73 fatalities; this is the second lowest total roadside fatalities since 1982. This is a 32 percent decrease from 2016 to 2017 and it is still not enough; each of these people were mothers, fathers, siblings, friends, employees, and colleagues.

Employers have a responsibility to provide a healthy and safe work environment to their employees and that does not stop when those employees are travelling in a vehicle.

COMMUNICATE AND CONTROL

What can you do as an Employer?

Driving is very common in the Construction Industry; an employer must put policies in place to promote **responsible driving**. Monitor workplace driving to ensure that your workers are following your policies and procedures by receiving driver's abstracts before employment, having policies with statements calling for employees to disclose any changes to their license, and having systems in place to ensure vehicles are being inspected and maintained efficiently (through pre-use checklist and maintenance schedules).

Distracted Driving

Distracted driving is the leading factor in fatal and serious vehicle accidents. Driver distractions are anything that takes your focus away from the primary task of driving, which always requires your full attention.

Mobile phones are among the top driver distractions. Those who talk on the phone while driving are five times more likely to have an accident, while those who text are 23 times more likely to get in an accident while driving.

The cost of distracted driving is not just loss of life or property damage; the costs in Manitoba have increased for drivers caught in the act. Drivers convicted of violating distracted driving laws will receive a driver's license suspension (72 hours), \$672.00 fine, and lose five (5) merits.

How can you stay focused on the road?

Stay off your phone while operating a vehicle

- Let your calls go to voicemail and answer text messages once you have reached your destination.
- Use auto-response features on your phone to let people know that you are driving and cannot speak or text until it is safe to do so.
- If you do need to make a call or answer a text message, find a safe place to pull over and park your vehicle.

Focus only on driving

- Before leaving, make sure you had enough time to eat, get ready (grooming, makeup), choose your radio station, plan your route, check road conditions.
- If you must attend to a child or a pet, find a safe location to pull over and park.

Encourage others to follow suite

- Drop conversations with passengers in complex driving situations (construction sites).
- If you are a passenger, do not distract the driver.

Resources

<https://www.mpi.mb.ca/en/Newsroom/News-Releases/Pages/nr2018jan22.aspx>

<https://www.mpi.mb.ca/en/PDFs/TCSR2016.pdf>

<https://www.platinumdrivers.com/smith-system-andprinciples-of-safe-driving/>

<http://www.wspcs.ca/Information-Resources/Topics/Motor-Vehicles.aspx>

<https://www.mpi.mb.ca/en/PDFs/Distracted-Driving.pdf>

THE QUIZ: Defensive Driving

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.

1. You lose one merit when you get a distracted driving charge.
TRUE _____ FALSE _____

2. Mobile phones are among the top driver distractions.
TRUE _____ FALSE _____

3. What is not one of the 5 key principles of responsible driving?
A) Aim high in steering
B) Keep your eyes moving
C) Check your GPS often to know exactly where you're going
D) Make sure they see you

4. What can employers do to promote responsible driving?
A) Put policies in place to promote responsible driving
B) Monitor workplace driving
C) Receive your employees driving abstract before hiring
D) All of the above

5. List the ways you can stay focused on the road

- 1) _____
- 2) _____
- 3) _____
- 4) _____
- 5) _____
- 6) _____

What is Responsible Driving?

Responsible driving can also be referred to as defensive driving. One system that exists to help with defensive driving is the Smith System® and it operates on 5 key principles:

Aim High In Steering

Look at least 15 seconds into your future, not just at the vehicle in front of you.

Get the Big Picture

Look for hazards. (Other Motorists, Pedestrians, Vehicle doors opening, etc.)

Keep Your Eyes Moving

Don't stare. Use your peripheral vision. Stop the fixed habit stare.

Leave Yourself an Out

Monitor the space cushion around you.

Make Sure They See You

Use your signals. (Signal lights, 4-way Flashers, Head Lights, Brake Lights, Horn, Hand Signals.)
Make eye contact.

1. FALSE 2. TRUE 3. C 4. D 5. Stay off your phone while operating a vehicle, focus only on driving, encourage other to follow suite

ANSWERS

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, 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
**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

UPCOMING EVENTS:

FEBRUARY 5 & 6, 2019

EVENT: CSAM: THE Safety Conference

DETAILS: Visit thesafetyconference.ca for full details

April 10 & 11, 2019

EVENT: The Westman Safety Conference

DETAILS: Visit westmansafety.ca for full details

April 24 & April 30, 2019

EVENT: COR™ Companies meetings - Winnipeg & Brandon

DETAILS: Contact us in Winnipeg at 204-775-3171 or Brandon at 204-728-3456
for more information

UPCOMING TRAINING:

January 8, 2019 - Winnipeg
Principles of Safety Management

January 8, 2019 - Brandon
Principles of Safety Management

January 9, 2019 - Brandon
Safety Auditor (2 days)

January 10, 2019 - Winnipeg
WHMIS 2015 - Train the Trainer

January 15, 2019 - Winnipeg
Safety Auditor (2 days)

January 18, 2019 - Winnipeg
Safety Rep. Awareness

Visit constructionsafety.ca for our full
course schedule.