

CSAM NEWS

The latest in Association, industry and safety news

March 2019

GET ON THE ROAD TO SAFETY WITH CSAM ON TOUR



Helping you bring an added level of **SAFETY & SUCCESS** to your jobsite

Manitoba's building construction industry can be one of the most rewarding industries in our province. It can also be one of the most challenging.

Given the industry challenges, many contractors do not have the time and resources to develop a written workplace safety & health program and to keep up to date on changes to all the safety regulations and requirements legislated by the government. We're here to help.

With CSAM On Tour, our own safety advisors and their years of experience will come to your job site to provide safety information and resources to contractors directly. Demonstrations include fall arrest, hand safety, eye protection, and safe lifting.

To bring CSAM On Tour to your jobsite, contact safety@constructionsafety.ca or visit www.constructionsafety.ca/csam-on-tour

HIGHLIGHTS

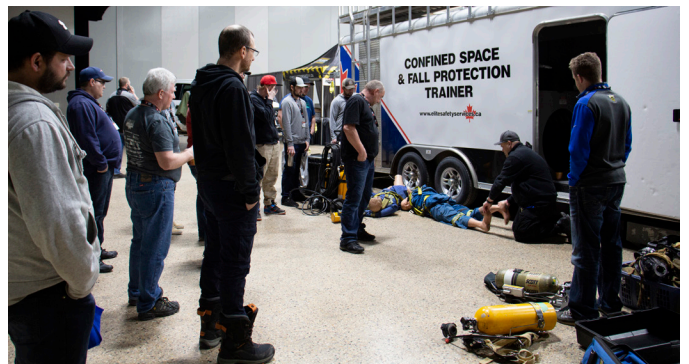
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**CONSTRUCTION SAFETY
ASSOCIATION OF MANITOBA**

CSAM

THE SAFETY CONFERENCE
FEBRUARY 5 & 6, 2019

HIGHLIGHTS FROM #CTSC2019



Save the Date
for 2020 –
February 11 + 12!

GREAT SUCCESS AT #CTSC2019

Another CSAM Safety Conference has come and gone and we are still going strong.

CSAM – THE Safety Conference once again attracted over 1,500 participants, instructors, exhibitors and industry leaders to take part in education, training, and demonstrations that speak to and celebrate the importance of safety and health in the workplace.

We always put on a great conference, but I can safely say this year's conference was the best I've seen yet. There was an unprecedented level of generous sponsorship and support from the building construction industry that enabled a diverse offering of training courses, certifications, and leadership sessions. 2019 also saw more vendors than ever before, providing informative, hands-on demonstrations and networking opportunities with exhibitors from across Manitoba and Canada.

In the past few years, CSAM has put efforts in to growing the caliber of the leadership sessions. On day one of the conference, author and professional safety keynote Kevin Burns presented an engaging and inspiring session on how to shift perspectives on safety programs and help people embrace safety as a personal value. Day two saw Don Wilson, a safety consultant and motivational speaker, demonstrate the value of creating a 24/7 safety culture, and how instilling a personal view of safety beyond the confines of the workplace has a much bigger impact on safety practices and injury prevention on and off the job. The engagement and feedback from these sessions has been excellent and we're grateful to all facilitators for lending their time and expertise to help move the needle on safety in our industry.

At the 2018 CSAM – THE Safety Conference, we presented a partnership with the Institute of Work and Health on the Manitoba Construction Safety Performance Survey: a benchmarking tool to help elevate and define best practices used to advance the protection of construction workers in Manitoba. This survey was the beginning of a project that has now come full circle with the release of the INDICATOR dashboard. The dashboard was premiered at this year's conference, as a demonstration on the trade show floor, and as part of a Leadership session to walk decision-makers through the process and illustrate the range of benefits offered by the survey and benchmarking tool. With INDICATOR, your organization will be able to make fully informed decisions on your safety program and culture. The dashboard will display where your organization is strong on safety, and where you're able to improve, and how to make those changes, with the help of your Construction Safety Association of Manitoba.

As we continue to look for ways to raise the bar and bring new initiatives to CSAM – THE Safety Conference, I must say how I am continually impressed by the tremendous amount of work and coordination that goes in to making a conference of this scale a success. My thanks go to all the hard-working CSAM staff who put in the hours and effort required to provide the caliber of event worthy of our industry. I'm already looking forward to the 2020 conference.

Derek Pott
Operations Manager
Construction Safety Association of Manitoba



WESTMAN SAFETY CONFERENCE

APRIL 10 & 11, 2019

SAFETY

TRAINING

FOR ALL

INDUSTRIES

PREMIER SPONSOR



CONFERENCE PARTNERS



REGISTER NOW AT WWW.WESTMANSAFETY.CA



WESTMAN SAFETY CONFERENCE

WORKSHOP SPOTLIGHT

Safety Essentials for Leaders/ LSE

Workplace leaders - such as Owners, Directors, Managers, Supervisors, Lead hands - have direct, immediate control and effect over the workplace than any other group; however, most organizations are unaware of their legal responsibilities.

Topics include the guiding principles of safety management systems, legislated rights and responsibilities, how to research legislation, the WCB system and how supervisors can have a direct impact on the organization's WCB premiums.

Excavating & Trenching

Excavation & Trenching is intended for personnel who work on trenching and excavation projects or must enter trenches in the course of other work. This information will help these workers identify trenching hazards and recognize the protection required.

First Aid/CPR

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

Mental Health in the Workplace

Mental Health in the Workplace is designed to help you better understand and use your best asset, your own brain. In this one day course we cover basic brain function, common mental health concerns, and how to spot problems early. The day includes intensive work on understanding your role in the lives of other employees and how best to help when it comes to their mental health. The delivery method is a combination of classroom, group discussion and group scenario work.

Fall Protection: Manitoba Working at Heights Standard

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 to discuss horizontal and vertical fall arrest systems, guardrail alternatives and CSA Standards. This workshop will have a practical/hands on training component.

Principles of Safety & Health Management

Geared towards senior leaders, and done in a discussion-style, this course is intended to give you an action plan for safety to bring back to your workplace for implementation, no matter what state your existing safety program is in.

Basic Hydraulic Safety Awareness

Maintenance personnel are engaged in procedures that expose them to higher risk of injury and death. This Maintenance level course consists of 13 topics. Each topic takes an in-depth comprehensive look at; leading causes, understanding and identifying hydraulic hazards encountered beyond the engineered safeguarding. An emphasis is put on the implementation of structured procedures and energy mitigation. This program incorporates video recreations of incidents, video and documents of actual in place procedures. This level of training provides important information on how safety and reliability of hydraulic systems directly affect safety of personnel and environment.

Cargo Securement

This half-day course will meet the needs of anyone who has to deal with cargo that does not come in a nice neat package. Carriers, shippers, and claims departments will all benefit from attending this course. Participants will receive a copy of the "Cargo Securement handbook for Drivers" booklet.



INDICATOR

The Construction Safety Association of Manitoba's vision is to foster a culture of safety in the building construction industry by offering Practical Solutions for a Safer Workplace.

At the 2019 CSAM – THE Safety Conference, your Construction Safety Association of Manitoba proudly premiered INDICATOR, a web-based tool designed to help your organization improve its safety performance. “This tool will change the conversation on construction safety in Manitoba” said Derek Pott, Operations Manager of CSAM. “The Dashboard not only tells you where you need to improve, it shows you how.”

Developed in conjunction with the Institute for Work and Health, a leading not-for-profit health and safety research organization in Toronto, the Manitoba Construction Safety Performance Survey was released in September 2017. Over the past year, building construction companies from the largest prime contractor to the smallest local construction crew have been invited to take part in the survey to provide the baseline data. Participants received their own benchmarking report, laying out a statistical snapshot for evaluating their organization's results compared to others in Manitoba's building construction industry.

Data was collected from over 910 companies, including approximately 250 small businesses. This baseline data will provide participating firms an opportunity to benchmark their safety performance against other companies within their trade and region of Manitoba's construction industry in areas such as safety culture, employee engagement, hazard identification, and ergonomics. It will give firms a wholistic perspective on their safety efforts. In keeping with providing practical solutions, INDICATOR then provides links to resources to help improve scores for each of the survey measures.

The intention is to move the needle on an organization's average score for each measure and raise the standard of safety in Manitoba. Though the implementation of safety programs and standards have greatly reduced injuries in the building construction industry – there has been a 68% decrease in building construction time loss injuries since CSAM's inception in 1989 – there are still significant hazards. In 2017, workers in the construction industry in Manitoba had the highest rate of injury, of which half were time loss injuries. By enabling organizations to perform a full-spectrum scan of their health and safety program to achieve efficiencies and increased effectiveness, INDICATOR will advance the protection of construction workers in Manitoba. The comparative data also allows companies across the building construction industry to evaluate their safety practices and utilize the successes of other trades as a template. This provides several possibilities, including coordination across sub-sectors to lower the risk category for their entire WCB classification, as well as evaluating areas of weakness province-wide and providing further resources, training, and education in those areas.

“It is my hope that this tool will continue to be refined by the building construction industry in Manitoba, and then adopted by other industries across the province, and across the country, to further improve the standard of safety for all workers” said Pott.

INDICATOR will be premiering April 1st. For more information or to experience INDICATOR for yourself and help move the needle in your organization, visit constructionsafety.ca.

NAOSH Week is May 5 - 11, 2019

NAOSH Week is an annual occupational health and safety celebration led by The Canadian Society of Safety Engineering (CSSE) – Manitoba Chapter, together with Manitoba NAOSH partners, including CSAM. The theme for this year's NAOSH Week festivities is People, Passion and Prevention. The goal of NAOSH Week is to focus the attention of employers, employees,

the general public and all partners in occupational safety and health on the importance of preventing injury and illness at work, at home and in the community. Join your Construction Safety Association of Manitoba at the festivities celebrating safe and healthy workers and workplaces! For more information, visit <http://www.naosh.org>.

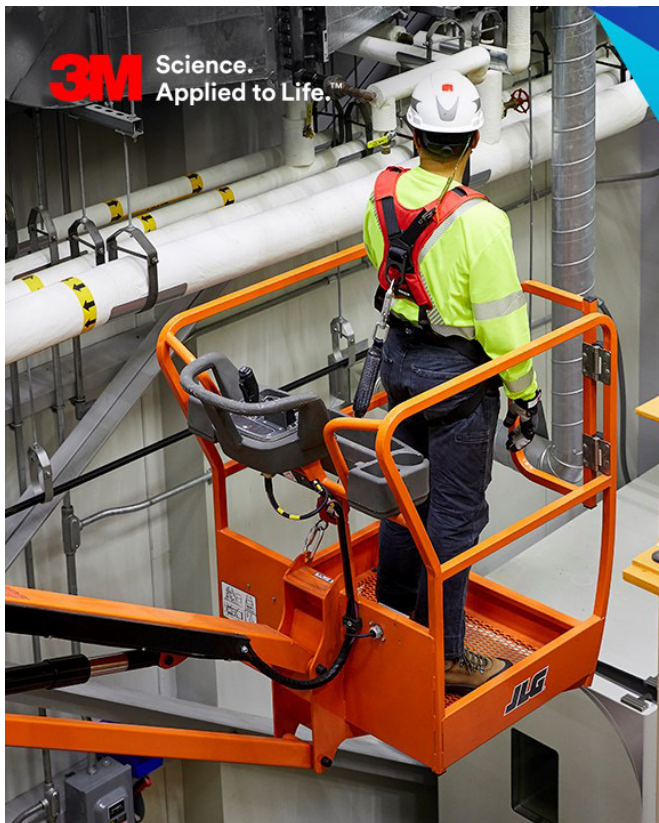


NORTH AMERICAN OCCUPATIONAL SAFETY AND HEALTH WEEK 2019, MAY 5-11

People and Passion Prevention

May 5 STEPS FOR LIFE WALK Winnipeg	May 6 MANITOBA NAOSH WEEK LAUNCH Winnipeg	May 7 WESTMAN NAOSH WEEK LAUNCH Brandon	May 5-11 WHAT ARE YOU DOING FOR NAOSH WEEK?
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Free Working at Heights Webinar



Free Webinar: Fall Protection for Elevated Work Platforms in Construction Applications

Date: March 27th, 2019

Time: 12:00 – 13:00 ET

This webinar will cover the following topics:

- Relevant legislative requirements
- Why guardrails are not sufficient fall protection
- Best practices for elevated work platform fall protection

REGISTER HERE!

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 building construction industry in 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 an automatic member company of the Construction Safety Association of Manitoba, then we want to hear from you!

Simply download an application form at constructionsafety.ca and submit the completed form, with supporting documentation by **May 31, 2019**.

The winner will receive the official Construction Safety Award of Merit at the 2019 THE SAFETYS gala event on September 25, 2019.



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)

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

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

Spring COR™ Companies Meetings

CSAM's bi-annual COR™ Companies Meetings cover the latest in industry, safety and Association news – keep an eye out for the email invitation and RSVP to join the conversation!

Winnipeg

Wednesday, April 24th, 10:00am – 12:00pm
Canad Inns Fort Garry
1824 Pembina Hwy

Brandon

Tuesday, April 30th, 10:00am – 12:00pm
Assembly Hall, Keystone Centre
#1 1175 18th Street

SAVE THE DATE!

The CSAM Classic will take place Tuesday, August 13th at Bridges Golf Course in Starbuck, Manitoba. Shotgun start at 10am.

Keep an eye out for more details coming soon!



Coping with Workplace Stress

IDENTIFY

Job-related stress is very common, some of it good and some bad. It can motivate, or it can interfere with productivity and damage a person's physical and emotional health.

You can't control everything in your work environment, but that doesn't mean you're powerless - even when stuck in a difficult situation. Often, the best way to cope with negative stress is to find a way to change the circumstances - the 'triggers' - that are causing it. Common causes of negative workplace stress include rising performance expectations, difficult workloads, bullying by co-workers or superiors, fear of layoffs and personal problems.

Signs and Symptoms of Workplace Stress:

- Feeling anxious, irritable, or depressed
- Apathy, loss of interest in work
- Problems sleeping
- Fatigue
- Trouble concentrating
- Muscle tension or headaches
- Social withdrawal
- Using alcohol or drugs to cope

COMMUNICATE AND CONTROL

When you consider the trigger factor, look first at your work habit and attitude. Analyze your responsibilities and daily tasks. Are you scheduling things back-to-back or trying to fit too much into one day? Perhaps you can drop tasks that aren't truly necessary to the bottom of the list or eliminate them entirely. If possible, work with colleagues and superiors to set realistic expectations and deadlines.

Trusted co-workers or friends might be able to provide insights or offer suggestions for coping with the issues you're facing at work. Sometimes simply talking about a stressor can be a relief, especially if you're talking to someone with a positive attitude.

Other task management strategies include breaking projects into smaller steps, delegating responsibility to others who could help ease the load and tackling the most difficult or unpleasant tasks as early in the day as possible. If you're always running late, set your clocks and watches fast and give yourself extra time. If your desk is a mess, file and throw away the clutter. Just knowing where everything is saves time and cuts stress.

Lifestyle adjustments also can help. Here are some suggestions:

- Make the most of workday breaks and take time off when you can, whether it's a two-week vacation or an occasional long weekend.
- Be vigilant about taking care of your health. Include physical activity in your daily routine, get plenty of sleep and eat a healthy diet.
- Engage in enjoyable activities when you're not working. Hobbies help maintain a balance between work and play.
- Listen to enjoyable music while you work or during breaks. It also helps to listen to something soothing on the way to and from work.

The behavior of others can be among the most difficult stressors. Bullying and other forms of harassment are considered in Manitoba to be workplace harassment. There should be a harassment prevention policy in place that outlines clear expectations and consequences for employee conduct. It must also apply to managers and supervisors, who in turn must have the training and skills required to deal with issues immediately as they arise.

Resolving conflict in healthy, constructive ways can strengthen trust between people and relieve workplace stress and tension. When handling emotionally-charged situations, stay focused in the present by disregarding old hurts and resentments. If a conflict can't be resolved, choose to end the argument, even if you still disagree. Emotions can be contagious and stress often has an impact on the quality of a person's interactions with others. The better you are at managing stress, the more you will affect those around you positively, and the less their stress will affect you negatively.

If your efforts fail to reduce job stress or feelings of burnout, it may be necessary to seek professional help, either on your own or through an Employee Assistance Program offered by your employer.

The Canadian Mental Health Association is a resource you can share with your employees to raise mental health awareness. CMHA facilitates access to resources that individuals need to maintain and improve mental health. Visit <https://mbwpg.cmha.ca/wp-content/uploads/2016/04/Getting-Help-NTNL-brochure-2014-web.pdf> for more information.

THE QUIZ:

Coping with Workplace Stress

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. Not all workplace stress is bad:

TRUE _____ FALSE _____

2. Can personal problems contribute to stress on the job?:

YES _____ NO _____

3. Which of these are among the signs of workplace stress:

- A) Feeling anxious, irritable or depressed.
- B) High fever
- C) Trouble concentrating
- D) Stomach Problems
- E) All of the above

4. Adjusting work schedules is one way of dealing with stress on the job:

TRUE _____ FALSE _____

5. Which of these are task management strategies that can help ease stress:

- A) Break projects into smaller steps.
- B) Delegate portions of a project to someone else
- C) Keep your work as tidy as possible
- D) All of the above

6. Regular physical activity, adequate sleep and a healthy diet can all help reduce stress:

TRUE _____ FALSE _____

7. Which of these can reduce or eliminate stress caused by harassment in the workplace:

- A) A call to the police
- B) Physical retaliation
- C) A harassment prevention policy that is enforced properly by managers and supervisors
- D) Criminal charges

Facts & Tips

Dysfunctional and inefficient management can be a major contributor to stress in an organization. On the other hand, there are numerous things managers and supervisors can do to reduce workplace stress. It starts with good communication, sharing information with employees to ease uncertainty about their jobs and futures, and clearly defining their roles, responsibilities and performance expectations.

Here are some more stress-busting suggestions:

- Give workers opportunities to participate in decisions that affect their jobs.
- Consult employees about scheduling and work rules.
- Be sure the workload is suitable to employees' abilities and resources; avoid unrealistic deadlines.
- Show that individual workers are valued.
- Offer rewards and incentives.
- Provide and promote opportunities for career development.
- Promote an 'entrepreneurial' work climate that gives employees more control over their work.
- Make management actions consistent with the organization's stated values.

ANSWERS
1. TRUE 2. YES 3. A, C, and D 4. TRUE
5. D 6. TRUE 7. C

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:

April 10 & 11, 2019

EVENT: Westman Safety Conference

DETAILS: Visit westmansafetyconference.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

May 6, 2019

EVENT: NAOSH Week Launch – Winnipeg

DETAILS: Visit <http://www.constructionsafety.ca/naosh-week> for full details

May 7, 2019

EVENT: NAOSH Week Launch – Brandon

DETAILS: Visit <http://www.constructionsafety.ca/naosh-week> for full details

UPCOMING TRAINING:

March 28, 2019 - Winnipeg
Working at Heights Training - Manitoba

March 29, 2019 - Winnipeg
Legislation 101

April 02, 2019 - Winnipeg
Principles of Safety Management

April 04, 2019 - Winnipeg
WHMIS 2015 - Train the Trainer

April 05, 2019 - Winnipeg
Prime Contractors Responsibilities

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