

# CSAM NEWS

The latest in association, industry, and safety news

Fall 2019



## CSAM: THE Safety Conference Exhibitor Registration Open

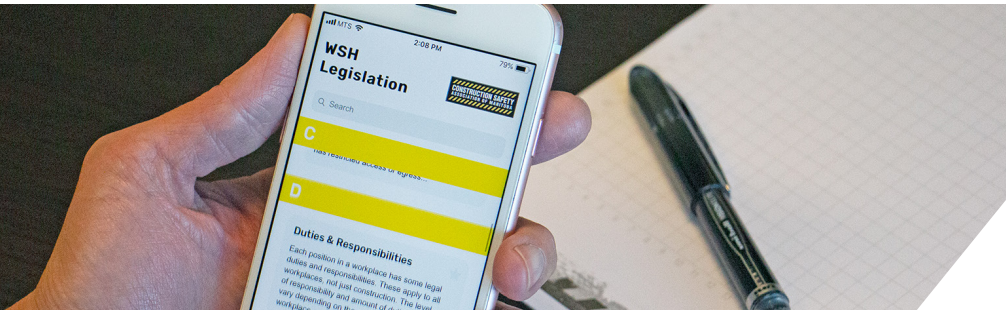
Save the date! 2020 CSAM: THE Safety Conference is set for February 11 & 12 at the RBC Convention Centre Winnipeg, and Exhibitor registration is now open!

With over 1,800 participants each year, CSAM: THE Safety Conference is an excellent opportunity to connect with Manitoba's construction industry and demonstrate leadership in the promotion of safety and health in the workplace. Throughout the conference, you'll be able to promote your products and services, engage with your target markets, and present your expertise in the industry.

As an Exhibitor, you will get a booth that includes:

- two Exhibitor passes for your staff (additional passes are available for purchase)
- table, chairs, and draping
- free Wi-Fi
- complimentary breakfast and catered lunch
- entry for a prize draw

Participant registration for CSAM: THE Safety Conference opens in October. See [thesafetyconference.ca](http://thesafetyconference.ca) for more information.



## The CSAM App Now Available for Smartphones and Tablets

Safety is now mobile and simplified with the official CSAM App — available now for smartphones and tablets on Google Play and the App Store.

This app is a new practical resource to make Manitoba's Workplace Safety and Health Act and Regulation easily searchable and accessible no matter where you are — even if you're out of cell service.

Read more about how the app works on page seven.

## HIGHLIGHTS

- 1 CSAM: THE Safety Conference Exhibitor Registration Open
- 2 CSAM Classic 2019 — Another Success!
- 4 Building Success in Safety: CSAM's 30th Anniversary
- 6 Thanks for Celebrating with Pop-Up Parties!
- 7 Simplifying Safety with our New WSH App
- 8 Celebrating Safety with The Safetys
- 9 Safety Levy Capped at Five Per Cent
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- 13 Upcoming Training and Events



Practical Solutions for a Safer Workplace



# CSAM Classic 2019 - Another Success!

Thank you to everyone who came out to this year's CSAM Classic in August – what another fun day it was!

Players participated in games and contests throughout the day, such as Mini-Stick Putting and the Chip-a-Duck contest (where players had to make chip shots with rubber duckies).

To wrap up the day, our golfers all came together for a delicious supper and dessert inside the beautiful clubhouse at Bridges Golf Course.

In the end, Allco Electrical Ltd. came in with the best score, while Razar Contracting Services Ltd. had the most honest score.

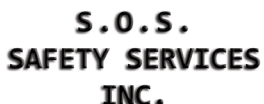
We'd like to say a special thank you to all of our sponsors, and invite you to take a look at our full photo gallery on Facebook.

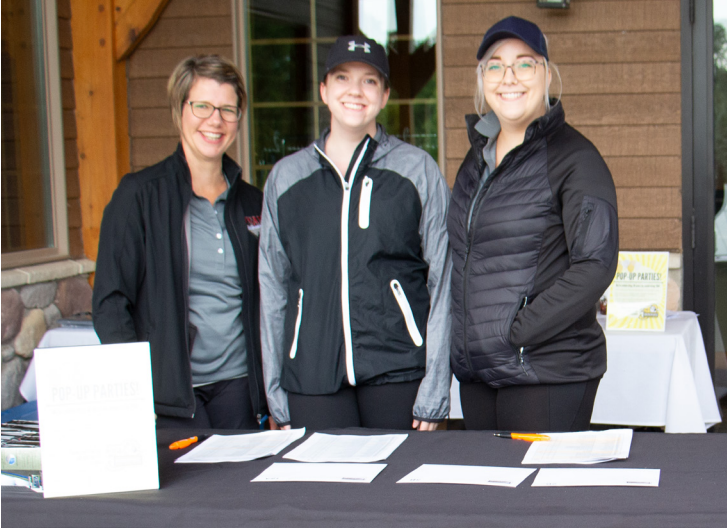


Allco Electrical Ltd.'s winning team



**ABSOLUTE**  
PETROLEUM





[Take a look at all of our photos on Facebook](#)



# Building success in safety

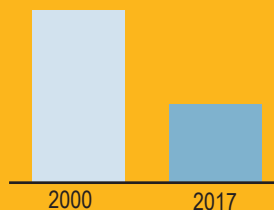
## Celebrating 30 years of the Construction Safety Association of Manitoba



Over the past 30 years, Manitoba's workplace injury rates have reduced significantly.

SAFE Work Manitoba's Workplace Injury and Illness reports over the last two decades show:

- **11 timeloss injuries** per 100 building construction workers in **2000**
- **Four timeloss injuries** per 100 building construction workers in **2017**



That's a **65 per cent** decrease.



The CSAM team in 2000 at Greasley's retirement. (L-R: Westman Safety Advisor Richard McCallum, Safety Technician Sean Scott, Administrative Assistant Gail Urse, WCA Executive Vice President Gervin Greasley, Program Coordinator Tara Zukewich, and Director Bob Kirkhope.)

It was 1989 and the Winnipeg Construction Association (WCA) could see their industry needed help.

The number of workplace incidents had been significantly on the rise in Manitoba in the 1980s, and Workers Compensation Board (WCB) premiums were climbing with them.

Manitoba needed a safer construction industry, both morally and financially. And so, the WCA created a small but necessary venture: the Manitoba Building Contractors Safety Program (MBCSP).

"The first three or four years were difficult," says Gervin Greasley, the former WCA Executive Vice President who was instrumental in the formation of MBCSP.

While MBCSP was created with three objectives based on providing information and training around accident prevention

methods, safety legislation, and individual company safety programs, a lot of the work in the beginning was to convince the construction industry that safety culture needed to change in Manitoba.

"A lot of the contractors saw it as an expense in money and time, and it was difficult to make them realize the human safety benefits as well as the WCB premium and cost benefits," says Greasley.

Starting in 1989 with one employee and one desk tucked to the side of WCA's Burnell Street office, MBCSP used hard work and passion to develop the organization and promote safety culture.

By the mid-90s, independent safety auditors were introduced and shortly after, the COR™ program was brought in, further bolstering MBCSP's reach and portfolio.

In the 2000s, MBCSP was renamed the Construction Safety Association of Manitoba (CSAM) and had flourished into a leader of workplace safety.

The original slogan of, “a program by the industry, for the industry,” evolved into, “practical solutions for a safer workplace,” — something on which CSAM continues to deliver.

What started off as a plea to lower injury rates in the province, grew into Manitoba’s premiere and trusted source for safety and health information, resources, tools, and training.

“CSAM is safety,” says CSAM Executive Director Sean Scott. “Manitobans turn to us for help in workplace safety and health because no matter what the question is, we’ll find the answer and help you get the solutions you need.”

Today, CSAM offers a robust portfolio of training courses, resources, and tools to provide the industry with information on accident prevention methods and legislated safety responsibilities, in addition to providing guidance in establishing safety programs and being the Authority Having Jurisdiction to grant COR™ certification in Manitoba.

“Our team truly cares about safety and health and wants to help make every workplace one where people can feel safe and valued. This passion, coupled with our focus on providing exceptional customer service, is how we have been successful over the past three decades.”

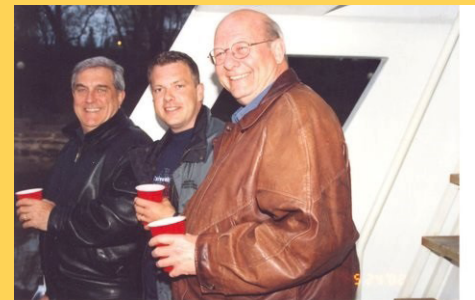
But the success of CSAM isn’t measured solely by the number of staff or the amount of training courses offered. It’s also counted by the degrees of change in the attitude toward safety, and most

importantly, accident prevention rates. The most referenced metric for measuring accident prevention is the rate of time-loss injury. Looking at the last two decades specifically, according to SAFE Work Manitoba’s Workplace Injury and Illness Statistics Reports, Manitoba had 11 time-loss injuries per 100 building construction workers in 2000, but only four time-loss injuries per 100 building construction workers in 2017. That’s a significant drop of almost 65 per cent.

“Safety and health in Manitoba used to be an afterthought, but today, it’s viewed as an integral part of the job,” says Scott.

“After 30 years of making connections and cultivating strong relationships with our clients, industry partners, and stakeholders, we are proud to have been a part of laying the foundation for Manitoba’s safety culture.”

## Snapshots of the past



**Left:** The CSAM team at CSAM: THE Safety Conference in 2007.

**Above (L-R):** Bob Kirkhope, Sean Scott, and Richard McCallum in 2001.

# Thanks for celebrating with us!

In honour of our 30th anniversary, we took the festivities on the road throughout July, August, and September with Pop-Up Parties!

We brought pizza, ice cream, and safety demos to seven lucky winners:

- Qualico
- Progressive Westman
- Southern Comfort Mechanical Inc.
- Collyer Construction
- Livingstone Landscaping Ltd.
- Penn-Co Construction
- Render Construction Inc.

We'd like to say a special thank you to everyone who entered from across the province!

Even though the parties are over, we'll still be here for you with more than pizza. If you think you need help or have questions with anything safety-related, we ARE safety, and we'll find the answers you need.



Check out the full photo gallery:  
[constructionsafety.ca/pop-up-parties](https://www.constructionsafety.ca/pop-up-parties)

# Simplifying Safety with Our New WSH App



**Search for The CSAM App in app stores now**

Your Construction Safety Association of Manitoba (CSAM) is streamlining safety with our new official CSAM App, designed to save time on the job site and help you better understand your legislated safety obligations.

CSAM has compressed more than 350 pages of the Workplace Safety and Health (WSH) Act and Regulation to keep in your pocket and at your fingertips, with an app available now for smartphones and tablets on Google Play and the App Store.

“The WSH Act and Regulation are huge documents that can be hard to navigate,” says CSAM Executive Director Sean Scott. “We created this app as a resource to enable contractors, supervisors, and workers to easily access and understand their legislated responsibilities and legal requirements – and most importantly, how to comply with the law.”

Broken down alphabetically by topic, The CSAM App compiles 20 categories of Manitoba’s WSH laws, including the original legislated text, a summary of the text rewritten in plain language, and a list of practical resources to better implement the necessary requirements.

“The legislation itself can often be hard to read and understand because it’s filled with legal jargon, and there’s not always

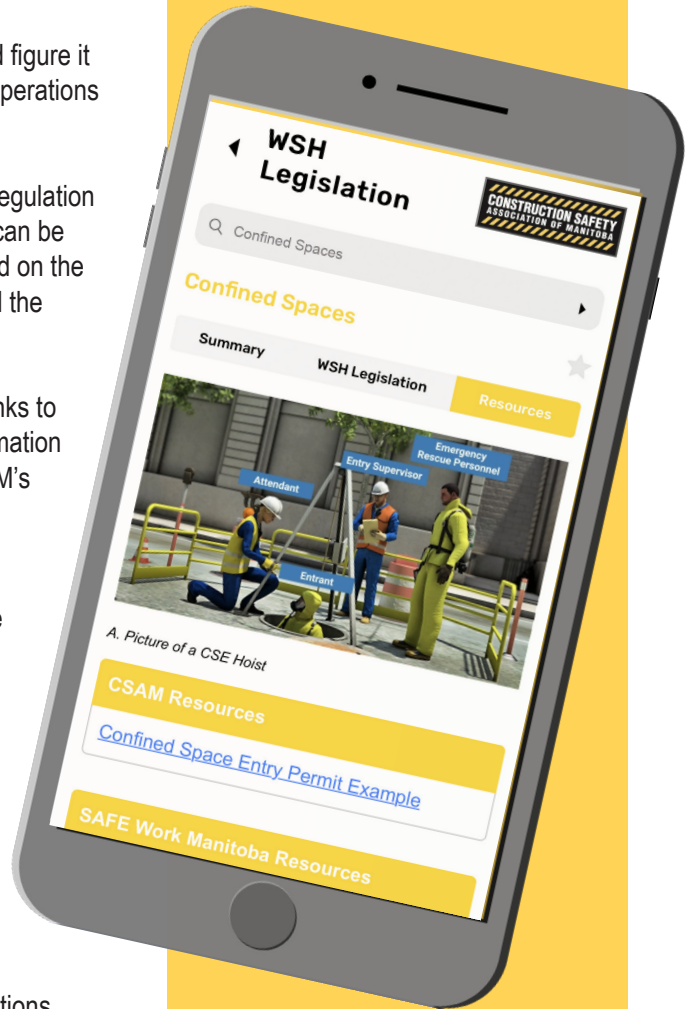
time on the job site to stop and figure it out,” says CSAM Director of Operations Derek Pott.

“We have made the Act and Regulation as clear as possible so that it can be effectively used and referenced on the job site when contractors need the information.”

The app also contains quick links to access other practicable information and resources, including CSAM’s website. These features would require Wi-Fi or cellular data, however all the WSH Act and Regulation content is available offline, meaning this important safety information is easily accessible, even when working on sites in remote rural locations.

“This app is just one way in which CSAM works to provide practical solutions for a safer workplace,” Scott says. “If you have further questions or need more help with safety in your workplace, please contact us — we are safety, and just like with this app, we’ll help you find the answers you need.”

The app will be updated whenever legislation is changed, to ensure contractors have the most accurate information on site without needing to purchase or print a new copy. The CSAM App is available for free and does not require membership to access.



“Excellent app... Easy to navigate with many important resources accessible at one’s fingertips.”

- Teri Urban  
Health & Safety  
Manager,  
Parkwest Projects Ltd.



## Celebrating Safety at The Safetys

Congratulations once again to Ihor Barwinsky of Gypsum Drywall Interiors Ltd., this year's recipient of the Construction Safety Award of Merit. Ihor was one of 13 Manitoban individuals and companies honoured for their dedication to workplace safety and health at The Safetys awards gala.

Graham Construction, one of the Construction Safety Association of Manitoba's COR™ companies, was also honoured as Best Overall for their participation and support in North American Occupational Safety and Health (NAOSH) Week.

Plus, the gala itself was a fun night with a sweet finale — custom CSAM chocolates on the desserts.



**Above:** Growth, Enterprise, and Trade Minister Blaine Pedersen, Ihor Barwinsky of Gypsum Drywall Interiors, and CSAM Executive Director Sean Scott.

**Left:** Pedersen, St. John Ambulance CEO MB & NT/NU Brent Fowler, Graham Construction HSE Supervisor Tony Toews.

# Safety Levy Capped at Five Per Cent

## WCB launches a new funding model for Industry-Based Safety Programs



Industry-based safety programs (IBSPs) are an integral part of Manitoba's prevention infrastructure. The information, resources, training and services provided through the Construction Safety Association of Manitoba (CSAM), and your commitment to safety has played a vital role in decreasing injury rates within our industry and the province overall.

Over the past year, CSAM and other key stakeholders have been involved in a review of the funding for IBSPs in Manitoba. As a result, the Workers Compensation Board of Manitoba (WCB) has launched a new funding model that provides for:

- Predictable and sustainable IBSP funding from the WCB.
- A level playing field for existing and future IBSPs.
- Support for expansion and the creation of new IBSPs.

Under the new funding model, the cost for running an IBSP and its services will be shared between participating employers and the WCB, whereas previously, the costs were born solely

by participating employers. The new model will also introduce a five per cent safety levy cap on the amount to be funded by employers whereas previously no cap existed.

As a contributing member of CSAM, this means your safety levy will be capped at five per cent of your WCB premium, which represents a decrease from last year's safety levy. Note that funding beyond the five per cent safety levy will now be provided by the WCB. As such, there will be no reduction or disruption of service from CSAM as we move to the new funding model.

The WCB has the lowest assessment rate in Canada and continues to forecast a return of excess surplus to employers as part of its five-year plan. Changes to the IBSP funding model supports the continued reduction of workplace injuries and does not change the WCB's current assessment rate or forecasted distribution of surplus funds.

The financial success of the WCB is partly based upon prevention and

return to work initiatives that focus on reducing the number of days lost to workplace injuries and utilize IBSPs as key partners. As such, implementation of the new funding model and the success of IBSPs is key to the WCB's ability to maintain low rates and a financially stable system.

As our history has proven, CSAM operates in a very prudent and efficient manner financially, recognizing that our "funding" is a direct cost to the employers in construction. Although the new funding model will have limited impact on your levy next year, we believe the assurance that it will never exceed five per cent in the years to come will better serve our employer members in providing consistency and predictability, as well as safety and health in the province as a whole.

In the fall of 2019, you will receive your WCB rate statement that will reflect a five per cent safety levy. If you have any questions about this new funding model or about the services available to you through CSAM, please contact us at 204-775-3171 or [safety@constructionsafety.ca](mailto:safety@constructionsafety.ca).



## TOOLBOX TALK:

# Hearing Conservation

### IDENTIFICATION

**HEARING DAMAGE** can't be repaired or undone. If you are exposed to too much noise, even if for only short periods of time, you can lose your hearing over time. Noise damages the nerves in the inner ears, and those nerves cannot be repaired.

Permanent hearing loss (nerve damage) can occur when the ear is exposed to 85 decibels (dB) or higher, averaged over an eight-hour work day. Any exposure to the ear at 140dB or higher can cause immediate and permanent hearing loss.

Symptoms of noise-induced hearing loss can include ringing in the ears (tinnitus) and difficulty understanding conversation (sound distortion).

Fortunately, the risk of noise-induced hearing loss can be reduced or eliminated all together with the successful implementation of workplace controls, hearing conservation programs, and other safe work practices.

### COMMUNICATE & CONTROL

#### Noise Levels

If a worker is or is likely to be exposed to noise in a workplace that exceeds 80 dB, the employer must inform the worker about the potential noise hazard.

If a worker is exposed to noise in the workplace that is more than 85 dB, and if reasonably practicable, an employer must implement sound control measures to

reduce the noise a worker is exposed to.

When it is not reasonably practicable to implement sound control measures, or the sound control measures implemented by an employer do not reduce the worker's noise exposure to 85 dB or less, an employer must inform the worker about the hazards of the noise level and provide the worker with appropriate hearing protection.

#### What does 85 dB sound like? Let's compare.

**Normal conversation is usually about 60 dB. What else might you encounter at home or on the job site?**

- Vacuum cleaner 85 dB
- Push lawnmower 95 dB
- Tablesaw 100 dB
- Chainsaw 105 dB
- Wood chipper 110 dB

#### Determining Noise Levels

The best way to know if you need hearing protection is to measure the sound levels (in decibels). As a client of the Construction Safety Association of Manitoba (CSAM) you have free access to dosimeters to measure the noise levels in your workplaces.

**Any exposure to the ear at 140 dB or higher can cause immediate and permanent hearing loss.**



If you don't have immediate access to measurement equipment you can always use the **shout test**:

**If you must shout to be heard when standing three feet away (or arm's length) from someone, then the noise around you is probably over 85 db and hearing protection should be worn.**

#### Personal Protective Equipment (PPE)

PPE is the equipment workers wear to reduce exposure to workplace hazards, however, it should be the last line of defense. All methods of controlling hazards, including elimination, substitution, engineering controls, and administration controls should be attempted before PPE is selected.

Employers are responsible for providing the required hearing protection devices to all employees.

## COMMUNICATE & CONTROL

It is important to wear comfortable hearing protection, such as earmuffs or custom-moulded earplugs.

- Workers should attend training on properly inserting disposable foam earplugs.
- Wear PPE according to manufacturer specifications, as incorrect usage could harm hearing and damage the ear canal.
- Avoid inserting or removing earplugs if your hands are dirty.

In addition to wearing PPE, workers can take other precautions on the job site:

- Take breaks from loud noise even if protective gear is worn.
- Help identify equipment and work areas where the employer can post signs to make other workers aware of high noise areas.
- Provide suggestions to supervisors or the workplace safety and health committee on ways to reduce worker exposure to workplace noise.

**Create a Hearing Conservation Program that includes noise monitoring, annual employee training, implementation of noise controls, and audiometric testing for your workplace. Contact CSAM to get started.**



Always wear hearing protection as per the manufacturer's specifications.

**WHAT DID YOU LEARN? ANSWERS:** 1. FALSE; 2. FALSE; 3. D); 4. D); 5. TRUE; 6. FALSE

## WHAT DID YOU LEARN?

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

1. Hearing damage is reversible.  
TRUE or FALSE: \_\_\_\_\_
2. Workers are responsible for providing hearing protection.  
TRUE or FALSE: \_\_\_\_\_
3. Permanent hearing loss can occur when the ear has prolonged exposure to \_\_\_\_ or higher:  
A) 30 dB  
B) 72 dB  
C) 60 dB  
D) 85 dB
4. Which of the following is necessary when wearing hearing protection?  
A) Inserting and removing ear plugs with clean hands.  
B) Wearing earplugs as the manufacturer has outlined.  
C) Attending training on properly inserting earplugs  
D) All of the above.
5. As a client of CSAM, you have free access to dosimeters to measure noise levels at your workplace.  
TRUE or FALSE: \_\_\_\_\_
6. It is not necessary to take breaks from loud noise if you are wearing protective gear.  
TRUE or FALSE: \_\_\_\_\_

# FOR THE RECORD

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

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

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

In attendance (please print):


Contact the Construction Safety Association of Manitoba 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 info.

**WINNIPEG OFFICE**  
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F: 204-779-3505

**BRANDON OFFICE**  
950-10th Street  
Brandon, MB R7A 6B5  
T: 204-728-3456  
F: 204-571-0678



# CONSTRUCTION SAFETY ASSOCIATION OF MANITOBA

## Thanks for your feedback!

Over the summer, we asked for your opinion on our current branding — and you responded! Thank you so much for providing your thoughts and opinions. All of your feedback will help to shape our messaging going forward.

And as a thank you, we promised a pair of Winnipeg Jets tickets!

Congratulations to our winner, Rob Hannah!

## Mark Your Calendars - CSAM Training & Events

### UPCOMING EVENTS:

#### November 1, 2019

EVENT: WCA Builders' Night Gala

WHERE: RBC Convention Centre

TIME: 6 p.m. – 11:50 p.m.

MORE INFO: [winnipegconstruction.ca](http://winnipegconstruction.ca)

#### February 11 & 12, 2020

EVENT: CSAM: THE Safety Conference

WHERE: RBC Convention Centre

MORE INFO: [thesafetyconference.ca](http://thesafetyconference.ca)

### UPCOMING CSAM TRAINING:

#### October 16 - Winnipeg

Safety Auditor

#### October 22 - Winnipeg

Confined Space Entry & Entry Rescue

#### October 23 - Brandon

Safety Rep. Awareness

#### October 23 - Brandon

Legislation 101

#### October 24 - Brandon

Safety Administration

#### October 29 - Winnipeg

Working at Heights Training - MB

For more details and the full course schedule, visit

[constructionsafety.ca](http://constructionsafety.ca).

### UPCOMING NORTHERN TRAINING:

#### October 21 - Thompson

Principles of Safety Management

#### October 22 - Thompson

Hazard ID and Risk Control

#### October 22 - Thompson

Prime Contractor Responsibilities

#### October 24 - The Pas

Inspections

#### October 24 - The Pas

Incident Investigations

#### October 24 - The Pas

Developing Safe Work Procedures

#### October 24 - The Pas

Safety Rep & Committee Training