

Working Outside...Cold is it?

Working outside during a Manitoba winter can be a very chilling experience. Most of us cope the best we can and carry on with our usual activities. But the cold can be a serious occupational hazard for many construction workers. Frostbite and hypothermia are two conditions of particular concern.

FROSTBITE: is the actual freezing of tissue. Any exposed skin is subject to frostbite when the air temperature is below zero or when wind speeds are high. Frostbite can lead to scarring, tissue damage, possible amputation and may cause permanent disability. Symptoms of frostbite vary from swelling of the skin accompanied by slight pain in mild cases to tissue damage without pain or with burning pain or prickling in severe cases. Frostbitten skin is subject to infection and therefore must not be treated lightly. Affected area should be warmed slowly to normal temperatures. Medical attention should be received for severe cases.

HYPOTHERMIA: occurs when the deep body or "core" temperature drops below 35°C. At this point the body loses its ability to prevent heat loss. The onset of hypothermia is a gradual process. Initially the victim has a sensation of cold, followed by pain. As exposure time or cold increase the sensation of pain is reduced and overall numbness develops. Additional symptoms include a decrease or absence of shivering, reduced memory and confusion, drowsiness, slurred speech, irritability, impaired coordination, dexterity and general muscular weakness. Hypothermia is a serious condition and can lead to coma and death if not treated quickly. Victims of mild hypothermia should be rewarmed in a warm bed or bath or with warming packs and blankets. Victims with severe hypothermia must receive immediate medical care from experienced medical personnel.

CONTRIBUTING FACTORS: There are several factors that contribute to the risk of cold injury: temperature, wind speed, moisture (sweat or working near water), exposure duration, type of clothing, work/rest schedule, type of work performed, use of certain medications, degree of acclimatization (previous exposure to the cold) and age and physical state of the worker. Many of these factors can be controlled to reduce the potential for injuries - prevention is the key.

CONTROL: It is the employer's responsibility to ensure that appropriate clothing is worn. Clothing that matches heat loss to heat production is critical. Too much clothing can lead to sweating and wet clothing causes greater heat loss and the chance of hypothermia. The solution is layered clothing with a windproof and waterproof outer shell.

It is also recommended to ensure the work to rest ratio is appropriate for working in cold weather.

Toes, fingers, ears and other parts of the face are highly susceptible to frostbite. Footwear, gloves/mittens and face protection must be selected to protect the worker and yet not make it impossible to perform the work. With hard hats are mandatory requirement, it is very important that a proper fitting liner is worn (NOTE: WSH does not allow toques or hoodies to be worn under the hard hat). It is obvious that the colder the temperature the greater the concern for proper winter clothing.

Source documnet WSH Bulletin #186

Further details can be obtained via: the WSH Division website. www.safemanitoba.ca or contact the Construction Safety Association of Manitoba in Winnipeg at: (204) 775-3171 or in Brandon at: (204) 728-3456.

WSH Division:
www.gov.mb.ca/labour/safety/

CSAM:
www.constructionsafety.ca



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TRAINING SEMINAR SCHEDULE

COURSE	TIME	JANUARY	FEBRUARY	MARCH	APRIL
PRINCIPLES OF SAFETY MANAGEMENT	8hr	12 - B, 18 - W	23 - W	16 - B 18 - W	5 & 26 - W 6 - B
LEADERSHIP FOR SAFETY EXCELLENCE	16hr	21 & 28 - W 26 & 27 - B	18 & 25 - W 23 & 24 - B	8 & 15 - W 30 & 31 - B	12 & 19 - W 19 & 20 - B
SAFETY AUDITOR TRAINING	8hr	14 - W, 19 - B	24 - W	22 - W 23 - B	9 & 28 - W 13 - B
SIMPLIFIED SAFETY	8hr	12 - W	10 - W	18 - B 25 - W	8 - B 22 - W
WHMIS TRAIN-THE-TRAINER	8hr	5 & 26 - W 21 - B	22 - W	10 - W 25 - B	1 & 15 - W 15 - B
LOCKOUT TAGOUT	4hr				
SAFETY ADMINISTRATION	8hr			31 - W	
FIRST AIDER 1/CPR	8hr	13 - W	17 - W	12 - W	14 - W
DISABILITY & CLAIMS MANAGEMENT (WCB BASICS)	8hr	7 & 20 - W	4 & 17 - W	4 & 18 - W	7 & 22 - W
CONFINED SPACE AWARENESS	8hr			29 - W	
LEGISLATION 101	4hr		9 - W		23 - W 28 - B
PRIME CONTRACTOR RESPONSIBILITIES	4hr			26 - W	27 - B
SAFETY REP. AWARENESS	4hr	8 - W	12 - W	12 - W	29 - B
TRANSPORTATION OF DANGEROUS GOODS	4hr				30 - W
GOLD SEAL PREP COURSE	4hr	21 - W			13 - W

- W = Winnipeg, B = Brandon - All courses include coffee and doughnuts. Full days include lunch.

PROVINCE PROPOSES INCREASED MAXIMUM FINES UNDER WORKPLACE SAFETY AND HEALTH ACT

Serious Safety, Health Violations Should have Serious Consequences: Jennifer Howard, Minister of Labour.

Maximum fines for workplace safety violations would increase substantially under proposed legislative amendments in Bill 4, the workplace safety and health amendment act, introduced by Labour and Immigration Minister Jennifer Howard today.

"These amendments will substantially increase the fine levels under the act to better reflect the serious nature of violating laws that protect workers," said Howard. "Higher maximum fines increase their deterrence value and send a message that serious safety and health violations have serious consequences."

The current maximum fine under the Workplace Safety and Health Act is \$150,000 for the first offence and \$300,000 for a second or subsequent offence. These current fine levels are among the lowest in the country. The government is acting on a recommendation from the Minister's Advisory Council on Workplace Safety and Health to increase the maximum fines levels to \$250,000 for a first offence and \$500,000 for a second or subsequent offence, said Howard. "The advisory council is made up of an equal number of representatives from employers, labour, and health and safety technical organizations," noted the minister. "I'm very pleased that all advisory council members endorsed this effort." The maximum fines were set in 1997 and have not increased since that time.

WSH - Top Improvement Order List. 1 - Fall Protection, 2 - Hard Hats, 3 - Eye Protection, 4 - Hearing Protection, 5 - Machine Guarding, 6 - Electrical Safety and 7 - Ladder Safety.

Return to Work Program

In Manitoba, major efforts at preventing workplace injuries are emerging and CSAM continues to play a leading role in making these injuries a thing of the past. However, until we achieve injury free workplaces, we will require ways to reduce the impact of workplace injury and illness. That's where a well developed return to work (RTW) program is beneficial for your workers and your company.

A RTW program is a proactive approach to helping injured workers return to safe and productive employment as soon as health permits. A good RTW program is driven by the workplace, supports the recovery process and minimizes the human and financial impacts of workplace illnesses and injuries.

There are several reasons to have a RTW Program:

- RTW isn't optional – it's the law. Under Human Rights Legislation and WCB re-employment obligations, workplaces have a responsibility to make accommodations and re-employ workers who have been injured.
- RTW makes financial sense. Workers are able to maintain secure incomes and workplaces save costs associated with re-training, overtime and lost production. WCB claim costs are also reduced allowing workplaces to manage their WCB rate.
- There is a growing societal consensus that compassionate disability management is a workplace expectation.

Every workplace is different and a good RTW program will be tailored to meet each organization's unique needs. However, there are guiding principles and common key elements which will help ensure your program is successful. Early intervention is one important guiding principle. We know now that the longer a worker is away from the workplace, the less likely they will successfully return. Employers should remain in contact with their workers following an injury and should be able to offer transitional work as soon as possible. Richard Pimentel, a disability management professional with Mill Wright and Associates said, "You don't get injured workers well to bring them back to work; you bring them back to work to get them well."

A good RTW program contains these key elements: A RTW Committee and a Designated RTW Coordinator.

Developing your program in consultation with workers, the union and those who reflect the demographics of your workplace makes use of your workers' knowledge and experience and helps ensure buy-in. One person designated with coordinating the RTW program helps workers and supervisors know who will contact workers and have the authority to arrange and monitor modified and alternate duties.

Well Defined Policies and Procedures

Policies and procedures ensure that roles and responsibilities are confirmed, the pay an injured worker will receive while performing other work and when an injured worker will be contacted following an injury. Your RTW program should be in place before an injury occurs and applied consistently for all workers.

Transitional Duties that are Identified

Knowing the work available in your workplace and the needs of your organization will help you identify potential work assignments. Are there unmet needs which you have not been able to address because of staffing? Are there special projects or safety programming that requires updating? Transitional work should be meaningful and have business value. Having workers attend work without productive tasks is demoralizing for all workers and will undermine the success of your program.

A Functional Capability Form and Letter to Physician

To help safely accommodate an injured worker you need to know their functional abilities and limitations. Workers may be asked to have a form completed by their healthcare practitioner to confirm their work abilities. A letter from the workplace to the practitioner confirming the workplace's ability to accommodate the injured worker helps ensure that paperwork is completed. When difficulties arise, the WCB may be able to provide support by providing clarification about a worker's abilities or work suitability.

A Plan to Train Workers and Evaluate your Program

In order for your program to run smoothly, your workers and supervisors need to know the benefits of RTW and have a clear understanding of responsibilities and expectations. For example, workers should know the workplace's ability to accommodate and the requirements to participate in modified work. Supervisors should know they are expected to support the worker with modified or alternate work duties. As well, every RTW program should be monitored and evaluated. The RTW process needs to be flexible enough to meet the unique needs of each person and the changing needs of your workplace.

To help with developing the program, the WCB offers the one day workshop **RTW Basics: A Guide to Developing or Enhancing Your RTW Program twice a month free of charge**. To register, call (204) 954-4501. A condensed version of the workshop will also be provided at this year's Construction Conference. Disability management is a two sided coin: one side focuses on preventing injuries and the other focuses on reducing the impact of injuries and illness when they do occur. A RTW program helps you meet your legal obligations, supports your injured workers, makes business sense and compliments your safety and health program.

EVERY WORKER HAS THE FOLLOWING RIGHTS:

- RIGHT TO KNOW • RIGHT TO PARTICIPATE • RIGHT TO REFUSE

Construction Safety Officer

The objective of the Construction Safety Officer (CSO™) program is to provide verification of a nationally recognized level of competency in relation to construction safety. The CSO™ program will provide practical training in various construction safety management skills and principles.

Persons who achieve the CSO™ designation will have a combination of formal training and 3 years practical field experience in the safety/construction industry; providing a valuable resource to management in the administration and implementation of a company's safety program.



Left to Right: Peter Walker, (sitting on chair) Luc Arnal, Jonathan Penner, Lauren Grey, Travis Paul, Jennifer Tremorin, Mike Peters, Micheal Bouillet, Alex Either, Phillip Cramer, Kyla Bach, Paul Harakal, Michelle Jordan Ruest, Craig Sheldon, Jason McDonald, Len Cockriell, and Roger Tuk. MISSING: Danial Kolba



Left to Right: Glen McColl, Tilda Fortier, Pat Gibson and Cristie Gourley. Missing: Bryan Bercier and Steve Cunningham.

Gold Seal - Construction Safety Coordinator

Gold Seal is a national certification program for construction managers. It is run by the Canadian Construction Association and has until now covered Project Managers, Estimators, Superintendents and Owners' Project Managers.

The Gold Seal CSC Designation: Gold Seal Certified Construction Safety Coordinators work directly on a construction site and are responsible for assisting management (and other company personnel) in the administration, development, implementation and monitoring of the safety, health and environment (HSE) program. Safety coordinators identify and review a variety of safety, health and environment issues specific to the jobsite and keep management current on the status of any issue(s) that may impact on the work being performed.

Requirements: The new requirement must include 5 years of practical site experience. Until 2010, personnel who hold a valid provincial/territorial Construction Safety Officer designation were automatically qualified to write the Gold Seal Exam. Without this designation, managers will need a combination of related HSE experience, certificates and education. Those without sufficient credits to write the Gold Seal exam can register as a Gold Seal Intern with a commitment to work toward the full certification. *Administration:* Local and provincial construction associations, working as closely as possible with construction safety associations, will receive and provide a first review of applications.

Exams will be written at the local construction associations, and marked by national construction safety experts. For more information regarding the Gold Seal Construction Safety Coordinator, please contact our Executive Director, Sean Scott at sean@constructionsafety.ca or contact the CSAM Head Office at: (204) 775-3171.



CONGRATULATIONS!

To PCL Constructors Canada and to Vector Construction Ltd. for achieving 10 years of COR™ Certification!



Human beings can alter their lives by altering their attitude.
—William James



To our New COR™ Certified Members!

The COR™ Certificate of Recognition is endorsed by the Manitoba Workplace Safety and Health Division. It is the ultimate distinction to verify construction companies who have implemented a comprehensive safety program. For more information on becoming COR™ Certified, contact Sean Scott, Executive Director at (204) 775-3171.



Anseeuw Brothers Ltd.



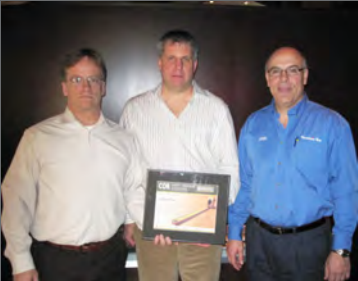
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Winnipeg Furniture Services Ltd.

See You at the Meeting! Once your company has achieved COR™ status, Senior Management will receive an invitation to attend quarterly COR™ certified company meetings held in both Winnipeg and Brandon. The next meeting will be held in Winnipeg (Winnipeg Convention Centre) on March 9th, 2010 and in Brandon on March 17, 2010.

Only Days Left to Register! February 2 & 3, 2010



www.constructionconference.ca

-  - 29 Workshops to choose from
-  - Selected hands on demonstrations
-  - Certificates of Training issued
-  - Safety Passport and/or seals issued
-  - Major Trade Show Exhibit
-  - Personalized agenda and registration kit
-  - Free T-Shirt with Registration
-  - Complimentary Coat Check
-  - Free Coffee and Refreshments
-  - Free Three Course Lunch
-  - Lunch Entertainment
-  - Major Passport Prize Draw
-  - Spot Prizes during Coffee Breaks
-  - Leadership Luncheon

Westman Safety Conference March 3, 2010



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Winter 2009 Newsletter



Contact your CSAM for information on how you can become COR™ Certified or any other inquiries.

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