



HOW DOES YOUR SAFETY PROGRAM MEASURE UP?

FIND OUT WITH THE MANITOBA CONSTRUCTION SAFETY PERFORMANCE SURVEY.



CONSTRUCTION SAFETY ASSOCIATION OF MANITOBA

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CSAM NEWS

See how your company measures up against the rest with the Manitoba Construction Safety Performance Survey

Your Construction Safety Association of Manitoba (CSAM) is partnering with the Institute for Work & Health (IWH) on the Manitoba Construction Safety Performance Survey: a benchmarking tool that will help evaluate and define best practices used to advance the protection of construction workers in Manitoba.

This survey asks questions about your company's health and safety policies and procedures and takes only 15 minutes to complete. All participating companies will receive a complimentary benchmarking report.

"This is an opportunity for CSAM members to position and compare themselves to other companies within their sectors of the construction industry", says Mike Jones, Executive Director of the Construction Safety Association of Manitoba.

The benchmarking report lays out snapshot of statistics, for evaluating your company on safe work practices, procedures and policies. The participant of the survey – the chosen individual who is the most knowledgeable about occupational safety and health at your company – will receive the benchmarking report for the company's records. The results of this report are 100 per cent confidential and will not be disclosed to any other company, association or the Workers Compensation Board of Manitoba.

Mike Jones affirms the value that the project brings to the construction industry. "CSAM's partnership with IWH and the creation of the Manitoba Construction Safety Performance Survey will equip our members with a new measurement tool to aid management practices, reduce workplace hazards and improve health and safety measures for workers in Manitoba," says Jones.

The survey has been designed by one of the top research institutions in Canada and fine-tuned by a Project Advisory Committee – a group of industry professionals that represent different sectors of the construction industry. The objective is to produce a high-quality dashboard that will provide immediate results to organizations, which can be used to improve their health and safety performance over time. "This project is in direct line with our mission, vision and strategic plan for strengthening the safety culture in Manitoba's construction industry," adds Jones

The next step is to gain support and confirm participation from CSAM member companies.

Starting in Fall 2017, CSAM member companies will be contacted by the Institute for Work & Health by phone with a request to take part in the survey. The survey can be completed over the phone, online or a hardcopy will be mailed to you with a self-addressed return envelope. At the end of the survey you will be asked if the researchers may connect your survey results to your company's WCB workers' compensation injury and illness data. This option will enable the researchers to evaluate whether scores on surveys are related to WCB data and help to create accurate benchmarks for the database.

Mike Jones is looking to the construction industry for support in taking part in the survey.

"This benchmarking survey is the first of its kind in Manitoba. Your company will gain a new perspective on how its safety and health performance and workplace culture measure against the construction industry," says Jones. "This window of opportunity will help you, your company and your Construction Safety Association of Manitoba effectively map out what proactive steps to take to incorporate the right resources and reduce illness and injury rates in the workplace."

For more information on the Manitoba Construction Safety Performance Survey, contact **Megan Funnell** at **megan@constructionsafety.ca** or **204-775-3171**. To see more of your Construction Safety Association of Manitoba's offered programs, initiatives and resources, visit **constructionsafety.ca**.



THE EVOLUTION OF SAFETY

WWW.CONSTRUCTIONSAFETY.CA

OCTOBER 18
8:30 AM TO 4:00 PM

Get Your Company's Alcohol and Drug Policy Up-to-Date

With the expected legalization of marijuana and growing use of medical cannabis, now is the time to review current company workplace health and safety policies regarding alcohol and drug use; and if you don't have a policy, it's time to create one

You will leave this session with a drug and alcohol policy template that will be the foundation for building your own unique company policy.

This session is ideal for: Safety Representatives/Coordinators, Company Owners/Principles, Management and Human Resource Staff.



Facilitated by: **Barb Butler**

Barb Butler is a leading educator in workplace drug and alcohol policy. She has nearly 30 years of experience helping private firms, governments, industry associations, and labour organizations to deal with alcohol and drug issues in the workplace.



REGISTER NOW!

> winnipegconstruction.ca



NEWS

CSAM celebrates the delivery of its 1,000th COR™ Certificate in Manitoba

The Construction Safety Association of Manitoba (CSAM) is pleased to announce that its 1,000th COR™ Certificate has been delivered to a newly certified company in Manitoba.

This milestone symbolizes growth, progression and value in safety throughout the province of Manitoba.

AWC Builders, the proud recipient of the 1,000th COR™ Certificate, is a family-owned business that is proud of this achievement and looks forward to working towards bigger projects and working alongside larger companies.

Robert Dilazzaro, Vice President/Electrical Manager with ABCO Supply and Service Ltd., - one of the first companies in Manitoba to obtain COR™ Certification - recalls when COR™ Certification was first introduced and (over time) how far the construction industry has come with embracing safety.

"The safety culture at ABCO Supply and Service has evolved over the past 20 years since we first obtained COR™ Certification. Our philosophy to educate, not dictate safety, has allowed workers the freedom to learn about, understand and embrace a positive, healthy safety culture and avoid incidents and injuries on-site," said Robb Fletcher, Safety Officer / Co-ordinator with ABCO Supply and Service. "Meanwhile, our team is consistently working towards maintaining our safety standards in the workplace: new hires are educated on ABCO's COR™ Certified safety program; seasoned workers are continuously offered opportunities for advancement with education, training and professional development; and all levels of workers have collectively established a good rapport where safety is respected in and outside the workplace."

ABCO Supply and Service Ltd. is in line to receive CSAM's honorary *20 Years in Safety* COR™ Certification banner at the next COR™ Companies meeting on October 19, 2017.

Derek Pott, Operations Manager with the Construction Safety Association of Manitoba, is pleased to see how far the construction industry has come to embrace safety. "Currently, there is close to 7,000 companies that are paying into the building construction levy - 1,000 of which have become COR™ Certified. Although this may seem like a small amount, it actually represents almost 70% of registered construction companies in Manitoba."

To learn more about the COR™ Certification program, Consulting Services and other available services with CSAM, visit constructionsafety.ca.



CONNECT YOUR WORLD WITH OURS AT CSAM: THE SAFETY CONFERENCE



When we open the doors to welcome **1,800 participants** your role as an **Exhibitor** will be to demonstrate leadership in the promotion of **safety & health** in your industry.



Your Exhibitor's booth includes:

- Two exhibitor passes for your staff
(additional passes are available for purchase)
- A table, chairs and draping
- Free WiFi
- Complimentary breakfast & catered lunch
- An entry for a prize draw

LEARN MORE AT
THESAFETYCONFERENCE.CA

Practical Solutions for a Safer Workplace

CONSTRUCTION SAFETY ASSOCIATION OF MANITOBA



CUSTOMIZED SAFETY PROGRAM



COR™/SECOR™ CERTIFICATION



CONTACT CSAM TO EVOLVE YOUR SAFETY PROGRAM WITH:

- ☐ Education & Training courses
- ☐ Safety Conferences
- ☐ Free Consulting Services for Members
- ☐ Toolbox Talks
- ☐ NCSO™ Designation
- ☐ CSAM News
- ☐ On-site training across Manitoba
- ☐ Strategic Planning
- ☐ HSA™ Designation
- ☐ Online Training
- ☐ Westman Association of Safety Professionals (WASP)
- ☐ Membership

THE MORE STEPS YOU TAKE, THE **STRONGER YOUR SAFETY PROGRAM WILL BE.**
CALL US AT 204-775-3171 OR VISIT US AT CONSTRUCTIONSAFETY.CA TO TAKE THE FIRST STEP.

CONSTRUCTIONSAFETY.CA

Mark your calendars for upcoming events with CSAM

The Construction Safety Association of Manitoba invites you to mark your calendars and save the date for these upcoming events, initiatives and training dates:

WASP event - October 16, 2017

The Westman Association of Safety Professionals (WASP) invite you to join industry leaders for an afternoon to promote health, safety and environmental issues in our communities and workplaces.



WASP

WESTMAN ASSOCIATION
OF SAFETY PROFESSIONALS

"Taking the sting out of SAFETY"

To confirm your attendance, please RSVP to Trish Carlisle at trish@constructionsafety.ca or 204-728-3456.

COR™ COMPANIES MEETINGS - October 19 & 24, 2017

The Construction Safety Association of Manitoba will be hosting its second bi-annual COR™ Companies Meetings on October 19, in Winnipeg, and October 24, in Brandon, MB. These meetings are for members/COR™ certified companies to learn about the latest initiatives that CSAM, SAFE Work Manitoba and other partner organizations are working on and advocating for on behalf of the construction industry.



To learn more, contact us at safety@constructionsafety.ca or 204-775-3171.

ENVIRONMENTAL SAFETY IN CONSTRUCTION

The Construction Safety Association of Manitoba is pleased to introduce Environmental Safety in Construction - a one-day course that's structured around growing environmental safety issues in and solutions for the construction industry.



**Due to an overwhelmingly high response in registrants, we've asked individuals to add their names to the waitlist for the next available course date(s). To add your name to the list, contact us at safety@constructionsafety.ca.*



WASP Tour and Meeting Agenda
Wednesday, October 18, 2017
1:00 PM

Glendale Industries

*1520 Charles Street (one block west of 1st Street North)
Brandon, MB*

1. Tour of Glendale Industries
 - a. Metal fabrication shop
 - b. Tank fabrication area
 - c. Powder coating & installation/hydraulic shops
2. Call meeting to order
3. Housekeeping
4. Introductions of those in attendance
5. Discussion of Tour
6. Adjournment

REQUIRED PPE for tour:

- ***Steel toe footwear***
- ***Hearing protection***
- ***Eye protection***

Court rules in favour of Suncor on drug testing; union to keep fighting

Published by OHS Canada

Energy giant Suncor Energy has won another victory in a years-long legal battle over random drug and alcohol testing at its northeastern Alberta oilsands sites.

Suncor (TSX:SU) started randomly testing staff in safety-sensitive jobs in 2012, but the union representing many of those workers called it an infringement of privacy.

The majority of an arbitration tribunal ruled in favour of Unifor in 2014, but last year, Alberta Court of Queen's Bench Justice Blair Nixon quashed that decision.

Unifor appealed Nixon's ruling, but three judges with the Alberta Court of Appeal unanimously dismissed the union's challenge in a decision released Thursday.

"The question before us is whether the reviewing justice selected the appropriate standard of review and applied it properly," the Appeal Court judges wrote.

"We hold that he did both."

The arbitration tribunal heard that, at the time of the grievance, there were about 10,000 workers at Suncor's oilsands sites at any given time, including nearly 3,400 represented by Unifor.

The company presented evidence of more than 2,200 incidents that involved drugs or alcohol, but did not break down how many involved unionized employees versus non-union members and contractors. In Thursday's ruling, the judges noted workers inside and outside the union regularly work side-by-side.

They also highlighted why safety is such a concern. Suncor's facilities around Fort McMurray, Alta. operate 24 hours a day, every day of the year, and its employees work 12-hour shifts operating some of the biggest and most complicated industrial equipment in the world.

"The equipment includes heavy haul trucks that are as large as multi-storey buildings and weigh in excess of 400 tons, as well as cable and hydraulic shovels that can stand 21 metres tall."

The Appeal Court judges said the key question during arbitration was whether there was sufficient evidence of a widespread substance-abuse problem that would warrant random drug testing at its sites, given the privacy issues at play.

"Rather than considering whether there was evidence of a problem in the workplace, the majority asked only whether there was evidence of such a problem specific to bargaining unit employees," the judges wrote.

"By unreasonably narrowing the evidence that it considered when deciding this issue, the tribunal majority effectively asked the wrong question, and therefore applied the wrong legal test."

The Appeal Court judges said they agree with Nixon that the matter should be heard by a fresh arbitration panel. Unifor called the Court of Appeal decision a gross violation of workers' rights.

"This ruling supports an invasive and degrading policy that violates the fundamental rights of workers," said Unifor national president Jerry Dias.

"Safety is always our first priority, but we know that random drug testing does not reduce accidents or improve safety."

Ken Smith, president of Unifor Local 707-A, said the fight will continue.

"We will take all available action to fight this abusive policy, including a potential motion to seek leave to appeal to the Supreme Court of Canada."

Suncor spokeswoman Nicole Fisher said the company was happy with the decision.

"Nothing is more important than protecting ourselves and others from harm. That's why safety is one of our core values, and we're very pleased with this decision," she said.

"We strongly believe that this program will contribute to a safer workplace and ultimately save lives."



Safety Construction Orientation Training

THE SAFETY PASS

Safety Construction Orientation Training (SCOT) - THE SAFETY PASS is an interactive, online-training course composed of 13 modules, each focused on a different fundamental aspect of construction site safety. THE SAFETY PASS is an excellent orientation program for any personnel entering a construction site.

THE SAFETY PASS is convenient, easy-to-use, easy-to-understand, and is interactive and accessible 24/7. Upon completion of the online training, participants will be able to print off a certificate and will also be sent a hard hat decal.

The program provides the basics in construction safety and requires 100% mastery of 13 modules which take approximately two to four hours to complete.

- Workplace Law
- Workplace Hazards
- Managing Worksite Conditions and Equipment
- Personal Physical Care and Conduct
- WHMIS
- Powered Mobile Equipment
- Ladder and Scaffold Safety
- Fall Protection
- Environmental Safety
- Excavating and Trenching
- Defensive Driving
- Personal Protective Equipment
- Emergency Response



Visit www.constructionssafety.ca for more information or call the Construction Safety Association of Manitoba office at (204) 775-3171.



National Construction Safety Officer (NCSO™) Designation!

An NCSO™ understands basic regulatory requirement and how they apply to a construction site, allowing workers, the public and the environment to function safely together.

An NCSO™ is recognized province to province through the provincial Construction Safety Associations (CFCSA).

An NCSO™ is a valuable resource in the administration and implementation of a company's Health & Safety Program.

An NCSO™ is eligible to challenge the CCA's Construction Safety Coordinator Gold Seal Exam with 5 years experience.

For more information, contact us at

204.775.3171 | ncso@constructionsafety.ca

Offered by



www.constructionsafety.ca



CONSTRUCTION SAFETY
ASSOCIATION OF MANITOBA

OUR ASSOCIATION'S MISSION, VISION AND STRATEGIC PLAN IS TO
STRENGTHEN THE SAFETY CULTURE IN
MANITOBA'S CONSTRUCTION INDUSTRY
WITH PROACTIVE EDUCATION, TRAINING AND CONSULTING THAT
SUPPORTS SAFE WORK PRACTICES, CAREER DEVELOPMENT
AND COR™/SECOR™ CERTIFICATION ACROSS THE PROVINCE.

NO
COMPROMISE

See what we're all about at
constructionsafety.ca

