

CSAM NEWS

The latest in Association, industry and safety news

December 2017



Only 4 days left for Early Bird registration to CSAM: THE Safety Conference! Register now at thesafetyconference.ca

The Construction Safety Association's annual CSAM: THE Safety Conference is returning to Winnipeg on **February 6 & 7, 2018**, and Early Bird registration is coming to a close on December 15, 2017.

Register now to receive the many benefits that come with being an Early Bird: your name will be entered to win a Tablet, you'll have a prime selection of courses to choose from - including S.C.O.T - THE Safety Pass, Drug & Alcohol Training for Supervisors and Managing Asbestos & Silica on Construction Sites - and you'll save up to \$75 on online registration fees!

To register, simply visit thesafetyconference.ca and fill out the online registration form. If you have any questions or concerns, contact us at conference@constructionsafety.ca or **204-775-3171** and we'll be happy to assist.

To view our full course list for the 2018 CSAM: THE Safety Conference, see pages 2 - 4 in this month's CSAM News.

CSAM: THE Safety Conference is crowned as Canada's premier construction safety conference for a reason: offering quality training courses and interactive workshops, customized work materials, breakfast and catered lunch, a one-of-a-kind trade show area, contests and more!

Friendly reminder: you're invited to take part in the CSAM-IWH Construction Safety Performance Survey

Your Construction Safety Association of Manitoba invites you to participate in the Manitoba Construction Safety Performance Survey: our joint research project with the Institute for Work & Health (IWH). Please keep an eye out for phone calls and/or emails from Colette Severin at IWH with an invitation to complete a 15-minute online survey about occupational safety and health policies, practices and culture.

Your time, consideration and support in this project is greatly appreciated!

HIGHLIGHTS

- 1** Only 5 days left for Early Bird registration to CSAM: THE Safety Conference! Register now at thesafetyconference.ca
- 2** Friendly reminder: you're invited to take part in the CSAM-IWH Construction Safety Performance Survey
- 3** CSAM: THE Safety Conference Registration Brochure
- 4** Is Giving 100% Enough?
- 5** The prescription for substance abuse and mental health in the workplace
- 6** Mark your Calendars for upcoming events with CSAM

**CONSTRUCTION SAFETY
ASSOCIATION OF MANITOBA**

Practical Solutions for a Safer Workplace

TWO-DAY WORKSHOPS



Course credit towards National Construction Safety Officer (NCSO™) designation



Course credit towards Health and Safety Administrator (HSA) designation



Course includes hands-on component

Confined Space Entry and Rescue



Confined spaces present life threatening hazards in construction. This workshop is for anyone who is responsible for coordinating or supervising work in confined spaces as well as those workers required entering confined spaces. Course elements will include all elements in the one day Confined Space Awareness course and also detail entry and rescue procedures. This workshop includes an interactive practical demonstration of proper work procedures utilizing required breathing apparatus and rescue equipment. This workshop will have practical/hands on training component.

Fall Protection Systems and Rescue



In Manitoba, the workplace safety requirements for fall protection 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 fall protection requirements 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.

ONE-DAY WORKSHOPS



Course credit towards National Construction Safety Officer (NCSO™) designation



Course credit towards Health and Safety Administrator (HSA) designation



Course includes hands-on component

Creating and Maintaining a Respectful Worksite (AVAILABLE TUESDAY ONLY)

Creating and maintaining a respectful workplace requires the efforts not only of management but also employees. In this workshop, we will define what a respectful workplace is, talk about how employees can help establish and maintain a respectful work environment, and how to overcome some of the challenges we face when trying to do so.

First Aider I/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 3 years. This workshop will have practical/hands on training component.

Hazard Recognition and Risk Control



Participants will learn four methods of identifying hazards, along with how to assess risk and implement methods to control risk. Emphasis is placed on workplace inspections and SAFE Work procedures. This workshop will be particularly useful to supervisors, safety and health committee members, managers and employers, but will benefit workers as well.

Return to Work Basics



The objective of the Return to Work (RTW) Basics workshop is to gain an understanding of the basic components and best practices required to develop or enhance a workplace Return to Work Program. As well-functioning RTW Program will support injured workers in their safe and timely return to work and assist in managing their WCB rates. It is recommended to participate in the WCB Basics workshop prior to registering for the RTW Basics workshop.

Safety Skills for Supervisors

Do yourself a favour...be informed! As a Worksite Supervisor or member of a Management Team, you have a great deal of 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 Workplace Safety Legislation will be provided and reviewed.

S.C.O.T - THE Safety Pass

Would you like to speed up your basic orientation process and ensure that workers know all fundamentals in regards to construction site safety? This course does just that! This training is 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.

HALF-DAY WORKSHOPS



Course credit towards National Construction Safety Officer (NCSO™) designation



Course credit towards Health and Safety Administrator (HSA) designation



Course includes hands-on component

Arc Flash (AVAILABLE TUESDAY ONLY)

An arc flash is an electric current passing through the air. When insulation or isolation between electrified conductors, line-to-line or line-to-ground, is breached or can no longer withstand the available short circuit current, an arc flash occurs. Canadian Standards require the calculation of a "flash protection boundary" inside of which qualified workers must be protected. The development of safe work procedures and personal protective equipment will be reviewed. This session will provide awareness and information to all who may be exposed to the danger of arc flash.

Drug and Alcohol Training for Supervisors (AVAILABLE A.M. ONLY)

The aim of this seminar is to educate Supervisors about alcohol and drug use, and its impacts on worksites and performance. Participants will discuss legalisation and its potential impact to drug and alcohol policies, Medical vs recreational use and accommodation, how to identify someone under the influence, and how to reduce the safety risks in the workplace.

Effective Toolbox Talks

When done right, tool box talks can have a significant positive impact on the health and safety of your workforce on site. They can help create a positive health and safety culture within your organisation, and reduce the number of near misses and accidents - this is particularly important in the high risk construction industry. This workshop will give participants the tools to create and deliver toolbox talks that are meaningful and effective.

Excavating and Trenching

Construction work conducted in trenches and excavations is some of the most hazardous in the industry. This course will discuss excavation and trenching hazards, including electrical hazards, with emphasis on safe work practices, procedures, and current technology. The WSH Regulation, as it pertains to excavation and trenching, will be detailed along with provincial guidelines and codes of practice.

Incident Investigation

Investigations are a required element of an effective workplace safety and health program. Participants will learn the seven steps involved in conducting effective investigations: visiting the scene, gathering physical evidence, conducting interviews, evaluating evidence, recommending corrective actions, writing the report and follow-up. Legal requirements for incident reporting and investigation will also be discussed.

The information presented can be applied to all types of investigations, including right to refuse, harassment, violence, worker concerns, near misses and serious incidents. Supervisors, safety and health committee members, managers, employers and workers will leave this workshop with clarity of their roles and responsibilities and the tools and resources required for application.

Inspections

The identification of hazards is a vital component of an organization's overall safety & loss prevention system and a legal requirement under the WSH Act & Regulation. This workshop will provide Supervisors and Safety Representatives with information on various types of inspections, required documentation, and communication and control techniques.

Managing Asbestos on Construction Sites (AVAILABLE P.M. ONLY)

This session will provide an overview of the occupational hazards associated with asbestos on construction sites. Participants will learn what an inspector will be looking for when visiting a worksite. Attendees will also leave with information on safe work procedures, precautions to take; how to reduce exposure, what to and when to sample; and when to set an overall sampling program.

Managing Silica on Construction Sites (AVAILABLE A.M. ONLY)

This session will provide an overview of the occupational hazards associated with silica on construction sites. Manitoba Workplace Safety and Health Regulations will be discussed including what an inspector will be looking for when visiting a worksite. Attendees will also leave with information on when to set an overall sampling program, procedures for collecting samples as well as precautions to reduce exposure and safe work Procedures.

MSI Prevention

Musculoskeletal Injuries (MSI) are among the most common injuries in the construction industry accounting for many loss time claims. Topics included in this full day course will discuss MSI injuries, prevention, safe work practices, and ergonomics. This course is intended for both workers and management alike who seek to reduce the risk and severity of MSI's and reduce or eliminate WCB claims.

Safety Representatives and Committees

Legally, every employer on every jobsite must have at minimum a designated safety representative and/or a safety committee familiar with their legal duties and responsibilities. What's happening on your work sites? What should you be doing? This workshop is specifically tailored to the roles of the site worker safety representatives and committee members. Learn the guidelines and practical solutions to dealing with your legislated responsibilities for safety and health concerns on the jobsite and within your company.



Sub-contractor Management and Project Safety Plans

Workplace Safety & Health (WSH) Legislation requires a Prime Contractor to be designated on all construction projects where more than one employer or self-employed person(s) are involved in work on site at the same time. The Prime Contractor is granted overall responsibility to ensure compliance with WSH regulations at the worksite. Worksite activities need to be coordinated so that the work of one employer does not create unsafe conditions for the workers of another employer on the site. Since construction projects vary in size, hazard exposure, and working conditions, a written site-specific plan has become customary for all construction projects regardless of size and duration.

CSAM's The Safety Conference Prime Contractor & Project Safety Plans course will focus on providing companies with effective guidelines to assist them in fulfilling their responsibilities, giving instruction on how to create a project safety plans and help with developing practical methods to meet these requirements.



Transportation of Dangerous Goods

Training under Transportation of Dangerous Goods Clear Language Legislation is required for all who transport or handle dangerous goods. Learn to interpret and apply the Regulations, including provisions for: classification, scheduling, safety marks, documentation, packaging, reporting, protective equipment and safe handling.

Understanding Leading Indicators

With more and more emphasis on measuring leading (safety culture and climate) as opposed to lagging (injury or claims) to build sustainable and resilient health and safety performance, there is a need to understand the tools available and how they may be used. In this workshop we discuss the pros and cons of leading indicators in use. In particular we discuss measures of safety culture, safety climate, organizational policies and practices and the IWH organizational performance metric being used by Safe Work Manitoba in safety certification.

Following the broad discussion we will present and discuss examples of how these tools can be used in construction safety management. Emphasis will be placed on how to use the information in strategic decisions and in targeting solutions. IN the end the workshop will discuss the IWH/CSAM Benchmarking Leading Indicators Project and how you can support building leading indicator benchmarks in the Manitoba construction sector.

MANAGEMENT SESSIONS

SESSION ONE

Is Giving 100% Enough?

Are you an owner, manager and a trainer and a coach and a mentor? Have you ever told someone something over and over and over and.... over again, to have them not do it or not remember what you said? "I keep giving it 110%, nothing, really?"

This session will give you the skills and techniques to influence behavior through effective training. Whether you are completing training one-on-one, small groups or large classrooms, everyone will come out with a nugget they can use immediately.

SESSION TWO

Is Babysitting in Your Job Description?

Managing and leading is hard enough, but when you constantly have to babysit and watch people do their work, it becomes even harder. When did the lines of managing and leading blur into enabling and babysitting?

Re-thinking the Generation Gap

For the first time in history, there are five generations working alongside each other. Leaders and managers are faced with the challenges that come with the "Gap" between all five.

How do leaders and managers narrow the gap, when everyone sees the world through their own eyes, life experiences, values and generational influences? In this session, participants will explore the generational differences and how they influence their understanding of themselves and others.

This session will provide the participants with an understanding of the difference between enabling and empowering. Wendy will discuss tips and practices that will help identify when enabling begins to blur the line and what do to about it.

THE DEADLINE FOR REGISTRATION IS JANUARY 26, 2018

Is Giving 100% Enough?

Whether you're communicating with a supervisor, new hire or seasoned worker, you need to be mindful of what makes each person unique to your work environment.

Workers at all stages and levels of experience have something different to bring to the table – it's up to you to see, understand and support those differences in order to create a safe and healthy work environment where all workers feel valued and equal.

Your Construction Safety Association of Manitoba recognizes this need and is pleased to announce that its 2018 CSAM: THE Safety Conference will be offering a full-day Management Session, called *Is Giving 100% Enough?* – created and instructed by Tanya Steele, Professional Instructor and Speaker.

"When we're training, we need to ask ourselves if giving 100% is enough. Between training, mentoring and coaching, are we connecting and communicating with our team effectively? If we change the conversation, will people respond differently," says Steele. "The answer comes with a series of training techniques and the natural gifts that each individual leader bestows – mentally, physically and spiritually – and how to effectively utilize those gifts in the workplace."

This Management Session is interactive and encourages participants to connect and work together to pinpoint their strengths. The exercises and training tips will help all supervisors, owners and management understand how to train their workers effectively.

Is Giving 100% Enough management session will take place on February 6 & 7, 2018. Seating for this course is limited – to register, visit www.thesafetyconference.ca. Please note that CSAM: THE Safety Conference Gold & Silver sponsorship options including complimentary seats to the Management Session(s) – to learn more, visit <http://thesafetyconference.ca/sponsors.htm>.

If you're interested in this course, you might also be interested in *Is Babysitting in Your Job Description*, *Re-thinking the Generation Gap* and *Understanding Leading Indicators* – all offered at the 2018 CSAM: THE Safety Conference!

To inquire about CSAM: THE Safety Conference and all that it has to offer, contact us at 204-775-3171 or conference@constructionsafety.ca.



ABOUT TANYA STEELE

Words that have been used to describe Tanya's instruction are passionate, energetic, relatable, practical and fun. Utilizing her field of 24 years' experience as an OFA and Safety Coordinator she offers her students and clients real life scenarios and solutions. Whether it is performing COR™ audits, doing site visits or instructing, Tanya is committed to implementing safety that is versatile, cost efficient and solution-oriented.

The prescription for substance abuse and mental health in the workplace

The hot button topic surrounding the legalization of marijuana has sparked many conversations and debates about what to do about this soon-to-be legalized drug and how to handle given situations of impairment in the workplace.

The questions that are arising from this discussion encompass more than just marijuana (or any prescribed medications, for that matter): it's about the connection between substance abuse and mental health.

To bridge this discussion with effective questions and answers, the Construction Safety Association of Manitoba is pleased to announce that its 2018 CSAM: THE Safety Conference – returning to Winnipeg on February 6 & 7, 2018 – is offering a half-day course, called *Drug & Alcohol Training for Supervisors*. This course has been created and will be instructed by Joel Gervais, Addictions and Training Specialist with Vital Life Inc. – a proud member of the CBI Health Group.

“The *Drug & Alcohol Training for Supervisors* course has been designed to approach this topic/issue from a safety angle – what to look for/be aware of and how to remove any stigma, boost morale and make a positive impact in the workplace,” says Gervais.

In this course, supervisors will learn ways to communicate with workers, spot any signs/symptoms of impairment and how to intervene with workers that are impaired on-site.

“The main objective behind the *Drug & Alcohol Training for Supervisors* course is to show supervisors, management and safety leaders how to create a safe work environment where you're communicating with workers and handling difficult situations [around impairment] in a compassionate and respectful manner. From there, it's a matter of providing supervisors with the right tools to build/enforce a drug & alcohol policy, develop a treatment plan and create a library of resources for drug testing, assessments and other psychological health needs. We want all our workers to return to work safely, healthy and in a timely manner – this course will aid supervisors with all the tools needed to create a psychologically healthy work environment.”

The *Drug & Alcohol Training for Supervisors* course will take place during the a.m. sessions of February 6 & 7, 2018. Seating for this course is limited – to register, visit www.thesafetyconference.ca.

If you're interested in this course, you might also be interested in *Creating and Maintaining a Respectful Worksites*, *First Aider I / CPR*, *Safety Skills for Supervisors* and *Incident Investigation* – all offered at the 2018 CSAM: THE Safety Conference!

To inquire about CSAM: THE Safety Conference and all that it has to offer, contact us at 204-775-3171 or conference@constructionsafety.ca.



ABOUT JOEL GERVAIS

Joel Gervais has worked in the private and public sector in the area of mental health and addictions for over 25 years. His experience includes 15 years with the Addictions Foundation of Manitoba (AFM) where he worked as a both a Rehabilitation Counsellor and Prevention Education Consultant.

Joel has also worked on several National substance abuse initiatives including 4 years with the Canadian Centre on Substance Abuse (CCSA) where he provided consultation and support to the Canada's National Alcohol and Drug Strategy.

Joel is a nationally recognized speaker and a regular presenter at local and national safety and HR conferences. Joel's education includes a 4 year advanced BA in Psychology as well as graduate work in the area of Family Studies. Joel holds the designation of Internationally Certified Alcohol and Drug Counsellor and is a DOT certified Substance Abuse Professional.

Incorporate your workplace orientation program into CSAM: THE Safety Conference with S.C.O.T - THE Safety Pass

Your Construction Safety Association of Manitoba is pleased to announce that its Safety Construction Orientation Training, *S.C.O.T – THE Safety Pass*, is being offered at the 2018 CSAM: THE Safety Conference - returning to Winnipeg on February 6 & 7, 2018.

S.C.O.T. THE Safety Pass offers a basic, standardized construction safety orientation to both new and returning workers in the industry.

This interactive, online program consists of 13 modules - each focused on a different fundamental aspect of worksite safety.

By the end of the day, your new hires will be equipped with information on their roles and responsibilities in the workplace, basic knowledge surrounding the identification, assessment, and control of hazards, as well as a basic description of industry specific equipment and tools and how to safely operate them.

The full-day course will be instructed via PowerPoint presentation by Daniel Olson, Client Services Consultant with the Construction Safety Association of Manitoba. No laptops/electronics will be needed for this course.

To reserve your seat, visit thesafetyconference.ca.

If you're interested in this course, you might also be interested in *Effective Toolbox Talks*, *First Aider I / CPR*, *Safety Skills for Supervisors* and *MSI Prevention* – all offered at the 2018 CSAM: THE Safety Conference!

To inquire about CSAM: THE Safety Conference and all that it has to offer, contact us at 204-775-3171 or conference@constructionsafety.ca.



ABOUT S.C.O.T - THE SAFETY PASS

S.C.O.T - THE Safety Pass provides the basics in construction safety and requires 100% mastering of 13 modules:

- Workplace Law
- Workplace Hazards
- Managing Worksite Conditions and Equipment
- Personal Physical Care and Conduct
- WHMIS 2015 GHS
- Powered Mobile Equipment
- Ladder and Scaffold Safety
- Fall Protection
- Environmental Safety
- Excavating and Trenching
- Defensive Driving
- Personal Protective Equipment
- Emergency Response

Upon completion of the online training, participants will be able to print off a certificate and will also be sent a hard hat decal.



**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.



Mark Your Calendars - CSAM Training & Events

UPCOMING EVENTS:

FEBRUARY 6 & 7, 2018

EVENT: CSAM: THE Safety Conference

DETAILS: Visit thesafetyconference.ca for full details

April 18 & 19, 2018

EVENT: The Westman Safety Conference

DETAILS: Visit westmansafetyconference.ca for full details

April 26 & May 1, 2018

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:

December 12, 2017 - Winnipeg
Safety Auditor Training

December 14, 2017 - Winnipeg
Fall Protection

December 14, 2017 - Winnipeg
WHMIS 2015 - Train the Trainer

December 20, 2017 - Winnipeg
Leadership for Safety Excellence

Visit constructionsafety.ca for our full
course schedule.