



## CSAM's Substance Abuse Panel event sparks valuable conversation about prominent issues in the workplace

Your Construction Safety Association of Manitoba (CSAM)'s recent Substance Abuse Panel event provided a new platform for members to connect with a panel of experts - Joel Gervais, Addictions & Training Specialist with Vital Life; Jaime Jurczak, Labour & Employment Lawyer with Taylor McAffrey; Blaine Duncan, Health & Safety Representative with the Manitoba Government & General Employees Union; and Kathleen Sylvestre, Manager Human Resources with CN Western Canada - to discuss the challenges and impacts that come when dealing with substance abuse in the workplace.

Over 60 people, representing different construction-related trades and types of work environments, raised valid questions and sparked valuable discussion about how to approach and handle substance abuse and mental health issues in the workplace. The common thread is that there are many layers of information that support substance abuse issues but the following key points can help you navigate through this topic:

### **There is a connection between mental health and substance abuse**

When an individual is struggling, it's important that workplaces have programs and resources in place to support and aid employees in their journey to recovery.

### **This is not a "new" problem**

Substance abuse issues in the workplace have been around as long as workplaces have existed. Alcohol alone causes more workplace injuries and fatalities than any other prescribed medication or illegal drugs combined.

### **Make sure your workplace policies, procedures and processes are in good standing**

Now that marijuana is in the cue to becoming a legal substance, it's important for employers to take the time to review their current policies, procedures and processes. This small but important exercise will help you determine if your policies are well-communicated and your supervisors/employees understand what actions/consequences are to be taken if a colleague is working while impaired.

### **Invest in your employees**

As an employer, your duty is to keep your employees safe by creating and maintaining a safe work environment. Invest in your employees by providing them with programs, resources and opportunities for establishing two-way communication, obtaining help and feeling psychologically-safe at work.

CSAM is now offering a full-time course, *Substance Abuse - What Supervisors Need to Know*, that is designed to offer leaders in the workplace an overview of the safety concerns associated with substance abuse and mental health in the workplace. This course is scheduled for Monday, June 4, 2018, from 8:30 a.m. - 4 p.m. at the Construction Safety Association of Manitoba's Winnipeg office.

To register for this course, visit [constructionsafety.ca](http://constructionsafety.ca).

## HIGHLIGHTS

1

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2

Join us at CSAM's new full-day course, Substance Abuse - What Supervisors Need to Know, on Monday, June 4, 2018

3

The Westman Safety Conference strengthens safety culture across all industries in Manitoba

4

NAOSH Week 2018 symbolizes our commitment as an Association and to our community for creating safe workplaces in Manitoba

5

Eye Incident Statistics - May 2018 - SAFE Work Compass

6

Toolbox Talk: Eye Protection

7

Upcoming events & training