



CCA International Business Award presentation (from left to right): Murray Aitken, Chair of the CCA International Business Committee, Peter Hall, Export Development Corporation, MHCA President Chirs Lorenc, MHCA Past Chair Barry Arnason

The MHCA Wins Two Awards at CCA Annual Convention

At the Canadian Construction Association (CCA) Annual Convention held March 6-11, 2011, the MHCA received two awards:

CCA Member Association Award of Excellence

The MHCA was presented with the 2010 CCA Member Association Award of Excellence for demonstrating outstanding leadership and excellence in achievements in a number of areas including:

- » Successfully promoting sustainable and dedicated investment in core municipal infrastructure, safe and secure surface transportation systems, and strategic infrastructure that platforms new economic investment.
- » An earned access and influence with all levels of government.
- » Its president initiated and chaired the Mayor's Trade Council, whose recommendations were instrumental in forming the core strategy from which Canada's first inland port – CentrePort Canada – emerged.
- » Its president chairs the Infrastructure Funding Council which is tasked to develop a comprehensive funding strategy to address the province's growing municipal infrastructure deficit.
- » Its public and government relations have resulted in part

in a quadrupling of the Manitoba highways capital program since 2005, and the tabling Manitoba's first multi-year highways program, underpinned by a 10-year \$4 billion investment with targets consistently exceeded, among many other achievements.

- » Dedication to enhancing industry safety through its WORKSafely program. Its Certificate of Recognition (COR) Program has resulted in significant reduction in incidents and claims costs.
- » Significantly increased membership through a well-developed strategy of personal outreach and 'touch' strategies, with a series of brochures, website and one-to-one means of attracting new members to the association.

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MHCA Wins Two Awards (continued from page 1)

CCA International Business Award

The MHCA was also presented with the CCA International Business Award which recognizes the outstanding activities, programs or accomplishments of a Canadian-based business or association active in the construction industry in the area of international business or trade.

The MHCA was singled out for being an integral part of the conception and creation of an inland port that will provide businesses with cheaper, faster and more efficient access to the North American marketplace, and help contribute to Canada's long-term trade competitiveness.

The MHCA and its President were recognized for its leading and collaborative efforts in Manitoba to create and establish CentrePort Canada, Canada's first inland port in Winnipeg, on 20,000 acres of lands designated to such purposes by provincial legislation which was unanimously adopted by the Manitoba legislature.

This initiative included secured financial commitments approaching \$300 million including \$212.5 million in federal-provincial funding to build CentrePort Canada Way, a new high speed-expressway linking the inland port to key transportation corridors. In September 2010 CentrePort Canada was named one of the top 100 infrastructure projects in North America by CG/LA Infrastructure for its strategic contribution to long-term competitiveness in North America.

This association, through its President, led the 2008 Winnipeg Mayor's Trade Council which recommended the



CCA Association Award of Excellence (from L to R): Sylvie Bernier, Olympic Medalist; Daniel Calderhead, Jardine Lloyd Thompson; Chris Lorenc, MHCA; Wayne Morsky, CCA Past Chair; Carole Bissett, Jardine Lloyd Thompson

creation of the inland port and subsequently participated on the Manitoba Premier's Leader's Committee which confirmed the model for the inland port, its location, the infrastructure priorities for supporting trade in and out of the inland port, the marketing strategy to attract new and to expand businesses relying on export activities, and the necessary legislation to make it effective. Its president serves as a member of the Founding Board of Directors of CentrePort Canada.

CentrePort Canada has emerged as Canada's first "single window" test-case for international business development and Foreign Trade Zone cumulatively providing businesses with cheaper, faster and more efficient access to the North American and global marketplace through an integrated trade and transportation gateway and corridor.

MHCA Welcomes New Members!

D&G Excavating Services Ltd.

Stan Galbichka
Box 15, RR #1
Dufresne, MB R0A 0J0

Ph: (204) 866-2638 | Fax: (204) 866-4792
Email: sgalbichka@yahoo.ca
Additional Information: Installation of sewer & water mainlines, services to public buildings, as well as roadbuilding, excavating and subdivision work.

I-4 Asphalt Paving

Nicolas McDiarmid
204-883 Notre Dame Avenue
Winnipeg, MB R3E 0M4

Ph: (204) 330-2996 | Fax: (204) 694-5239
Email: i-4asphalt@hotmail.ca
Additional Information: Services include asphalt, paving, seal coating, crack sealing, pothole repairs, line painting, sidewalks.

Capital Sewer Services Inc.

Shane Cooper
350-352 Saulteaux Crescent
Winnipeg, MB R2X 2V7
Ph: (204) 831-8201 | Fax: (204) 831-8280

Email: scooper@capitalsewer.com
Web: www.capitalsewer.com
Additional Information: Services include the inspection, cleaning repair and full rehabilitation of storm and sanitary sewer piping.

Featuring articles from two of Winnipeg's largest law firms, Thompson Dorfman Sweatman and Tapper Cuddy, each of which are engaged by many in our industry.

De-Mystifying the Law of Tendering - Part Three of a Three Part Series

By Richard M. Swystun, B.Sc. (Mech. Eng.), LL.B.
Tapper Cuddy LLP

This third and final instalment in the current series of articles on tendering law will focus on the Supreme Court of Canada's decision in *Tercon Contractors Ltd. v. British Columbia (Transportation and Highways)* which issued from the Supreme Court in February of last year. In *Tercon*, the Supreme Court was called upon to consider the effect of a rather broadly worded exclusion clause arising in a competitive bidding scenario and its potential impact on a claim for damages brought by an aggrieved bidder who had been mistreated in the bidding process.

The exclusion clause in question formed a part of an "RFP" (or Request for Proposals) issued by the British Columbia Ministry of Transportation and Highways ("the Ministry") for the construction of a 25 kilometre stretch of highway. The clause was worded as follows:

Except as expressly and specifically permitted in these Instructions to Proponents, no Proponent shall have any claim for any compensation of any kind whatsoever, as a result of participating in this RFP, and by submitting a proposal each proponent shall be deemed to have agreed that it has no claim.

Background

Approximately 11 months prior to the issuance of the RFP, the Ministry had issued an "RFEI" (or Request for Expressions of Interest) for both the design and construction of the subject stretch of highway. Six contractors responded to the RFEI, including Tercon Contractors Ltd. ("Tercon") and Brentwood Enterprises Ltd. ("Brentwood"). After reviewing the responses, the Ministry advised the six proponents that it intended to design the highway itself and it ultimately issued the RFP for the highway construction only. The express terms of the RFP provided that only the six proponents who had responded to the initial RFEI were eligible to submit proposals in response to the RFP and that proposals received from any other party would not be considered.

Prior to submitting its proposal in response to the RFP, Brentwood entered into a joint venture arrangement with another contractor, namely Emil Anderson Construction Co. ("EAC"), who was not an eligible bidder under the terms of the RFP. As things turned out, the Brentwood/EAC joint venture team was selected as the Ministry's preferred proponent

and the highway construction contract was awarded to Brentwood as the named bidder fronting the joint venture. Tercon, complained about the process that had been followed and ultimately filed a lawsuit against the Ministry to claim damages for its perceived mistreatment. Tercon argued that the Brentwood/EAC joint venture was not an eligible bidder under the terms of the RFP and that the Ministry should not have awarded the construction contract to it.

Lower Court Decisions

Tercon was successful at trial and was awarded a judgment against the Ministry in an amount which was in excess of three million dollars, representing the profits that Tercon would have made if it had been awarded the construction contract. The trial judge found, on the facts, that, if the contract had not been awarded to Brentwood, it would have been awarded to Tercon.

The Ministry appealed the trial judge's decision to the B.C. Court of Appeal and was successful in having the trial judgment set aside. The B.C. Court of Appeal held that the exclusion clause contained in the RFP was unambiguous and that it formed a complete defence to Tercon's claim.

Supreme Court Decision

On appeal to the Supreme Court of Canada, the Supreme Court had to decide whether the Ministry's award of the construction contract to the Brentwood/EAC team was a breach of its bidding contract with Tercon and, if it was, whether the Ministry's exclusion clause protected the Ministry from liability for the damages resulting from such breach.

All of the judges ultimately agreed that the award of the contract to the Brentwood/EAC team was a breach of the terms of the RFP. They were, however, divided in their views regarding the effect of the exclusion clause.

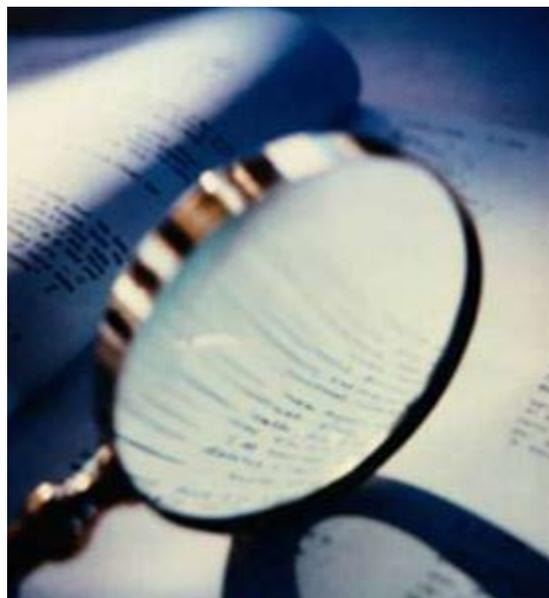
In a 5-4 split, a majority of the judges held that the clause, on its wording, did not bar Tercon's claim for damages. In reaching this conclusion, the majority focused on the words "no Proponent shall have any claim for any compensation of any kind whatsoever, as a result of participating in *this RFP*". The majority was of the view that the participation of an ineligible bidder in the RFP process rendered it a process

De-Mystifying the Law of Tendering (continued from page 3)

other than the process called for by "this RFP". They ultimately held that the exclusion clause did not apply to Tercon's complaints that the Ministry, in awarding the contract to the Brentwood/EAC team, had breached both the express eligibility requirements of the RFP and the implied duty of fairness that the Ministry owed to all bidders.

The four judges in the minority were of a different view. They thought that the exclusion clause was clear and unambiguous and they would have given it the same effect as had been given to it by the B.C. Court of Appeal. In the course of reaching their conclusion, the minority laid out a new procedure for dealing with the analysis of exclusion clauses – one which calls upon a court to consider; firstly, whether the clause applies to the circumstances established in the evidence; secondly, if the clause does apply, whether the clause was unconscionable at the time the contract was made, and; thirdly, whether the court should refuse to uphold the clause because of an overriding public policy.

The majority judges in *Tercon* agreed with the three-step test laid down by the minority, but concluded that they did not need to consider the application of any steps other than the first step, because, in their view, the exclusion clause under examination, on its wording, did not apply to the claim that Tercon had advanced.



The Future of Tendering Law

Prior to the Supreme Court of Canada's decision in *Tercon*, the Supreme Court had confirmed in earlier tendering cases that the integrity of the bidding system must be protected where, under the law of contracts, it is possible to do so. In *Tercon*, the majority of the judges endeavoured to protect the integrity of the bidding system, and, at the same time, uphold and apply the ordinary law of contracts, by interpreting the exclusion clause narrowly, rather than rejecting the enforceability of such clauses in a tendering context outright.

Although the majority of the judges in *Tercon* held that the Ministry's exclusion clause, on its wording, did not absolve the Ministry from liability arising from the mistreatment that Tercon had complained about, the clauses under consideration in future cases may be worded more carefully, with the possibility of a distinctly different result.

Many practitioners in the construction law area believe that owners, armed with the Supreme Court's analysis in *Tercon*, will now take steps to draft even stronger exclusion clauses. In the aftermath of the *Tercon* decision, bidders will have to read procurement documents more carefully to ensure that they are prepared to take on the level of risk that is associated with responding to a given call for tenders or RFP. Owners will also have to consider how far they should go in drafting their exclusion clauses – and whether the inclusion of extremely onerous exclusion clauses in a given call for tenders or RFP is likely to result in a decrease in the number of bidders willing to respond with bids.

Ultimately, the forces of the market place may compel owners to act reasonably in their selection of the risks that they seek to impose upon those who regularly participate in the bidding process. If owners do not act reasonably, the Supreme Court of Canada, in a future case, may choose to take a closer look at, and utilize, the second and third steps of the three-step test that was formulated by the minority in *Tercon*, or take more inventive action, in order to bring integrity back to the bidding system. At the present time, the decision of the majority in *Tercon* signals a general reluctance on the part of the Supreme Court to allow an owner to rely on an exclusion clause to avoid liability for acting unfairly.

Richard M. Swystun is a partner with the firm of Tapper Cuddy LLP who practices primarily in the areas of construction law and civil litigation. He can be reached by phone at (204) 944-3237 and by email at rswystun@tappercuddy.com.

This article is for general informational purposes only. Its content is not intended as specific legal advice and it should not be relied on as such. The information contained in this article may not apply to or be appropriate for your situation. Any person with a specific legal question or problem should obtain the advice of a qualified lawyer.

BRIC to BRICS

By Peter Hall, Vice-President and Chief Economist of Export Development Canada

Getting in to the country club is a mark of success, a coming of age. Among countries, country clubs have the same appeal. Until 2008, the big one to get into was the G-7. Nowadays, the brass plate on the front door of the coveted club reads 'BRIC'. And it seems poised to take on a new member.

Who's the lucky candidate? Many have pre-concluded that Mexico is a natural. It has a large population, growing per capita GDP, integration with large economies and decent future growth potential. South Korea has also been feted as a prospect. But neither economy is the current choice.



Actually, the nod is going to South Africa – in some respects, a come-from-behind contestant. After all, other members dwarf its 50 million population. Likewise, its economy will chalk up an estimated USD 379 billion of GDP in 2011; until now, membership was for trillionaires: 2011 estimates see \$1.5 trillion in Russia, \$1.8 trillion in India, Brazil at \$2.3 trillion and China at \$6.5 trillion.

But the choice makes good sense for other reasons. To be truly representative of emerging markets, the BRIC club needs an African representative. But even here, South Africa is not necessarily a slam dunk. Egypt and Nigeria were also candidates, given the comparable size of their economies and populations. But South Africa's economy is still the largest of the three, and it has the advantage of well-developed financial markets, infrastructure and communications systems.

At this point, the list of advantages grows. Although it has its challenges, South Africa's politics are more stable than the norm in Africa. It has also demonstrated international leadership, for example by being the only African member of the G20. Moreover, South Africa remains a gateway to the continent, as illustrated by the Durban port system that moves more volume annually than any other port in Africa. With six of the ten fastest growing economies in the world being in Africa, South Africa and its developed financial markets and infrastructure, will be critical to the realization of this growth.

The benefits are clear for South Africa – the enhanced status is a huge endorsement from an increasingly influential group of nations that it is a natural leader for the continent. Africa as a whole gains from the enhanced global recognition and representation that club membership brings. It is well understood that BRIC nations – and others, for that matter – will increasingly look to Africa as a critical source of extractable resources and arable land in the medium-to-long-term timeframe.

Does Canada gain? In 2010, Canadian exports to South Africa were \$470 million. That sounds like a lot, but it has been a lot larger in prior years, suggesting a resurgence when the world economy recovers. What is more, Canadian investments in South Africa amounted to \$1.8 billion in 2009 – mostly in the mining sector – enough to make Canada the sixth largest foreign investor in the country. With an already-strong presence in trade and investment, the gains to South Africa from increased global recognition stand to benefit trade and investment with Canada going forward.

The bottom line? Club membership in BRIC will be a big moment for South Africa, for Africa as a whole, for BRIC, and indeed for the world. And given our trade and investment activity, and future intentions for the Canada-Africa relationship, it should indeed be good for Canadian exporters too.



SAFE Work - A Way of Life

NEWS RELEASE

WCB Communications, 333 Broadway
Winnipeg, Manitoba R3C 4W3

Tel.: (204) 954-4519
Fax: (204) 954-4968

www.wcb.mb.ca

For Immediate Release

Date: March 25, 2011

Workers Compensation Board Appoints Director of New Office in Brandon, Manitoba

(WINNIPEG) – The Workers Compensation Board of Manitoba (WCB) announced today that Mr. Dan Robertson has been hired as the Director of the WCB's new regional office in Brandon, Manitoba.

The Brandon office will open in early 2012 and is planned to provide initial adjudication of claims and case management functions. In addition, it will offer a range of services such as healthcare examinations, vocational rehabilitation and SAFE Work services as well as some assessment services. It will service workers and employers located in Brandon and surrounding areas.

“We are excited to be welcoming Mr. Robertson to the WCB and to be moving ahead in the development of a WCB office in Brandon,” says Doug Sexsmith, WCB President and CEO. “This announcement brings us one step closer to providing Brandon workers and employers with face-to-face help on preventing injuries and returning workers to health and meaningful work in the event workplace injuries occur.”

Mr. Robertson is currently the General Manager of the Keystone Agricultural and Recreational Centre in Brandon. In his capacity as Director of the Brandon regional office, Mr. Robertson will lead the operations and implement the goals and objectives of the regional office.

Mr. Robertson is a long-time resident of Brandon who holds a degree in Business Administration from Brandon University and a Certified General Accountant (C.G.A.) designation.

The WCB is currently working through the process for the selection of an office location in Brandon. A number of sites responded to the initial Request for Information and tours of prospective sites have been completed.

The Workers Compensation Board of Manitoba is a mutual workplace injury and disability insurance agency funded by employer premiums. With a mandate to prevent workplace injuries and illnesses, the WCB is committed to building a culture of health and safety in Manitoba through the SAFE Work program and community partnerships. Workplace injuries and illnesses are preventable but should they occur, the WCB is here to help injured workers, their families and employers.



WORKSAFELY  **MHCA**
QUARTERLY COR™ MEETING

YOU ARE INVITED TO ATTEND THE FIRST
WORKSAFELY QUARTERLY COR™ MEETING
TO BE HELD ON:

APRIL 18TH
11:30 A.M. - 1:00 P.M. (LUNCH INCLUDED)
AT THE
CANAD INNS - POLO PARK

Guest Speakers:

Jacques St Hilaire - Workplace Safety & Health
Darren Oryniak - Workers' Compensation Board of Manitoba

To Register contact:

Christal O'Brien-Frejuk
Training & Program Development Coordinator
christal@mhca.mb.ca

t (204) 594.9054
c (204) 795.7914
1236 Ellice Ave. | Winnipeg, MB | R3G 0E7

www.mhca.mb.ca



WORKSAFELY
MHCA

Westman Region Safety Conference

REGISTRATION FORM



April 4 - 8, 2011 ST. JOHNS AMBULANCE - SHOPPER'S MALL
BRANDON, MANITOBA

Registration fee for members:
Half-day \$60.00 plus GST
Full-Day \$110.00 plus GST

Registration includes course materials, coffee & lunch

Register at:
www.mhca.mb.ca
safety@mhca.mb.ca

COURSES

Monday - April 4, 2011

- Investigations - morning session
- Inspections - afternoon session
- Fall Protection - full day

Tuesday - April 5, 2011

- COR™ Principles of Health & Safety Mgmt. (PHSM)-full day
- Fall Protection - full day

Wednesday - April 6, 2011

- Blueprint Reading - morning session
- Excavation & Trenching - morning session
- Flagging - afternoon session
- COR™ Auditor Refresher - afternoon session

Thursday - April 7, 2011

- WHMIS - morning session
- TDG - morning session
- Emergency Response - afternoon session
- Worker Rep/Committee - afternoon session

Friday - April 8, 2011

- WS&H Violence and Harassment - morning session
- WCB - Return to Work (RTW) - full day

Name _____

Company / Firm _____

Address _____

City / Town _____ Postal Code _____

E-mail _____

Fax _____ Phone # _____

Additional Information:

P: 204.947.1379 F: 204.943.2279
E: safety@mhca.mb.ca W: <http://www.mhca.mb.ca>

Register at: safety@mhca.mb.ca or www.mhca.mb.ca
Fax completed registrations to: 1.204.943.2279

Please complete a separate registration form for each person attending.

Payment Options:

1) Cheque: please make cheque payable to

MHCA Safety Program
1236 Ellice Avenue
Winnipeg, MB R3G 0E7

2) Card Holder: _____

Card: _____ Number: _____

Expiry Date: _____



WORKSAFELY

MHCA



Construction Safety Excellence™

COR™ Training



WESTMAN REGION – BRANDON, MB

April 11-15, 2011

St. John Ambulance, 2nd floor Shoppers Mall

April 11-12	April 13	April 14-15
COR™ Leadership	COR™ Principles	COR™ Auditor



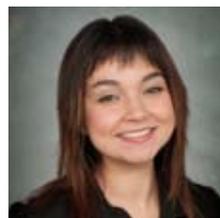
INSTRUCTOR:
ELAINE ALVIS
SAFETY ADVISOR

CENTRAL REGION – WINNIPEG, MB

April 25-29, 2011

St. John Ambulance, 1 St. John Ambulance Way

April 25-26	April 27	April 28-29
COR™ Leadership	COR™ Principles	COR™ Auditor



INSTRUCTOR:
DENINE RODRIGUES
SAFETY ADVISOR

Construction Safety Officer Exams

WORKSAFELY will be holding a course to prepare those who are registered and accepted to write the Construction Safety Officer (CSO) Exam.

Construction Safety Officer (CSO) Prep Course

1:00 – 4:00 p.m.
April 8, 2011
MHCA Office
1236 Ellice Avenue, Winnipeg

WORKSAFELY will be holding an Exam for those who have been accepted and have met the requirements through the Construction Safety Officer (CSO) application.

Construction Safety Officer (CSO) Exam

1:00 – 4:00 p.m.
April 29, 2011
MHCA Office
1236 Ellice Avenue, Winnipeg



INSTRUCTOR:
PHIL MCDANIEL
SAFETY ADVISOR

Coming Soon: New WORKSAFELY COR™ Banners!

Watch for the new WORKSAFELY COR™ Banners coming soon, and ensure to get your FREE banner for your company worksite. Watch the Heavy News Weekly for details on when the banners will be available.

This Safety Talk is intended to bring awareness of workplace incidents and the measures to take to prevent recurrence. Print and review this talk with your staff, sign-off and post on a bulletin board. File for audit purposes (COR™ - Element #8 Training & Communications).

Hearing Protection Devices

Noise is a common health hazard in the heavy construction industry.

Prolonged exposure to noise can cause noise induced hearing loss (NIHL). NIHL is permanent - it can't be cured or improved.

HEARING LOSS SIGNS

Excessive noise damages tiny sensory cells deep inside your ear. Danger signs of occupational hearing loss include:

- Inability to hear high-pitched sounds
- Inability to understand speech
- Ringing in the ears (tinnitus)

PREVENTION

There are several different types of hearing protection available. Some factors to consider when choosing hearing protection.

- Noise Exposure
- Communication demands
- Hearing ability
- Use of other PPE (i.e. hard hat and hard hat insert)
- Temperature and climate
- Physical characteristics of the job or worker

Ear Muffs

Ear muffs consist of sound-attenuating material and soft ear cushions that fit around the ear and have hard outer cups. They are held together by a head band.

Ear muffs:

- Provide greater protection than plugs
- Are easier to fit
- Are more durable than plugs
- Have replaceable parts

Ear Plugs

Ear plugs are inserted to block the ear canal. They may be premolded (preformed) or moldable (foam ear plugs).

Ear plugs are:

- Simple to use
- Less expensive than muffs
- More comfortable in hot or damp work areas
- Easy to carry and store

Test Your Knowledge

- Noise induced hearing loss can be caused by prolonged exposure to noise.
 - True False
- One of the danger signs of occupational hearing loss is the inability to hear speech.
 - True False
- List 3 advantages to ear muffs: _____
- Ear plugs are more expensive than ear muffs.
 - True False
- Hearing protection is recommended above 85dBA.
 - True False

Some typical noise levels found on construction sites		
DECIBEL - dB(A)		EQUIPMENT
112	Double protection recommended above 105 dB(A)	Pile driver
110		Air arcing gouging
108		Impact wrench
107		Bulldozer - no muffler
102-104		Air grinder
102		Crane - uninsulated cab
101-103		Bulldozer - no cab
97		Chipping concrete
96		Circular saw and hammering
96		Jack hammer
96		Quick-cut saw
95		Masonry saw
94		Compactor - no cab
90	Hearing protection recommended above 85 dB(A)	Crane - insulated cab
87		Loader/backhoe - insulated cab
86		Grinder
85-90		Welding machine
85		Bulldozer - insulated cab
60-70		Speaking voice

WORKSAFELY MHCA

Construction Safety Excellence™

Training Schedule



Register by:

- » Email: Heather DeJaegher at safety@mhca.mb.ca
- » Fax: 204-943-2279

Cancellation Policy:

The *WORKSAFELY* policy states cancellation must be made at least two business days in advance, otherwise full course fee charge will apply.

APRIL 2011	
April 8	COR™ Auditor Refresher
April 12-13	Train the Trainer
April 14	WHMIS (1/2 day AM)/ TDG (1/2 Day PM)
April 15	Excavating & Trenching (1/2 day AM)
April 15	Flagperson (1/2 day PM)
April 15	First Aid 1 — CPR
April 18	Safety Administrator
April 19-20	Confined Space Entry Level 2
April 20	Back Injury Prevention
April 20	Fatigue Management
April 21	Toolbox Talks
April 25-26	COR™ Leadership
April 27	COR™ Principles
April 28-29	COR™ Auditor

MAY 2011	
May 9-10	Train the Trainer
May 9-11	WHMIS (1/2 day AM)/ TDG (1/2 Day PM)
May 12	COR™ Auditor Refresher (1/2 day AM)
May 13	Excavating & Trenching (1/2 day AM)
May 13	Flagperson (1/2 day PM)
May 16-17	COR™ Leadership
May 18	COR™ Principles
May 19-20	COR™ Auditor
May 20	First Aid 1 — CPR

ADDITIONAL COR™ TRAINING

April 11-15	Brandon, MB
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CSO EXAM SCHEDULE

April 8 (Prep Course)	MHCA Office
April 29 (Exam)	MHCA Office

REMINDER:

WORKSAFELY requires at least six people registered to deliver the course.

Customized training is available for your specific requirements.

Call the *WORKSAFELY* Office at (204) 947-1379 for more information.