



# The Heavy News Weekly



**WORKSAFELY** 

## Industry Perspectives: Construction Owners Must be Aware of Summer Student Safety

*Originally published by Daily Commercial News and featured in CCA's Gold Seal Certification newsletter*



**Canadian  
Construction  
Association**

Bill 18 amended several key pieces of labour and employment-related legislation with a view to protecting “vulnerable” and “precarious” workers, including young and new workers.

As construction employers enter the traditionally busy summer months, and consider bringing on students as extra help at job sites, it will be important to understand and appreciate the new health and safety protections owed to young workers under Bill 18. Failure to take steps necessary to protect young workers can lead to increased Ministry of Labour scrutiny, disruptive stop-work orders, sizable fines, and in extraordinary cases, imprisonment.

Bottom line is this: The Occupational Health and Safety Act (OHSA) now takes a very expansive view of the definition of “worker”, including an unpaid intern, co-op student, other student on a school-approved work placement, and a person who otherwise receives training from an employer even if they do not fall within the definition of “employee” under the Employment

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Standards Act, 2000 (ESA). It no longer matters whether a person is paid, unpaid, or simply receives an honorarium or stipend. An employer now has a much wider scope of responsibility to ensure the protection of persons performing work for it.

### Students are “workers” too — recent amendments to the Occupational Health and Safety Act

Prior to Bill 18, a co-op student or person engaged in an unpaid training program did not fall within the definition of “worker” under the OHSA, and an employer was not legally obligated under the OHSA to take any steps for their protection. A significant gap existed in the law, which was highlighted by the workplace fatalities of three co-op students within a ten month period in 2014.

Bill 18 closed this gap and expanded the definition of “worker” to include: (i) a secondary school student who performs unpaid work as part of a work experience or co-op program authorized by the school board; (ii) a university, college or other post-secondary student who performs unpaid work under a program approved by the school; and (iii) a person who receives unpaid training from an employer similar to that provided by a vocational school.

### What’s next? Bill 64 is coming down the pipe

In February 2015, Bill 64, Protecting Interns and Creating a Learning Economy Act, 2015, passed a second reading at Queen’s Park and moved one step closer to becoming law. As with Bill 18, Bill 64 would further expand the obligations owed to an unpaid co-op student, intern or trainee, including the following amendments:

- **Creation of an “advisory council on work-integrated learning”** – The mandate of this Committee will be to make recommendations on ways to raise awareness of, and increase the number of, work-integrated learning opportunities (e.g. co-op placements).
- **Mandatory posting of information concerning rights and obligations** – Every employer will be required to distribute and provide employment-related information to co-op students and other persons under a training contract, including a review of what parts of the ESA apply to them, and the terms of the individual’s employment, including the duration of the employment, hours of work, and a general description of the tasks to be performed.
- **Expansion of employment standards entitlements** – Various parts of the ESA would be expanded to apply to co-op students and other persons under a training contract, including hours of work and eating periods, leaves of absences, restrictions against the use of a lie detector test, protection from reprisals, unpaid vacation time, and access to Ministry of Labour complaint and enforcement processes.

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# PROVINCE INVITES MANITOBANS TO SHARE VIEWS AT OPEN HOUSE ON PROPOSED CENTREPORT CANADA WAY WESTERN EXTENSION (HEADINGLEY BYPASS)

## Plan Protects Tall Grass Prairie, Creates a Faster, Safer Truck and Traffic Route: Minister Ashton

The public will have an opportunity to comment on the Manitoba government's proposal to double the length of CentrePort Canada Way, extending the four-lane divided expressway from the Perimeter Highway (PTH 100) to the Trans-Canada Highway at PTH 26 near St. François Xavier, during an open house meeting July 8, Infrastructure and Transportation Minister Steve Ashton announced today.

The proposed route is being designed with several key principles in mind including protecting nearby tall grass prairie, increasing public safety and supporting the continued development of CentrePort Canada, which is directly served by CentrePort Canada Way, the Minister said.

"The alignment options that are being studied now will lead to a more efficient route and greater traffic efficiency and public safety," said Minister Ashton. "More than 19,000 vehicles per day travel between the Headingley and St. François Xavier areas along the Trans-Canada Highway. This project will create a faster, safer alternative route and provide the trucking industry improved access to the inland port at CentrePort."

"We are pleased with the careful planning that has gone into this proposal. Not only does it support growth at CentrePort, it also helps address concerns about traffic congestion and public safety on the Trans-Canada just west of Winnipeg," said Diane Gray, President and CEO, CentrePort Canada Inc. "We are also pleased the province is putting forward options that protect an important stretch of tall grass prairie. We look forward to public feedback on the project."

The open house will be held July 8 from 4 to 7 p.m. at the Headingley Community Centre, 5353 Portage Ave.

The extension of CentrePort Canada Way is estimated to cost in excess of \$150 million but a more accurate costing will be available when detailed designs are completed, Minister Ashton said. Depending on the land acquisition process, construction will be completed as part of the province's five-year infrastructure plan, he added.

Minister Ashton noted the Manitoba government has made significant investments to date in highway renewal and has plans to improve the movement of traffic in and around Winnipeg, especially those routes that support economic growth including:

- PTH 190 (CentrePort Canada Way) and the proposed extension (Headingley bypass);
- PTH 59 and the north Perimeter interchange;
- intersection improvements along PTH 100 (the south Perimeter Highway); and
- improvements on PTH 75 to the international border.

Last November, the Manitoba government announced it will raise two bridges and sections of PTH 75 near Morris to help keep this commercial trade route to the U.S. open during major floods.

## Welcome new MHCA Members!

The Manitoba Heavy Construction Association is proud to welcome its new Members **SANDHU Farms International Co. Ltd. and Helical Pier Systems Ltd.**

SANDHU Farms International Co. Ltd. is a contractor, based in Winnipeg, MB, that specializes in sand and gravel trucking. For more information, contact Gurjit Sandhu at sandhugurjit@yahoo.com.

And Helical Pier Systems Ltd. is a supplier, based out of Sherwood Park, Alberta, that provides the installation and supply of screw piles and driven piles. For more information, contact Red Schuhman at red@hpier.com or visit [www.hpier.com](http://www.hpier.com).



June 22, 2015

## NOTICE

The Department has released the 2015 Interim Work Zone Traffic Control Manual which can be found at the following link:

<http://www.gov.mb.ca/mit/contracts/workzone.html>

In December, 2013, the Government of Manitoba passed *Highway Traffic Act (HTA)* amendments that required the establishment of Designated Construction Zones for prescribed projects and prohibited the use of the '60 When Passing Workers' sign on all highways throughout Manitoba.

As a result of the introduction of these regulations the Work Zone Policies and Traffic Management Plans (TMP's) contained in Manitoba Infrastructure and Transportation's *Work Zone Traffic Control Manual* required significant revision to comply with the HTA amendments.

This interim release of the **2015 Work Zone Traffic Control Manual** is the second step in providing an updated resource for contractors, MIT personnel, utility companies, and others who carry out work on provincial highways.

This release includes a full complement of updated TMP's providing the minimum standard for the protection of road users and workers on Manitoba's highways. In addition four updated policies reference in the TMP's are also being released at this time.

It is anticipated that the entire 2015 Work Zone Traffic Control Manual, with a full complement of updated policies, will be ready for release later this year. In the interim, users are asked to reference the policies in the 2013 manual for general guidance keeping in mind that the 2013 changes to the HTA have not been reflected in that document.

Some of the key changes in 2015 manual include:

- The definitions of Short Term and Long Term work have been revised to align with DCZ legislation. Short Term work is any work less than 4 hours in duration. Long term work is any work more than 4 hours in duration.
- As outlined in Policy 915-A-7, Manitoba Infrastructure and Transportation requires that all **work zones within a declared provincial highway or provincial road right-of-way be established as a Designated Construction Zone if the duration of the work is more than 4 hours**. The 4 hour time limit shall be the sole criteria used to determine if a DCZ will be established. The location of the work within the right-of-way, the nature of the roadway surface, and the posted speed limit on the highway shall not be determining factors for the establishment of DCZ's on provincial highways and roads.

- The decision to reduce speeds within a work zone should only be taken after a risk analysis has been conducted. Specific guidelines governing the establishment of regulatory speed reductions on provincial highways are provided in Policy 915-A-6.
- As outlined in Policy 915-E-1, mandatory speed reductions to 60 km/h are required for flagging operations on highways with an Annual Average Daily Traffic (AADT) volume greater than 1 000 vehicles per day.

Please contact the Traffic Engineering Branch at (204) 945-3781 for advice and recommendations on dealing with traffic control situations not included in this manual, or where standards in the manual fail to adequately control traffic or protect workers.

Larry Halayko  
Director of Contract Services

**Manitoba**  
spirited energy



# 2015 MHCA ANNUAL GOLF CLASSIC

Wednesday, August 12, 2015 |  
Elmhurst & Pine Ridge Golf Courses

**REGISTRATION FEE: \$250 / person <sup>+GST</sup>**

**10:30 a.m.** - Registration Desk opens

**Noon** - Shot Gun start

**FOUR PERSON TEXAS SCRAMBLE INCLUDES:**

Green Fees & Motorized Cart

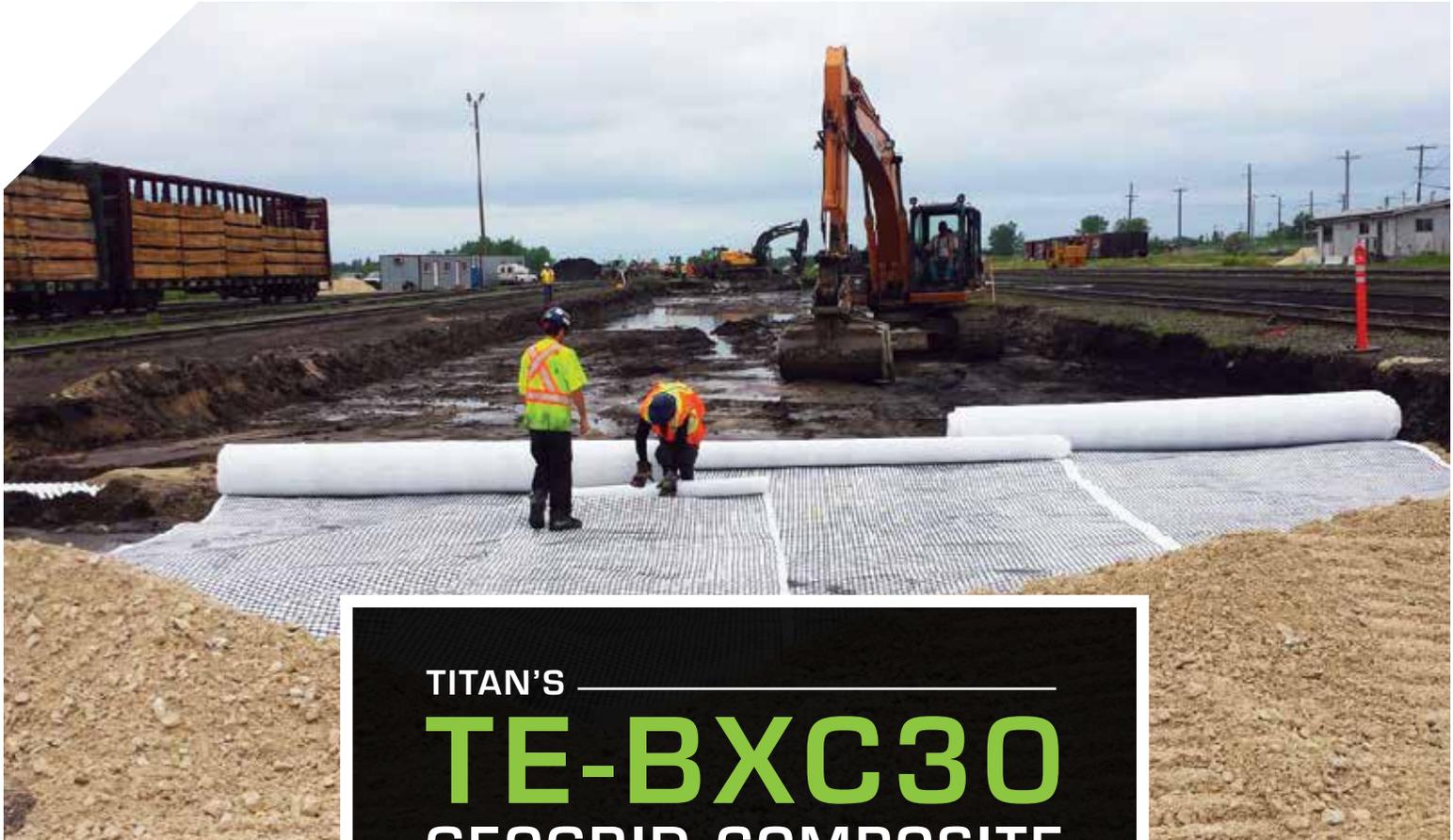
An Assortment of Contests

Delicious Steak Dinner

Bus Shuttle between courses before/after dinner

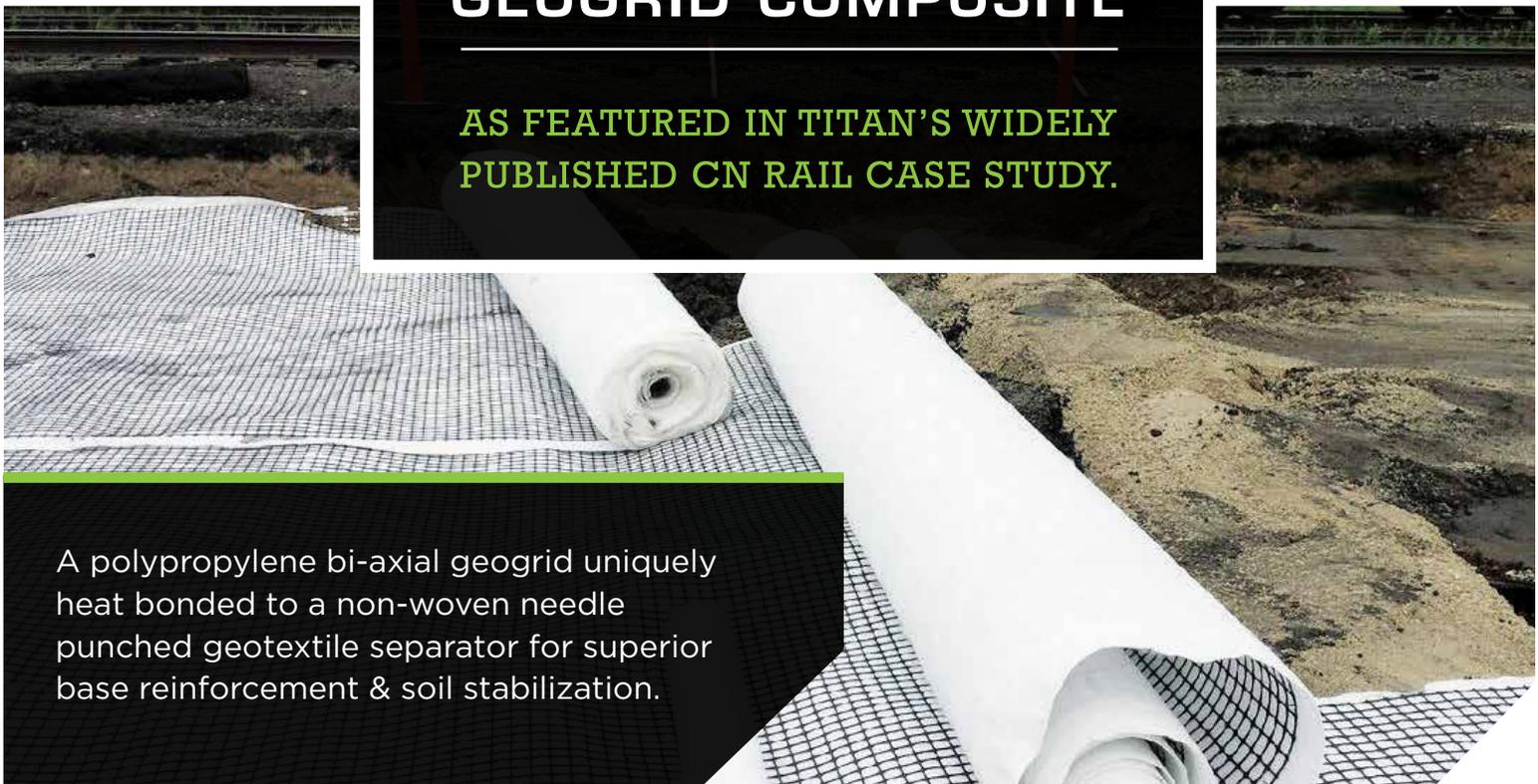
The MHCA Golf  
Classic is officially  
**SOLD OUT!** Any  
further registration  
will be put on the  
waiting list.

Please provide your  
team members'  
names as soon as  
possible.



TITAN'S  
**TE-BXC30**  
GEOGRID COMPOSITE

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A polypropylene bi-axial geogrid uniquely heat bonded to a non-woven needle punched geotextile separator for superior base reinforcement & soil stabilization.

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# Groundbreaker

The Official Publication of the Manitoba Heavy Construction Association

# WORKS SAFELY™

## THE SAFETY ISSUE



AVAILABLE NOW AT  
THE MHCA OFFICE  
OR [MHCA.MB.CA](http://MHCA.MB.CA)



# WORKSAFELY MHCA SAFETY TIPS

## Effective Housekeeping

Effective housekeeping can eliminate some workplace hazards and help get a job done safely and properly. Poor housekeeping can frequently contribute to accidents by hiding hazards that cause injuries. Effective housekeeping is an ongoing operation: it is not a hit-and-miss cleanup done occasionally. Periodic “panic” cleanups are costly and ineffective in reducing accidents.

1. Keep all materials and equipment in proper storage areas when not in use.
2. Clean as you go, waiting until end of shift allows hazards to pile up.
3. Keep all work areas and traffic areas clear of scraps, wires, tools, cords, and other hazards.
4. Good organization of stored materials is essential for overcoming material storage problems whether on a temporary or permanent basis.
5. If you see a hazard, clean it or alert a supervisor.

The final addition to any housekeeping program is inspection. It is the only way to check for deficiencies in the program so that changes can be made.

**For more tips, tricks, and valuable resources on effective workplace safety and health practices, visit [mhca.mb.ca/WORKSAFELY](https://mhca.mb.ca/WORKSAFELY)**



**TO REGISTER,  
PLEASE CONTACT:**  
Sarah Higgins  
sarah@mhca.mb.ca

# Training Schedule

## July

Train the Trainer  
WHMIS (1/2 day AM)  
TDG (1/2 day PM)  
Committee/Representative Training (1/2 day AM)  
Flagperson (1/2 day PM)  
COR™ Leadership in Safety Excellence  
COR™ Principles of Health & Safety Management  
COR™ Auditor  
Traffic Control Coordinator

July 6 - 7 MHCA Office  
July 8 MHCA Office  
July 8 MHCA Office  
July 9 MHCA Office  
July 9 MHCA Office  
July 9 MHCA Office  
July 13 - 14 MHCA Office  
July 15 MHCA Office  
July 16 - 17 MHCA Office  
July 22 - 23 MHCA Office

## August

Flagperson (1/2 day AM)  
COR™ Leadership in Safety Excellence  
COR™ Principles of Health & Safety Management  
COR™ Auditor  
Train the Trainer  
Excavating and Trenching (1/2 day AM)  
Committee/Representative Training (1/2 day PM)

August 10 MHCA Office  
August 17 - 18 MHCA Office  
August 19 MHCA Office  
August 20 - 21 MHCA Office  
August 24 - 25 MHCA Office  
August 26 MHCA Office  
August 26 MHCA Office

## September

Flagperson (1/2 day PM)  
Traffic Control Coordinator  
COR™ Leadership in Safety Excellence  
COR™ Principles of Health & Safety Management  
COR™ Auditor  
WHMIS (1/2 day AM)  
TDG (1/2 day PM)  
Excavating and Trenching (1/2 day AM)  
Committee/Representative Training (1/2 day PM)  
Train the Trainer

Sept. 8 MHCA Office  
Sept. 10 - 11 MHCA Office  
Sept. 14 - 15 MHCA Office  
Sept. 16 MHCA Office  
Sept. 17 - 18 MHCA Office  
Sept. 21 MHCA Office  
Sept. 21 MHCA Office  
Sept. 22 MHCA Office  
Sept. 22 MHCA Office  
Sept. 23 - 24 MHCA Office

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
26	27	28	29	30	1	2
3	4	5 COR Leadership in Safety Excellence	6	7	8	9
10	11	12	13	14 Training Flagperson	15	16
17	18 COR Leadership in Safety Excellence	19 COR Leadership in Safety Excellence	20 COR Auditor	21 COR Auditor	22	23
24	25	26	27	28	29	30

## Customize your forms the way you like it

WORKSAFELY e-COR's new Form Builder layout and items, building and using your customized safety documentation just got easier and better!

### Form Items Now Include:

- Pass / Fail / NA
- Check Box
- Long Answer
- Short Answer (new!)
- Text Info Block (new!)
- Select One from Dropdown List (new!)
- Select Multiple from Dropdown List (new!)
- Global List Manager (new!)

**Until early-July, the new form items will be available on the iPad only.**

**And there's more...**

**Repeating & Collapsing Sections are coming out soon!**



efficient  
**Controlled**  
**Organized**  
**Real Time**

**Truly defined. Truly easy.**

## SiteDocs Updates & Release Schedule

### iPad App

Version 3.2 (Complete - Submitted to Apple June 11th; waiting for their review/release)

#### New Form Builder Features:

- Improved UI
- New Form Builder Items
  - Short Answer
  - Text Info Block
  - Dropdown List: Select One
  - Dropdown List: Select Multiple
- New List Manager Tab

Build multi-level lists to be used in Dropdown List Item  
Updating a list updates all items that are linked to that list

Version 3.3 (Early July - Very Likely)

- Collapsible Sections for forms
- Repeatable Sections for forms

### iPhone App

iPhone Version 1.2 (Now Available)

iPhone Version 1.3 (Submitted to Apple June 9th; waiting for their review/release)

- Bug fixes

iPhone Version 1.4 (End of June - Likely)

- Support for new form items and sections

### Android Beta App

Android Beta (End of July - Likely)

- Similar functionality as iPhone app

# Unemployment and the new Growth Cycle

By Peter G. Hall, Vice President and Chief Economist



Looking for a road map that traces the ups and downs of the global economy? The effect on regular people is a good place to start. Unemployment rates in economies everywhere chronicle the fallout of growth gone bad, and are a critical measure of the sustainability of growth cycles.

They never tell us in advance, given that they lag the cycle, but they are generally a useful gauge of where an economy is at. So, what are unemployment rates in the world's top developed economies telling us?

Let's start with the top economy. A quick look at the US jobless rate and anyone would conclude that the growth cycle is quite mature. In early 2007, at the very peak of growth in the last cycle, the American unemployment rate bottomed out at 4.5 per cent. It wasn't there for long, but that was an impressive feat, far lower than anyone believed was possible. It zoomed up to 10 per cent in 2009, and since then, has been on a steady downward march. It's now at a very enviable 5.5 per cent.

So, is US growth near its peak? Not nearly. Last time unemployment was this low, participation in the labour market was high. Currently, US labour force participation is close to a cyclical low. What this means is that the crisis pushed a lot of potential workers to the side, and they haven't returned. If they did, the US unemployment rate would actually be closer to 10 per cent. That doesn't sound like a mature growth cycle to me – or anyone else.

Is America unique? For all its growth woes, Japan boasts a very low unemployment rate of 3.3 per cent. True, this is exacerbated by the intense aging of its population, but Japan also seems to share a bit of the US problem. Labour force participation fell in the post-crisis period, and has had trouble recovering. As such, Japan's effective unemployment rate is actually just shy of two full percentage points above the official posted rate.

Well, that's not a great start; what of Germany? Here, the news is more inspiring. As in the rest of the world, Germany's unemployment rate rose during the crisis, but the increase was short-lived; a year later, the rate was back to pre-crisis levels, and since then it has tumbled ever lower. It now sits at 4.7 per cent. What sets Germany apart is participation. Its employment-to-population ratio has actually risen steadily since 2004, and although the data is somewhat dated, it stands in contrast to the experience in both Japan and the United States.

Numbers from the UK are also impressive. Post-crisis, its unemployment rate remained stubbornly high for four years. However, it has tumbled since mid-2013, and now boasts a cyclical-low 5.5 per cent, and is still falling. What's more, economic activity – the UK measure for engagement of the labour force population – is about average, not the flagging rates seen in the US or Japan. Maybe Europe has something that the rest of the world is looking for.

Or maybe it's just those two. Cross the Channel to France, and the story is not nearly so good. The headline unemployment rate is still double-digit, posting 10.1 per cent in the first quarter. Furthermore, forecasters don't expect this to change much. The average forecast for 2015 is 10 per cent, with only a slight decline to 9.8 per cent forecast for 2016. It's just as ugly in Italy. Its unemployment rate is just cresting, and is forecast to be above 12 per cent this year and next. This is partly due to modestly higher participation, so in fairness, workers do seem to be somewhat hopeful. But clearly, the economy has a long way to go. The same is true for Spain, where the rate remains just a tad below 20 per cent.

Canada's experience is more like America's. Our unemployment rate has dipped to 6.8 per cent, impressive for this point in the cycle. But participation isn't really budging from cyclical lows, and with domestic weakness and plunging oil prices, it's hard to imagine what will break the logjam in the near term.

The bottom line? The economy's road map is complicated by the varied paths of unemployment in the world's top economies. One message is clear, though – for the most part, there is still lots of room to grow, and given recent experience, that's a good thing.

## **The Manitoba Water Services Board**

Sealed tenders, marked as follows will be received by the undersigned at The Manitoba Water Services Board, Imperial Square, 2010 Currie Blvd., Box 22080, Brandon, Manitoba, R7A 6Y9, no later than 11:00 a.m., prevailing Brandon time on:

**July 3, 2015**

for the following works:

**Construction of approximately 2100 m of new 200 mm and 250 mm PVC watermain, complete with hydrants, valves, fittings, service reconnections, testing, commissioning and surface restoration.**

### **MARKED**

**M.W.S.B. No. 1222  
Town of Arborg  
2015 Watermain Program  
Upgrades and Renewal Project**

Tenders will be publicly opened and read at the location, time and date specified above.

Each tender must be accompanied by a fully executed BID BOND on the form provided and in favor of the Minister of Finance for the amount shown on the Tender. Under NO CIRCUMSTANCES will a certified cheque be accepted in lieu of a Bid Bond.

Tender documents may be obtained by provincially registered companies on or after Monday, **June 15, 2015** at 2010 Currie Blvd., Brandon, MB. Contact us at (204) 726-6076 to request the documents in PDF digital or hard copy format.

The lowest or any tender may not necessarily be accepted.



## **The Manitoba Water Services Board**

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**July 10, 2015**

for the following works:

**The supply and installation of approximately 2,700 metres of 250mm raw water line, gate valves, air release valves, flushouts and other miscellaneous appurtenances, for the Municipality of Russell - Binscarth.**

### **MARKED**

**M.W.S.B. No. 1226  
MUNICIPALITY OF RUSSELL - BINSKARTH  
WATER SUPPLY UPGRADING PROJECT  
CONTRACT 1 – RAW WATER SUPPLY LINE**

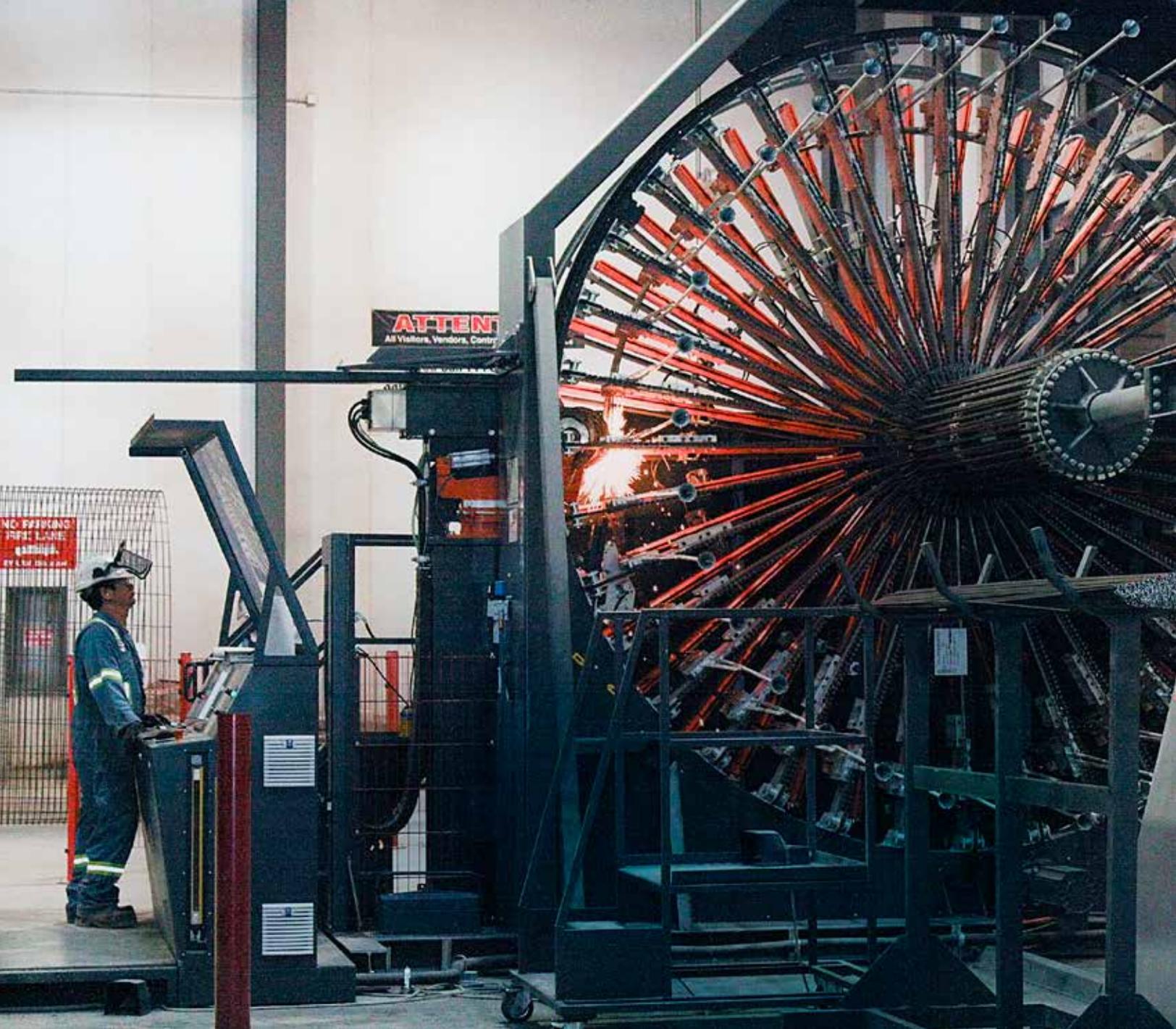
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Each tender must be accompanied by a fully executed BID BOND on the form provided and in favor of the Minister of Finance for the amount shown on the Tender. Under NO CIRCUMSTANCES will a certified cheque be accepted in lieu of a Bid Bond.

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