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RESIDENT IS
2016 GOLD SEAL
AWARD WINNER
BACK TO YOU



Real estate developer Owen Zachariasse, from the Netherlands, talks about new technology that saves money and energy in construction

Manitoba's Capital Region: from good to great

A sold-out crowd of regional leaders, sustainability thinkers and provincial politicians heard Thursday that the move to "capital-region thinking" is critical to making the most of economic potential in Manitoba's GDP heart-land.

A variety of event speakers stressed this means making the most of each other's problems and solutions.

The leaders were at the *Shifting to Drive* forum, hosted by the Partnership of the Manitoba Capital Region, where it released its *Securing Our Future* report.

The report lays out a long-term plan for coordinated regional planning, strategic infrastructure investment, service sharing and economic development in the Capital Region.

"The idea (of the PMCR) was that we get farther faster if we are all pulling together at the same time," said Rosser Reeve Frances Smee.

The push for capital-region collaboration, getting all municipalities working for common development plans and growth for the area as a whole, was not immediately embraced by all, she explained. But over the decades, thinking has shifted.

"The idea that a positive development in a neighbouring community was a loss for mine is just wrong."

The PMCR report also speaks to the need for a transportation master plan for the region, one that focuses on the economy by strategically investing in trade-enabling infrastructure while also accommodating choice in how residents move in the region.

MHCA President Chris Lorenc told the forum that the *Transportation Driving Growth* report pushes capital-region thinking, to manage transportation planning for the greatest return to all the municipalities.

It has identified strategic, economic corridors in a map. Such a system of coordinated transportation planning will recommend high priority projects that are not just economic drivers but also invest and improve the environment.

"You have scarce financial resources; they have to be invested in the right projects," Lorenc said. Municipal and Indigenous Relations Minister Eileen Clarke told the *Shifting to Drive* forum that the Pallister government is excited to see PMCR's report.

Developer Owen Zachariasse, from the Netherlands, said what has happened in his country is development policies and strategies have pulled companies and governments together to invest a little more upfront to collaborate and adopt new technologies -- green roofs, for example, are widespread now -- that pay off for all in the long term.

That has meant, for example, clustering traditional competitors in business parks to work together in problems, such as accessing supply of limited materials.

This is the path to economic and environmental sustainability, he said.

WORKSAFELY™ NCSO program has two new graduates.

The MHCA WORKSAFELY™ program is pleased to announce that two safety officers in Northern Manitoba, Alishia Lundgren and Claudette Dudley, have recently received their National Construction Safety Officer (NCSO) designation.

Lundgren is a Safety Manager for Joey Werbicki trucking in Northern Manitoba and Saskatchewan. Dudley, from Thompson, Mb., has been working for Smook Contractors for 12 years in various roles. She is now working alongside the safety manager.

Both women received their NCSO designation in February of this year with the help of MHCA's northern safety advisor, Dave McPherson. The NCSO Certification is a nationally recognized program in all provinces and Yukon.

A minimum of 3 years working in the construction industry, 12 mandatory safety courses, and 2 elective safety courses are required in order to write the NCSO exam.

If you are interested in receiving your NCSO designation, or have questions, contact your regional safety advisor (page 13) or Phil McDaniel, COR™ Program Development & Quality Control Advisor, at phil@mhca.mb.ca



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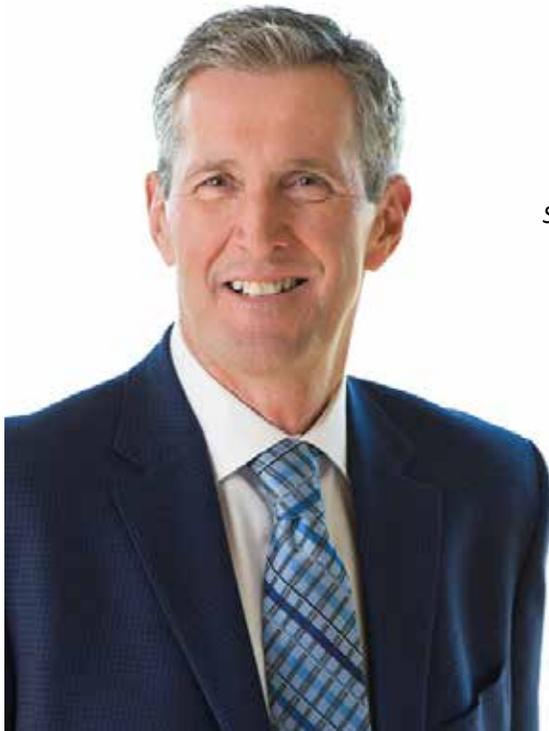


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New centre will test ideas to turn CO2 emissions into something useful

CBC News, March 3

Calgary will be home to a new research facility that will test technologies aimed at converting carbon dioxide emissions into new products, like building materials, alternative fuels and commercial goods.

The Alberta Carbon Conversion Technology Centre will be located at the Shepard Energy Centre, a new Enmax facility in the southeast.

“What excites me at a personal level is when I think about technologies that will be tested and proven and the possibility for them to be deployed out around the world,” said Dan Wicklum, the chief executive of Canada’s Oil Sands Innovation Alliance.

“What you are doing here is moving into the solutions space for the global issue of emissions reduction, which is one of the biggest challenges of our time.”

The first users will be the finalists of a global contest, worth \$20 million US, that looked for ways to convert CO2 emissions from the energy industry into “valuable and useable products.”

Alberta has a similar \$35-million contest, called the ERA Grand Challenge, and the winners will also use the research facility. The projects include using CO2 in cement production and a carbon dioxide transformation system powered by sunlight.

The Alberta Carbon Conversion Technology Centre will be owned by InnoTech Alberta, an applied research subsidiary of Alberta Innovates, a research and development organization in the province.

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Government-industry working group on prompt payment

CCA Website, March 9

In October of 2015, the CCA board of directors passed a resolution calling upon CCA to work to “educate the federal government on the importance of prompt payment and cash flow on federal construction projects, and work together to resolve any concerns, which may include the enactment of federal prompt payment legislation acceptable to the industry.”

A CCA taskforce was struck for this purpose and at the annual joint CCA-Government of Canada meeting in April of 2016, the major federal government construction contracting authorities, (i.e. Public Services and Procurement Canada – PSPC and Defence Construction Canada – DCC), agreed to establish a joint government-industry working group to achieve this purpose.

That working group held its first face-to-face meeting last August and has been meeting since.

The working group has identified the participants, purpose, scope and objectives of its deliberations in a document entitled the Engagement Strategy.

The working group has also prepared a brief interim status report as well as an action plan that describes the various activities and subject areas the working group is addressing.

CCA Policy Statement on Payment

The CCA board adopted in September of 2016 a new CCA policy statement (4.15) on payment that was crafted by the CCA taskforce. It reads as follows:

“CCA advocates contractual payment and related terms that are fair, reflecting the industry consensus expressed in CCDC and CCA standard documents. Further, CCA advocates that project owners, prime contractors, subcontractors, suppliers, payment certifiers and other stakeholders in the payment chain comply with all statutory/legal requirements and honour commitments and contractual obligations on time, and in the spirit of the following general principles:

- Contracting parties, both payers and payees, should be responsible for understanding all agreed contractual terms affecting obligations to make and entitlement to receive payment; and
- Project owners should share with others in a project payment chain the dates on which they make payments to prime contractors to enable parties to comply with and benefit from contract payment provisions with confidence.

While CCA supports free competitive enterprise and individual freedom (CCA Policy Statement 1.1), CCA does not object in principle to the use of effective regulation and legislation where there is broad industry consensus that this is necessary in specific circumstances in order to correct imbalances or preserve an efficient and productive economic and commercial environment for the benefit of the whole construction industry.”

To read more on this topic visit <http://www.cca-acc.com/information/prompt-payment/>

MHCA welcomes newest member

The MHCA is pleased to welcome its newest member, Cal McKay Construction.

Located in Pilot Mound, Cal McKay Construction specializes in bush work, rehabilitation of gravel pits, road repair, landscaping, demolition, pipeline construction, ditch digging and snow removal.

Contact Cal McKay Construction at:

Cal McKay
Box 48
Pilot Mound, MB R0G 1P0
P: 204-825-2193
C: 204-825-7035
F: 204-825-2193
E: cal_mckay_5@hotmail.com

Upcoming MHCA Meetings

MHCA Events Committee
MHCA Office
March 30 - 12:00-1:30 PM

MHCA Executive Committee
MHCA Office
September 6 - 12:00-4:00 PM

MHCA Executive Committee
MHCA Office
November 21 - 12:00-4:00 PM

SAFE Roads Committee
MHCA Office
April 11 - 12:00-1:30 PM

MHCA Board of Directors
Location TBD
September 13 - 12:00-4:00 PM

Rental Rates Committee
MHCA Office
December 1 - 12:00-2:30

MHCA Executive Committee
MHCA Office
April 20 - 12:00-4:00 PM

SAFE Roads
MHCA Office
September 27 - 12:00-1:30

MHCA Executive Committee
MHCA Office
January 17, 2018 - 12:00-4:00 PM

MHCA Board of Directors
Location TBD
April 26 - 12:00-4:00 PM

Rental Rates Committee
MHCA Office
October 6 - 12:00-2:30

MHCA Board of Directors
Location TBD
January 24, 2017 - 12:00-4:00 PM

MHCA Executive Committee
MHCA Office
May 17 - 12:00-4:00 PM

MHCA Executive Committee
MHCA Office
October 25 - 12:00-4:00 PM

MHCA Executive Committee
MHCA Office
June 13 - 12:00-4:00 PM

Rental Rates Committee
MHCA Office
November 3 - 12:00-2:30 PM

Rental Rates Committee
MHCA Office
August 25 - 12:00-2:30 PM

MHCA Board of Directors
RBC Convention Centre
November 17 - 10:00-12:00 Noon

**ORDER # 5: 2016-2017 WINTER SEASONAL WEIGHTS (WSW)
(March 6, 2017)**

RESPECTING THE OPERATION OF VEHICLES ON HIGHWAYS
IN THE PROVINCE OF MANITOBA

ORDER FOR THE START AND END DATES OF THE WINTER SEASONAL WEIGHTS (WSW) WHICH INCLUDE:

- **WINTER WEIGHT PREMIUM,**
- **WINTER SEASONAL CLASS A1 HIGHWAYS DESIGNATION, AND**
- **WINTER SEASONAL RTAC ROUTES DESIGNATION**

Pursuant to subsection 29(3), 30(3), Schedule B- subsection 2(2) and Schedule C- subsection 2(2) of the Vehicle Weights and Dimensions on Classes of Highways Regulation (MR 575/88), Highway Traffic Act, I order that Winter Seasonal Weights (WSW) on Manitoba provincial routes/highways will be permitted as follows:

| AXLE AND GROSS VEHICLE WEIGHTS |
|--|
| <p>Winter Weight Premium (WWP) means: 10% increase in the maximum gross axle weights-</p> <p><i>For Non-RTAC Vehicles as set out in Schedule E (MR 575/88):</i></p> <ul style="list-style-type: none"> a) On a single axle or axle group on a class A1 highway or class B1 highway. b) The gross vehicle weights not to exceed the prescribed maximum for a normal class A1 highway or class B1 highway. <p><i>For RTAC Vehicles as set out in Schedule H (MR 575/88):</i></p> <ul style="list-style-type: none"> a) On a single axle on a RTAC route. b) On a tandem axle on a RTAC route up to but not to exceed 17,600 kg. c) On a single or a tandem axle on a class A1 highway or class B1 highway. d) The gross vehicle weights not to exceed the prescribed maximum for a normal RTAC route, class A1 highway or class B1 highway. <p>Winter Seasonal RTAC Routes Designation means: Reclassification of specific portions of class A1 highways and class B1 highways as RTAC routes-</p> <ul style="list-style-type: none"> a) Normal RTAC route gross axle weights on all axle units plus the allowable WWP on a winter seasonal RTAC route. b) The gross vehicle weights not to exceed the prescribed maximum for a normal RTAC route. c) Winter seasonal RTAC routes are listed in Schedule B- subsection 2(1) of MR 575/88. <p>Winter Seasonal Class A1 Highways Designation means: Reclassification of specific portions of class B1 highways as class A1 highways-</p> <ul style="list-style-type: none"> a) Normal class A1 highway gross axle weights on all axle units plus the allowable WWP on a winter seasonal class A1 highway. |

- b) The gross vehicle weights not to exceed the prescribed maximum for a normal class A1 highway.
- c) Winter seasonal class A1 highways are listed in Schedule C- subsection 2(1) of MR 575/88.

IMPLEMENTATION DATES

- A.** For the province of Manitoba, south of the virtual line that includes PTH 77, going easterly to include PR 513 (Gypsumville) and the northern tip of Black Island, following the eastern shore of Lake Winnipeg to the north shore of the Winnipeg River, easterly along the north shore of the Winnipeg River to PR 304 and easterly to the Ontario border.

Start Date: 12:00 A.M., Thursday, December 15, 2016.

End Date: 11:59 P.M., Tuesday, February 28, 2017.

- B.** For the province of Manitoba, north of the virtual line specified in A (above), and south of the virtual line that includes Sherridon Road (Sherridon), going easterly to include PR 393, Wabowden Access Road (Wabowden) and Sipiwesk Lake Access Road, and easterly to the Ontario border.

Start Date: 12:00 A.M., Monday, December 12, 2016.

End Date: 11:59 P.M., Tuesday, February 28, 2017.

- C.** For the province of Manitoba, north of the virtual line specified in B (above).

Start Date: 12:00 A.M., Monday, December 12, 2016.

End Date: 11:59 P.M., Wednesday, March 15, 2017.

Please refer to website www.gov.mb.ca/mit/wsw for details and updates.

Information is also available by calling the Road Information Line at 511 in Manitoba or at 1- 877- 627- 6237 outside Manitoba, and by calling Motor Carrier Permits and Development at 204- 945-3961 or toll free at 1- 877- 812-0009.

BY ORDER

Original signed by

Ron Weatherburn
ASSISTANT DEPUTY MINISTER
ENGINEERING & OPERATIONS

March 6, 2017

**2017 SPRING ROAD RESTRICTIONS (SRR)
ORDER FOR THE START AND END DATES
(March 6, 2017)**

RESPECTING THE OPERATION OF VEHICLES ON HIGHWAYS
IN THE PROVINCE OF MANITOBA

Pursuant to *subsections 86(1), 86(2) and 86(3), The Highway Traffic Act (C.C.S.M. c. H60)*, I order that 2017 spring weight restrictions will be implemented as follows:

IMPLEMENTATION DATES

- A.** For the province of Manitoba, south of the virtual line that includes PTH 77, going easterly to include PR 513 (Gypsumville) and the northern tip of Black Island, following the eastern shore of Lake Winnipeg to the north shore of the Winnipeg River, easterly along the north shore of the Winnipeg River to PR 304 and easterly to the Ontario border.

Start Date: 6:00 A.M., Friday, March 17, 2017.

End Date: 11:59 P.M., Wednesday, May 31, 2017.

- B.** For the province of Manitoba, north of the virtual line specified in A (above), and south of the virtual line that includes Sherridon Road (Sherridon), going easterly to include PR 393, Wabowden Access Road (Wabowden) and Sipiwesk Lake Access Road, and easterly to the Ontario border.

Start Date: 6:00 A.M., Friday, March 17, 2017.

End Date: 11:59 P.M., Wednesday, May 31, 2017.

- C.** For the province of Manitoba, north of the virtual line specified in B (above).

Start Date: 6:00 A.M., Friday, March 17, 2017.

End Date: 11:59 P.M., Saturday, June 10, 2017.

Please refer to website www.gov.mb.ca/mit/srr for details and updates.

Information is also available by calling the Road Information Line at 511 in Manitoba or at 1- 877- 627- 6237 outside Manitoba, and by calling Motor Carrier Permits and Development at 204- 945-3961 or toll free at 1- 877- 812-0009.

BY ORDER

Original signed by

Ron Weatherburn
ASSISTANT DEPUTY MINISTER
ENGINEERING & OPERATIONS

March 6, 2017

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Investment: this economic cycle's prodigal son?

Peter G Hall, Vice President and Chief Economist



In a world of wayward economic indicators, this one probably takes the cake. Investment was the party animal of our most recent growth cycle, keeping up with and feeding its excesses right up to the last call. What this left us with on the morn of the recession was a massive hangover of surplus capital – buildings and equipment to spare, all over the place. We tried to nurse our throbbing head by re-binging in the post-recession years, this time on public investment. It worked – but only briefly. We were soon back to the hard task of drying out. Are we through it yet?

Typically, the world would have long since returned to a state of investment normalcy. This time around, there are at five key factors that have significantly delayed the process. The first has already been mentioned: surplus capital at the end of the growth cycle. Why was it so huge this time around? Well, the cycle was actually a lot longer than usual, giving investors a shot of activity-boosting invincibility. At the same time, higher technology helped to export those excesses further across the globe than perhaps any other cycle; excesses weren't limited to the developed world, but extended their reach into emerging markets. And higher commodity prices looped the resource sector in as well.

Delay can also be chalked up to the rush of public stimulus that came hard on the heels of the recession. It brought forward a lot of projects that would likely have been done over a longer period, and then when public funds dried up, there was a pull-back that would hardly have encouraged already-reticent business investment. Emerging markets had their own version of this, ultimately creating a third delay factor. Fear in certain key markets that investment would somehow fail to keep up with the economy's eye-popping growth pace led to rates of growth in investment that were well into double-digit territory year after year. Slowing that momentum in tandem with a great recession proved difficult to do, and as such, behemoths like China are now trying to deal with surplus capacity.

A fourth source of delay is the resource sector. A pre-recession magnet for investment projects, it actually maintained its momentum after the recession, thanks to high commodity prices. The price plunge that began in mid-2014 revealed excesses in both energy and mining resource plays, and there has been a big unwind in the past few years.

Where is all this headed? Well, steadily over the last few years, spare capacity in the economy has been whittled down. Official capacity utilization rates are starting to get to the point where new investments are becoming a critical need. Even the resource sector, after two years of shakeout, is showing signs of renewed activity. That said, recent data on business investment spending has been disappointing. US investment in structures and equipment has averaged an annualized increase of just 0.3 per cent since the fourth quarter of 2014. Since that time, its share of GDP has dwindled as growth has been outpaced by other categories. The same is true for Canada, although as a share of GDP, investment is close to the post-recession trough. In both cases, energy investment is playing a role, moreso for Canada. But in both cases, key elements of non-resource investment remain slow. Why?

In addition to the factors mentioned above, psychology also plays a role. Let's face it, business has been able to under-invest for a long time now. Perhaps long enough for even the seasoned to call it a new normal. Long enough that there are a lot of decision-makers in the system who have never known anything but this environment. And maybe long enough for enterprises to figure out innovative ways of limiting their outlays on capital. Layer onto that the policy uncertainty brought on by the Brexit referendum and the US election, and there's further reason for the perpetuation of this pause. Logic suggests that tight capacity is the best cure, and that it's imminent – but if so, there is a distinct lack of current signs.

The bottom line? Economic growth tomorrow depends critically on the amount of investment spending in the works today. It's a current catch-22, and it seems ensconced by its intransigence. Let's hope that nascent optimism changes the picture.



Canadian
Construction
Association

Liberal infrastructure spending not likely to grow economy: Fraser Institute study

DCN News Services, March 6

VANCOUVER — A new study by the Fraser Institute finds the vast majority of new government infrastructure spending is unlikely to grow the economy.

A Canadian public policy think-tank, the institute reports only 11 cents of every dollar in new federal government infrastructure spending will be spent on highways, bridges, railways and ports. These are projects the institute states can actually help improve Canada's economy.

This finding corroborates a Senate committee report from Feb. 28 that encouraged Ottawa to make transportation and trade infrastructure a priority, indicates a release issued March 2.

"The federal government has pinned its economic hopes on a major infrastructure spending plan, but only a small fraction of the money is going towards projects that are likely to spur economic growth," said Charles Lammam, the Fraser Institute's director of fiscal studies, who co-authored the report entitled *Myths of Infrastructure Spending in Canada*.

According to the release, the study finds that of the nearly \$100 billion in new infrastructure spending announced within the last year by the federal government, only 10.6 per cent will be spent on projects relating to transportation and trade, which have the potential to strengthen the economy by more efficiently moving people and goods across the country and to international markets.

Most of the new spending is instead going to so-called "green" and "social" infrastructure, including "pet" projects such as new parks, community centres and hockey arenas, the release indicates.

"Although communities may value and appreciate these initiatives, there is no evidence such spending will improve economic growth," it states.

The report finds that provincial governments too are only spending a small fraction of infrastructure dollars on projects that can improve the economy.

Of Ontario's \$138-billion infrastructure spending over the next 10 years, 18.8 per cent will be spent on highways. In Alberta, 20.6 per cent of the provincial government's \$34.8-billion capital plan is being spent on roads and bridges.

In addition, the study also claims to "dispel" other myths of infrastructure spending in Canada. For instance, it shows that governments have increased infrastructure spending over the past 15 years and the value of Canada's total infrastructure is currently at the highest level in four decades.

"After adjusting for inflation, the net stock of government infrastructure per person (in Canada) has grown 27.3 per cent, from \$16,394 per person in 2000 to \$20,876 per person in 2015 (all in 2015 dollars)," the report notes.

"It's a myth that governments have neglected spending on infrastructure," Lammam claims. "The issue, however, is that too few dollars are going to projects that would actually strengthen our economy."



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October 20, 2017

Application submission deadline September 8, 2017

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Gold Seal Certified
GSC



Professional Gold Seal Certified
P.GSC



Manitoba resident is 2016 Gold Seal award winner

WORKSAFELY™ Back to You with Don Hurst

This past February our 'Back to You' focused on the Canadian Construction Association's (CCA) Gold Seal success stories. Every month, 4 people across Canada are selected and showcased on the Gold Seal website (www.goldsealcertification.com/success-stories/).

In addition to the recognition of these successful Gold Seal Certified professionals, starting this year the CCA will present a Gold Seal Certification Award to one of the featured participants each year.

The Manitoba Heavy Construction Association, along with the CCA, is proud to announce with that this year's Gold Seal Certification Award is Manitoba's own Michelle Hanson-Herbert.

Hanson-Herbert earned her Gold Seal Certification in January of 2015. As well, she has also been successful in achieving her National Construction Safety Officer (NCSO) designation. Many of the courses needed to achieve these designations can be found at our EXPO 2017 which runs April 4 & 5.

The CCA will be officially presenting Hanson-Herbert with this National award on April 4th at EXPO 2017. Please join us in celebrating this great achievement. Congratulations Michelle.

KNOW YOUR WORKSAFELY™ ADVISOR

Don Hurst, B.A., M.A. (Econ.)

Director, WORKSAFELY™ Education and Training
E: don@mhca.mb.ca T: 204-594-9051 C: 204-291-4740

Ed Gregory, NCSO, OH&S Cert.

WORKSAFELY™ Safety Advisor, Southern Region
E: ed@mhca.mb.ca T: 204-594-9058 C: 204-227-6932

Randy Olynick, CRSP

WORKSAFELY™ Safety Advisor, Eastern Region
E: randy@mhca.mb.ca T: 204-594-9057 C: 204-295-3876

Trevor Shwaluk, B.P.E

WORKSAFELY™ Safety Advisor, Central Region
E: trevor@mhca.mb.ca T: 204-594-9061 C: 204-871-0812

Dave McPherson

WORKSAFELY™ Safety Advisor, Northern Region
E: dave@mhca.mb.ca C: 204-271-2088

Phil McDaniel, OH&S Cert., P. GSC, NCSO, CRM
COR™ Program Development & Quality Control Advisor
E: phil@mhca.mb.ca T: 204-594-9059 C: 204-997-5205

Jackie Jones, CAE
WORKSAFELY™ COR™ Program, Education and Training Advisor
E: jackie@mhca.mb.ca T: 204-594-9054 C: 204-509-0384

Sarah Higgins, OH&S Cert.
WORKSAFELY™ Client Services Advisor
E: sarah@mhca.mb.ca T: 204-594-9060 C: 204-979-3971

Kristen Ranson
WORKSAFELY™ Administrative Assistant
E: Kristen@mhca.mb.ca T: 204-594-9056 C: 204-330-3520

To contact your WORKSAFELY™ advisor assigned to your area, please see mhca.mb.ca/worksafely/know-your-advisor

Training Schedule

WINNIPEG - MHCA Office
3-1680 Ellice Ave.

MARCH 2017

- 14 Flagperson 1/2 day AM
- 14 Committee/Representative Training
1/2 day PM
- 15-16 Traffic Control Coordinator
- 17 Excavating & Trenching 1/2 day AM
- 17 Auditor Refresher 1/2 day PM
(no charge)
- 20-21 **COR™ Leadership in Safety Excellence**
- 22 **COR™ Principles of Health & Safety
Management**
- 23-24 **COR™ Auditor**

APRIL 2017

- 4-5 **EXPO 2017* (Victoria Inn and Convention
Centre)**
- 10 Flagperson 1/2 day AM
- 10 Committee Representative Training 1/2 day
PM
- 11-12 Traffic Control Coordinator
- 17-18 **COR™ Leadership in Safety Excellence**
- 19 **COR™ Principles of Health and Safety
Management**
- 20-21 **COR™ Auditor**
- 24 Train the Trainer
- 25 Excavation & Trenching 1/2 day AM
- 25 Auditor Refresher 1/2 day PM (no charge)

MAY 2017

- 3 Prime Contractor 1/2 day AM
- 9 Flagperson 1/2 day AM
- 9 Committee Representative Training 1/2 day
PM
- 10-11 Traffic Control Coordinator
- 12 Excavation and Trenching 1/2 day AM
- 12 Auditor Refresher 1/2 day PM (no charge)
- 15-16 **COR™ Leadership in Safety Excellence**
- 17 **COR™ Principles of Health & Safety
Management**
- 18-19 **COR™ Auditor**
- 30 Train the Trainer

JUNE 2017

- 9 Transportation of Dangerous Goods 1/2 day
AM
- 12 Flagperson 1/2 day AM
- 12 Committee Representative Training 1/2 day
PM
- 13-14 Traffic Control Coordinator
- 15 Excavation and Trenching 1/2 day AM
- 15 Auditor Refresher 1/2 day PM (no charge)
- 19-20 **COR™ Leadership in Safety Excellence**
- 21 **COR™ Principles of Health and Safety
Excellence**
- 22-23 **COR™ Auditor**
- 27 Train the Trainer

★ Leadership Certificate Program/Gold Seal

⤠ e-COR™ training and information session

* EXPO 2017 is held at the Victoria Inn and Convention Centre, 1808 Wellington Ave. For more information visit www.mhca.mb.ca/EXPO.

Construction Safety Excellence™



Freezing rain

A common concern in March is freezing rain.

What's the danger

Freezing rain can cause roads and walkways to be extra slippery.

Freezing rain can soak through your clothes causing your body temperature to drop.

How to protect yourself

Driving:

- verify road conditions by checking local weather and traffic reports
- drive at reduced speeds and allow a safe distance between you and other vehicles
- make sure that your headlights, taillights, beacons and windows are clean
- wear your seatbelt

Slips and falls:

- always look ahead to assess slippery ice surfaces
- wear boots with rubber soles and attach grips to the bottom if necessary
- exercise caution when getting in and out of vehicles and equipment, and when entering and exiting buildings

Working outside:

- wear warm, waterproof clothes and footwear when working outside
- dress in layers
- ensure that you change out of your wet clothes when you get home

Print and review this talk with your staff, sign off and file for COR™ / SECOR audit purposes.

Date: _____

Performed by: _____

Supervisor: _____

Location: _____

Concerns:

Corrective Actions:

Employee Name:

Employee Signature:



APRIL 4 & 5, 2017
Victoria Inn & Convention Center
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