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MHCA Expo gets workforce, employers informed and ready

The MHCA 2017 EXPO put on show the key elements for building safe, responsible heavy construction worksites, with well-trained employees and the skilled leadership required to guide them.

Some 250 participants among contractors, suppliers and government departments and agencies came together Tuesday and Wednesday at Winnipeg's Victoria Inn Hotel and Convention Centre to learn from the authorities in various courses, reaching from annual 'must-haves' such as workplace safety enforcement and hazard assessment to the new additions on the roster: the uses – and pitfalls – of social media on the job, and 'safety and employment law,' which turned out to be a big draw for registrants.

Labour and employment lawyer Jamie Jurczak spoke to a packed class about safety and employment law and the thorny topics of an employer's responsibility to their workforce and business – and the public – and the equally important need to work sensitively with due regard for human rights of workers.



Jurczak noted that rules must exist, workplace policies and protocols must be clear and there is need to document the fact that all workers have been made aware of them, perhaps with repeated refreshers to ensure all within the company are working on the same understanding.

That reaches into the field of "due diligence" – which involves appropriate and effective delivery of safety and health training, and then keeping records of safety training, site preparation and audits – in the workplace. Due diligence is critical to a company's responsibility for protecting its workforce, and the public, from potential hazards. Documentation also protects a company from possible ramifications that could flow if it had not done its work to prevent accidents.

MHCA Expo cont'd.

The workshop discussion turned to the topic of substance use or abuse in the workplace or on the worksite. Many employers present were curious about the coming legalization of marijuana, and how it might change the conditions under which they are now operating.

Jurczak said while marijuana legalization may open new challenges, this development is not so much an issue of legality for employers as it is about impairment and 'fitness for work'. Workplace safety and health legislation is clear about an employer's responsibility to ensure employees are fit for work, which reaches beyond the use of regulated or prohibited drugs and substances on the job.

Again, workplace policies must be clear, employees must understand their duties and responsibilities and supervisors need to be able, through well-established procedures, to enforce expectations and rules. Jurczak said the working rule of thumb is: document, don't act too hastily, don't ignore and be consistent in the application of policies and procedures. And if you don't know, or are unsure about, your responsibilities, get advice.

"This was a really good overview and, I think, a way to calm some fears about the coming legalization of marijuana," said MHCA WORKSAFELY™ Director Don Hurst. "It is an issue for the heavy construction industry, but it's important to remember that the industry has the experience and the tools to deal with the issue of impairment and 'fitness for work.' Those tools are applicable to any substance use or abuse. Your human resources policies must be clear, communicated and respectful of human rights and employment standards.

"We're not working blind, nor are we entering a whole new world of workplace safety."

Curtis Derksen, of Derksen Trucking, said the due-diligence workshop opened his eyes on the importance of documentation – how the industry has moved away from simply relying on unofficial assurances that safety protocols and training have been put in place and delivered.

"It's legally binding. Instead of just saying 'Yeah, we do our orientation,' you have to have documentation that you showed everybody," Derksen said. "It's not a verbal world anymore."

In line with this theme, participants at the vulnerable workers workshop had good discussion around the question of whether the same mishaps can happen to both veteran and new workers. They can – perhaps for different reasons: older workers may get complacent, but young workers lack experience and they may be too afraid to speak out when they sense risk. That puts everyone at risk, noted instructor Ito Afia, of SAFE Work Manitoba.

The conference wrapped around the presentation at lunch on Tuesday of the Gold Seal Award to Manitoba's Michelle Hanson-Herbert, a heavy construction employee in Brandon. Hanson-Herbert was Gold Seal certified in 2015 and was chosen among the CCA's Gold Seal "success stories" from 2016 to receive its first-ever National Gold Seal Award (see story page 6).

Cambrian Excavators' Melodee Coulter, who sat in on the leadership workshop on construction documents, said she got detailed explanation for some elements – such as industry-accepted symbols – of safety planning paperwork. "It's going to make my every-day work activities easier."



Expo's exhibition hall included displays from 16 exhibitors of heavy construction services and supplies.

'Safety and Employment Law' saw a full class at EXPO 2017.

Winnipeg's street renewal program unaffected by budget shortfall: Gillingham

The MHCA has heard from Winnipeg city hall that its current budget-shortfall considerations will not affect the 2017/18 local and regional street renewal program. Assurances came to MHCA President Chris Lorenc this week from Coun. Scott Gillingham, chairman of City Council's finance committee.

"This is a bit of good news out of Winnipeg City Council for the heavy construction industry, which is already facing some daunting challenges in 2017," Lorenc said.

Lorenc said the MHCA sent an email request to Gillingham, Mayor Brian Bowman and IRPW Committee Chairman Marty Morantz last month, when news broke in the media that a forecasted budgetary shortfall this year of \$9.5 million was triggering cost-cutting at the city.

The email specifically asked: "We understand that the considerations at City Hall include the 'cash-to-capital' program funding, and possible deferral of capital projects identified for the 2017 budget year. Can you say whether local and regional street renewal will hold to the approved funding level for 2017, or whether, in fact, there are specific projects within the programs included in those considerations?"

On Wednesday this week, Coun. Gillingham, apologizing for the delay in response, said that no cuts to the street renewal program were contemplated.

"The simple answer is "no" – there will be no reduction in the roads budget," Gillingham said. "The intention is that the \$9.5 million in cost-mitigation targets be achieved outside of the roads budget."

MHCA welcomes new members

The Manitoba Heavy Construction Association is pleased to welcome three new members, **Norwest Manufacturing**, **NetSet Communications** and **3572405 Manitoba Ltd.**

Norwest Manufacturing, a division of Prendiville Industries Ltd., is a well-integrated resource based company that manufactures a wide range of wood products for the building, mining, and construction sectors.

NetSet Communications is a privately held telecommunications company providing broadband services throughout Manitoba.

3572405 Manitoba Ltd., also known as Joey Werbicki Trucking, specializes in crushing, hauling, and general construction.

You can contact our new members at:

Norwest Manufacturing

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68 Crane Street P.O. Box 265
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Ph: 204-677-5080
C: 204-307-0222
F: 204-677-5964
www.prendiville.com
tgibson@norwestmfg.com

NetSet Communications

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C: 204-570-1100
www.netset1.ca
rzetariuk@netset1.ca

3572405 Manitoba Ltd.

Joey Werbicki
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Ph: 306-362-2288
C: 204-687-0784
F: 306-362-2203
jwerbicki@sasktel.net





Spring Mixer

Wednesday, May 31, 2017

Assiniboia Downs - 3975 Portage Ave.

Reception: 5 p.m. | Dinner: 6 p.m. | Live Racing: 7 p.m.

TICKETS: \$92.50^{+GST} PER PERSON | TABLES OF EIGHT OR TEN

Company: _____

Number of Tickets: _____

Contact Person: _____

PAYMENT OPTIONS

Invoice: _____

Visa/MC/AMEX #: _____

Exp. _____

Signature: _____

**To order tickets or for more information, please contact Christine Miller at
christine@mhca.mb.ca
ph: 204-947-1379 or fax: 204-943-2279**

As per MHCA board policy, only registrations cancelled up to five business days prior to the commencement of this event will be refunded.

2017 Spring Mixer

**Wednesday, May 31, 2017
at the Assiniboia Downs**

SPONSORSHIP OPPORTUNITIES

Benefits of Sponsorship

- Recognition in the MHCA dinner program
- Your company logo on event signage for over 500 attendees to see
- A "Thank You" recognition in the Heavy News Weekly and on the MHCA website

RACE SPONSOR (7 races)

cost: \$475^{+GST}

What you get:

Sponsoring one of the races will get you all the benefits of sponsorship, a race named in your company's honour, your picture taken with the winning race horse, an 8x10 keep-sake picture and engraved trophy, and recognition in the Assiniboia Downs event program.

Yes I would like to sponsor a race.

ENTERTAINER

cost: \$600^{+GST}

What you get:

Sponsoring the event entertainer will get you all the benefits of sponsorship, and the entertainer will perform illusions and sleight of hand, from table to table for the guests, between the races.

Yes I would like to sponsor the entertainer.

CARICATURISTS

cost: \$999^{+GST}

What you get:

Sponsoring the caricaturists for the evening will get you all the benefits of sponsorship. There will be two artists sketching caricatures of the guests. Your company logo will be included at the bottom of every sketch.

Yes I would like to sponsor the caricaturists

Please check one opportunity that you would like to sponsor and fill out the information below.

Company: _____

Contact Person: _____

Invoice: _____ Visa/MC/AMEX #: _____ Exp. _____

Signature: _____

For more information, please contact Christine Miller at christine@mhca.mb.ca or phone 204-947-1379.

Manitoban first-ever winner of CCA's National Gold Seal Award



Michelle Hanson-Herbert with CCA's Kees Cusveller

Brandon resident Michelle Hanson-Herbert has been named the 2016 National Gold Seal Award winner by the Canadian Construction Association. Hanson-Herbert was presented with her award at this year's EXPO South in Winnipeg on April 4.

Hanson-Herbert began working in the construction industry in 2002 with Gradex Consulting out of Alberta. "My employer approached me about attending training, and assisting him in working towards COR™ certification. The seed was planted and I realized my passion was construction safety!

"I completed some of the training and assisted Gradex in implementing a safety program," Hanson-Herbert said, shortly after picking up her award at the Victoria Inn Hotel and Convention Centre.

In 2003, Hanson-Herbert relocated to Brandon and was hired on by Cumming & Dobbie. There she was encouraged to obtain her NCSO designation through the MHCA, which furthered her passion for maintaining construction safety excellence.

By 2013, Hanson-Herbert moved on to work at Ben Wiebe Construction. "Going from residential, to heavy construction had been a learning curve, but then taking on safety in commercial construction was an even larger spectrum."

It wasn't long after joining Ben Wiebe Construction that Hanson-Herbert began to pursue her Gold Seal Certification. "I was talking with some industry peers when they mentioned the Gold Seal program. After doing some research, I knew what my next goal was. With the support and encouragement of my employer, Ben Wiebe Construction, I applied to write the exam."

Hanson-Herbert also acknowledges her personal life as one of the reasons she was inspired to enter the Gold Seal Program. "As a role model to my children, I always encourage them to embrace continuous learning and always trying to set and achieve new goals.

"There is no challenge too large, so focus on the goal and you can achieve it. Education is a lifelong commitment to the evolution of the construction industry. And as a female in the industry, and a parent, I try to be a role model. This is a demonstration of what is possible."

Hanson-Herbert has some advice for others who are currently getting their Gold Seal, or even just thinking about getting it; "Just go for it! The gained education and experience is lifelong. It's a nationally recognized standard of knowledge, so pursue it. With the way the world is now, Gold Seal certification ensures to others that your level of knowledge and understanding in the safety field is reliable as it is a nationally recognized credential."

CCA's board member Kees Cusveller, from Calgary, made the inaugural award presentation to Hanson-Herbert, who was chosen as being exemplary of a Gold Seal professional exhibiting the role-model qualities, including spirit, pride and excellence.

Cusveller sits on the CCA executive committee, and serves as chair of the General Contractors Council and the Gold Seal Committee, where his focus has been strategic direction, focusing on the core of the program certification and adding the Foreman & Student designations

Upcoming MHCA Meetings

SAFE Roads Committee
MHCA Office
April 18 - 12:00-1:30 PM

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

AON
Event Sponsor

Breakfast with the Minister of Infrastructure

The MHCA is hosting a 'Breakfast with the Minister of Infrastructure', the Hon. Blaine Pedersen on April 24, 2017 and MHCA members are invited to attend.

This is an opportunity to hear the minister speak overall to the 2017-18 provincial budget to be tabled in the legislature on April 11, and in particular what it commits to the Manitoba Infrastructure highways/capital budget program.

The Pallister government has committed to investing at least \$1 billion annually in core infrastructure, and no less than \$500 million annually in the highways capital budget. The MHCA has asked for confirmation that 'core' infrastructure continues to be defined as highways, bridges, flood protection, municipal roads, water and sewer, and strategic transportation infrastructure.

This is your chance to hear from and speak directly to Minister Pedersen, to talk about the challenges facing industry, your business in 2017, and the foreseeable future.

When: April 24

Where: Ellice Room

Holiday Inn Winnipeg Airport Polo Park
1740 Ellice Avenue

Cost: \$30 + gst / person

– includes a hot breakfast

Agenda:

7:30am – doors open

8:00am – welcome and breakfast is served

8:20am – Minister Pederson's presentation followed by Q & A

To register, please contact MHCA Operations Manager Christine Miller, by email christine@mhca.mb.ca or by phone 204.947.1379



Investment 101...again

Peter G Hall, Vice President and Chief Economist



Ever seen a particular stock do really well? It's hard to resist buying in. And if it does consistently well year after year, well, it's hard to resist devoting a huge chunk of the portfolio to it. That's sort of what the US economy is to Canada. It has paid off so well for us over the years that we are deeply into it. As investment professionals would say, that's too much single exposure. It has long since been said that Canada needs to diversify trade and international activities beyond the US; have we made any progress in recent years?

Canada was on a roll before the recession. For instance, back in 2000, we shipped a mere 5% of our goods to emerging markets. That climbed to 11% by 2008, a remarkable increase in a short space of time. Recession hit all economies, but the superior performance of emerging markets furthered our export diversification: by 2013, just under 15% of Canada's merchandise trade went to emerging markets. Since then, the share has flattened out, and interestingly some have concluded that the strong run is done. This has been accompanied by increased focus on the US market, abetted of course by our weaker Canadian dollar and nascent strength of US growth. Is that really the path forward?

For the time being, the US market will be hard to resist. As global growth engine, the US is sparking a lot of the world's commercial activity, and is likely to do so over the near term period. Even so, Canada's export sales to China, Mexico and India have consistently outperformed our US export growth over the past 5 years, and are likely to do so for some time to come. With the superior growth that is forecast for emerging markets as a whole, this trend is expected to become more widespread. As such, diversification of Canada's trade will resume.

How significant is this movement? The US would still account for the lion's share of Canadian trade; that's not going away anytime soon. But that share would actually diminish from the current 75% level down to 69% by 2030, assuming that recent growth trends for emerging and developed markets persist.

However, that may be a conservative assumption, for a few reasons. First, emerging markets have generally had a rough ride over the past few years. Heavy stimulus programs started to ease off, and without a solid revival in developed markets, the emerging world lost some of its verve. Second, certain key emerging markets, notably Russia and Brazil, saw growth interrupted by negative developments on the home front. Third, the mid-2014 plunge in commodity prices stalled growth in countries dependent on the energy and mining industries. These developments are, in general, temporary, and as such we can expect to see a faster growth clip resume in the next few years.

But there's more. Increasing wealth in emerging markets means that as time goes on, the balance of demand within these economies will shift. Without question, they will still generally need the basic resources that Canada produces. But prosperity will also cause a rise in demand for higher-value goods that we produce, like machinery, transportation products and a whole range of consumer goods. And as these demands will be growing from a lower base, the aggregate increase of our exports to high-growth markets are expected to be a lot higher than they are at present. The numbers suggest that diversification could well outpace the current straight-line projection.

Diversification isn't just about emerging markets, though. Canada's newly-inked CETA trade agreement with Europe is increasing opportunity in that more traditional space for Canada, and the reasonable possibility that activity there will count for a greater share of the total. And diversification isn't just about trade in goods. Services exports are steadily becoming a greater share of Canada's overall trade, and the share headed to the US – 55% at latest count – is already much lower than for goods.

The bottom line? Trade diversification seems to go in and out of vogue fairly regularly. Whether fashionable or not at any given moment, it remains a powerful force in the Canadian economy, and is likely to be so for a long time to come. Our traditional markets will still be our mainstay, but fast growth off the beaten path will be a key shaping influence well into the future.



Canadian
Construction
Association

Industry 'extremely disappointed' Saskatchewan to tax construction services

Russell Hixson, Daily Commercial News, March 29

Saskatchewan will soon become the only jurisdiction in Western Canada to fully collect provincial sales tax (PST) on construction services, drawing a stern rebuke from local industry officials.

The announcement was made in the province's 2017 budget which removes a PST exemption for construction services. The budget also raised PST from five per cent to six per cent. It was one of several ways the budget is attempting to address a \$685 million deficit forecasted for this year.

"This amounts to a tax on growth because we are the only jurisdiction that taxes construction labour and this will drive up the cost of every project," said John Lax, an advocacy, governance, and communications official for the Saskatchewan Construction Association (SCA). "We are exceptionally disappointed they decided to make this move. We are already dealing with a fragile economy and now is not the time to push investors away."

Lax and the SCA noted the tax will also hurt the integrity of the industry, saying that spending will be deferred and other cost-cutting measures, such as the use of unregistered and uninsured contractors, may become more common.

Construction remains the second largest private sector employer in Saskatchewan, despite shedding 8.7 per cent of its workforce in 2016 — dropping almost tenfold over the combined provincial average for all industries.

"The role of construction is to facilitate and enable growth," said SCA President and CEO Mark Cooper. "It is important we recognize the significant economic and social contributions made by the sector. (The) announcement will make it more difficult for the construction industry to build a more prosperous Saskatchewan for future generations."

The tax goes into effect April 1, giving the industry a matter of days to prepare.

"We are extremely concerned about the challenges this presents going forward," Lax added.

The Saskatoon and Region Home Builders Association' (SRHBA) was also unhappy with the decision, stating it "is extremely disappointed in the Government of Saskatchewan's decision to attempt to overcome a substantial deficit by introducing a budget that stifles growth, discourages professionalism, and fosters an already thriving underground construction economy that puts workers and homeowners at risk both financially and with respect to safety."

The association explained the tax includes construction of new homes, renovation contracting work and any construction work that adds to the value of a property. In addition to hurting home affordability for residents, the tax could also hurt the competitiveness of ethical builders.

Seventy five per cent of builders that the SRHBA represents are small businesses who build less than 10 homes per year. According to the association, the new home building market in Saskatoon is very competitive due to a high number of builders who cut costs by not conducting themselves with the professionalism required of a responsible homebuilder.

"The SRHBA members who have elected to conduct themselves with that professionalism, displayed by their dedication to safety and proper business practices and ethics, have had to invest a lot of time and experience into developing business plans that allow them to operate responsibly and still compete with those who have opted to sacrifice professionalism in favour of cost savings," stated the homebuilders. "Now, those business plans have been completely turned on their heads with only a week to reevaluate and make the change. Even if we accept that there may have been reasons that the provincial government decided to raise the costs of construction labour and effectively tax growth, what was the reasoning behind enforcing this in a time frame that doesn't allow these businesses to adequately prepare?"

The province also opted to apply PST to children's clothing, restaurant meals and snack foods, insurance premiums and permanently mounted equipment used in the resource sector.

According to the budget, new contracts entered into on or after April 1 will be subject to PST on the total contract price to the purchaser. However, contractors will now be eligible to acquire tax-free building materials for use in fulfilling a contract.

The change removes the distinction for PST purposes that has existed between contracts relating to real property and those relating to tangible personal property, simplifying the PST rules for contractors and their customers, the government stated. The budget explains this change will also benefit contractors by improving their cash flow and improving their competitiveness in bidding for jobs both inside and outside Saskatchewan.

Fixing the roads: Winnipeg's no. 1 priority

Mayor says he is committed to continuing historic funding levels for city streets.

Winnipeg Free Press supplement, March 23

The Manitoba Heavy Construction Association (MHCA) sat down with Winnipeg Mayor Brian Bowman recently to talk about the state of city's infrastructure. Here's an abridged version of the conversation:

MHCA: Mr. Mayor, the thaw is in and we're getting to see, a little bit, the shape of our roads. Can you tell us what is the state of Winnipeg's roads?

Mayor Bowman: On a macro level, they need a lot of work, from many, many years of neglect of our infrastructure. This council is stepping up to meet the challenging task of trying to chip away at that infrastructure deficit. That's why we've been stepping up with historic money for roads, as well as for investments in active transportation and public transportation.

MHCA: This year, do you have specific priority for infrastructure?

B: Roads. It's really that simple. That is the No. 1 priority for Winnipeggers: fixing our roads. We're trying to make smarter decisions about which projects are selected and how, and how we're building infrastructure. We're now using the "cost-benefit point" analysis to make smarter, less political decisions. I've led the initiative to create a municipal infrastructure research chair at the University of Manitoba so we can tap the incredible expertise it offers, to make sure we using the best products and processes in place. We also have to ensure that this council is doing its part to ensure that we are continuing to make historic investments in infrastructure. We also need the support of other levels of government, as well.

MHCA: On procurement (of local and regional street renewal projects), we've seen on regional, a speeding up of the (tendering) process a year in advance. Where do you see further improvements in procurement happening?

B: We've taken a number of steps including earlier budget and earlier tendering, but also making sure we're investing tax dollars as smart as possible on the right projects that build this city and position it for a million people. The over \$7-billion infrastructure deficit — about half of which is existing infrastructure; the other half is for infrastructure we know we're going to need to support a growing community — we want to make sure we're making smart decisions, as early as possible. We know we've got more work to do. We want to get earlier procurement happening across the board, and that includes local as well.

MHCA: You mentioned the \$7.4-billion infrastructure deficit. That was actually calculated in 2009. Have we had an update of that?

B: Those are the most updated numbers that I've seen. We know that municipalities collect eight cents of each tax dollar and are responsible for 60 per cent of the infrastructure. We know that we have a massive infrastructure deficit. So the steps we've taken, not just with the funding, but to successfully lobby other levels of government to step up with increased funding for infrastructure are important steps to chip away at that infrastructure deficit.

MHCA: The 'long-term proposal' that was included when we entered into the two-per-cent tax increase for local and regional street renewal, at the time that was done, it was meant to augment the funding that was in place. It also included targets to get to sustainable — \$80 million (annually) for local by 2022, and \$60 million for regional by 2021. Are those targets reasonable, do you know if they're realistic, if we can still meet them?

B: You're talking about projections from budgets that predate my term and this council's term in office. That being said, the first three years of my mandate, we've exceeded the roads budget in the previous six years combined. So our commitment to roads investments is unprecedented and historic and obviously I want to see that continue. Each year, ultimately council has to decide on the actual dollars that they want to invest in roads. I think the track record is pretty clear that we want to prioritize roads investments. I know that in the first three years we managed to exceed the projections that were set out in the appendices of those budgets.

MHCA: If we can talk in terms of vision, in the next 10 or 20 years where would you like to see Winnipeg with respect to the state of the infrastructure?

B: I'm very proud of the fact that when we take a look at our overall budget we've been able to balance our budget while maintaining our credit rating and increasing our funding for roads to historic levels.



INFRASTRUCTURE DRIVING GROWTH

Visit mhca.mb.ca/winnipegfreepress to read our March 2017 supplement.



Thank you to all who attended EXPO South 2017!



Thank you to the EXPO 2017 sponsors.



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www.chabotenterprises.ca



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PAVING LTD.**



Thank you to the EXPO 2017 exhibitors.

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Alcom Electronic Communications Ltd.

Manitoba Construction Sector Council

Altus Group

Manitoba Hydro

ATS Traffic Manitoba

Manitoba Infrastructure

Enabling Access

Merit Contractors Association

Fleet Profit Centre

SAFE Work Manitoba

Hazmasters

SiteDocs

Investors Group

Congratulations to both winners of the **WORKSAFELY™** daily draws:

Ryan Lalonde from Smook Contractors Ltd. won a WORKSAFELY™ prize bag

Darryl Robertson from Smook Contractors Ltd. won a \$100 Home Depot Gift Card



Safety training - a vital part of construction

WORKSAFELY™ Back to You with Don Hurst

I want to start off by thanking all who attended Expo 2017.

Expo is another example of WORKSAFELY™ providing options to our industry for training. This year's expo once again saw industry members from all levels, from frontline workers to executive.

Tuesday's lunch ceremonies saw an award presentation that was the first of its kind. Michelle Hanson-Herbert of Ben Wiebe Construction in Brandon was presented with the first-ever National Gold Seal Award (see page 6).

To have an award of this caliber be given to an employee in the heavy construction industry is a great honour to Hanson-Herbert, her company, Manitoba and our industry. Awards like the National Gold Seal Award solidify the importance and vitality of education and training in construction safety.

EXPO 2017 offered 4 of the 12 required courses for the Leadership Certificate Program (LCP), which can be used towards credits for your Gold Seal Certification.

If you did not have an opportunity to take our LCP courses at EXPO, or you are looking to take more, WORKSAFELY™ offers LCP courses throughout the year. Visit our website or contact Kristen in our office at 204-594-9056 or kristen@mhca.mb.ca to learn more.

KNOW YOUR WORKSAFELY™ ADVISOR

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**TO REGISTER,
PLEASE CONTACT:**
Kristen Ranson
kristen@mhca.mb.ca

Training Schedule

WINNIPEG - MHCA Office 3-1680 Ellice Ave.

APRIL 2017

- 17-18 **COR™ Leadership in Safety Excellence**
- 19 **COR™ Principles of Health and Safety Management**
- 20-21 **COR™ Auditor**
- 24 Train the Trainer
- 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

BRANDON - St. John's Ambulance Shoppers Mall, 1570 18th St.

APRIL 2017

- 17 Flagperson 1/2 day AM
- 17 Committee Representative Training 1/2 day PM
- 24-25 **COR™ Leadership in Safety Excellence**
- 26 **COR™ Principles of Health & Safety Management**
- 27-28 **COR™ Auditor**

MAY 2017

There is currently no training in Brandon for May.

JUNE 2017

There is currently no training in Brandon for June.

★ Leadership Certificate Program/Gold Seal

🖱️ e-COR™ training and information session



SAFETY TALK

Driving and Back Pain

Explain dangers

Even when you are sitting still in a moving vehicle, your body is subject to forces that can increase your risk of developing lower back pain.

Because your hands and feet are actively involved in the driving task, they are not able to support and stabilize your lower body.

In order to support the upper body, the lower back muscles have to be constantly active. This results in muscle pain in the lower back.

Identify controls

- Adjust the seat for a comfortable sitting position that gives you full access to the vehicle controls
- Adjust the steering wheel for a comfortable arm position
- Adjust the mirrors so that you have good visibility while maintaining a neutral neck position
- If the seat has an air suspension system, adjust it so that the seat is comfortable and provides support

- Try to get out of your vehicle every hour or two to stand, stretch, and move around for a few minutes.
- Do not do any heavy lifting immediately after a long period of driving
- Try not to sit down with your wallet in your back pocket
- Maintain a good sitting posture by putting a cushion between your lower back and the seat to keep the natural curve of your lower back
- Do not sit in one position for a long time. Change your position by arching your back to reduce muscle tension

Demonstrate

Ask your workers to describe any back problems they have had while driving.

Show workers a comfortable sitting position while driving. With feet on the pedals, recline the seat so that shoulders are slightly behind the hips and move the seat until the knees are the same height as the hips.

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

Date: _____

Performed by: _____

Concerns:

Employee Name:

Supervisor: _____

Location: _____

Corrective Actions:

Employee Signature:

