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SAFE Work Manitoba

# SAFETY

## E- NEWSLETTER



# Message from WORKSAFELY™



**Don Hurst**  
*Director of WORKSAFELY™  
Education and Training*

Last year, WORKSAFELY™ committed to adopting technology that would improve services to our clients.

Work is underway on two changes:

- Re-development of the WORKSAFELY website to provide improved access to safety resources, information and training
- A new e-COR™ e-audit tool, tied to the e-COR™/ Site Docs safety-management application. This e-COR e-audit instrument will be free of charge to all WORKSAFELY's COR™ clients.

Earlier this year, the WORKSAFELY Advisory Committee set strategic program goals for 2018 and beyond.

We will focus on:

- Evaluation of company training needs and other support
- Strengthening the communication and connection between WORKSAFELY™ advisors and our clients

This construction season you can expect to see and hear from our advisors to help identify areas in training or evaluation to assist in achieving greater safety success.

Please contact us any time you have questions, require safety resources or advice at 204-947-1379.

We want your  
feedback.  
Click here.



# Welcome new COR™ companies

WORKSAFELY™ would like to congratulate the following companies in achieving COR™ certification:

COR™ Companies (October 2017 – June 2018)

JH Excavating  
Austin Powder Ltd.

Nisichawayasihk Construction L.P.  
Double A Construction WPG  
RM of Ellice-Archie

Reedy Creek Construction  
Midwest Industrial Services  
St. Martin Fish Agency  
Hoes for Hire Ltd.



Interested in COR™ certification, click [here](#).



WORKSAFELY MHCA™

WELCOME

# Congratulations, new NCSOs

Congratulations New NCSOs!

The National Construction Safety Officer (NCSO) certification indicates that an individual has developed knowledge in various construction-safety management skills and principles, along with experience in the construction field. An NCSO-certified employee is a valuable resource for a company's management for the implementation and administration of its health and safety program. Congratulations to the following individuals for achieving NCSO certification:

Holly Schwan  
Ronson Sabourin

**WORKSAFELY**  **MHCA**  
**NCSO**  
National Construction Safety Officer

Interested in NCSO  
certification? Click  
here

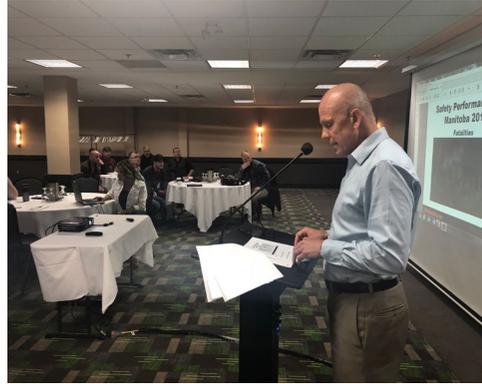


**WORKSAFELY**  **MHCA**

# Spring COR™ meeting

**W**ORKSAFELY™ held its spring COR™ meeting on April 25, where those members attending heard updates on safety and health initiatives in Manitoba.

With April being the national Dig Safe month, Rob Morrison, Manitoba Common Ground Alliance, presented on new software that will be coming to Click Before You Dig MB. This new platform will streamline and define the locate process. MHCA, along with the MCGA, will be establishing test groups within the heavy construction industry, allowing our contractors to assist in ‘Manitoba-izing’ the user platform.



Ryan Shymko, Manitoba Workplace Safety & Health, gave an overview of what WSH's enforcement strategy will look like for this heavy construction season. One of the areas that WS&H officers will be looking at is ensuring companies have a harassment-free workplace.

Peter Malegus, SAFE Work Manitoba, went over the eligibility requirement for the 15% rebate, safe roads campaign, and coming SAFE Work Manitoba conferences.

Lance McMaster, SiteDocs, gave a brief synopsis of WORKSAFELY™'s e-COR™ and introduced the new digital audit tool that will work cohesively with e-COR™. We expect the release date will be fall 2018.

For more information on any of the above presentations please contact Jackie Jones at 204-947-1379.



# WORKSAFELY™'S Safety Leader Award

## WORKSAFELY™'S

DO YOU HAVE AN INDIVIDUAL IN YOUR  
WORKPLACE THAT IS A LEADER IN  
SAFETY & HEALTH?

MHCA'S WORKSAFELY™ WILL BE AWARDING ONE  
INDIVIDUAL'S DEDICATION AND OUTSTANDING  
CONTRIBUTION TO HEALTH AND SAFETY IN THE HEAVY  
CONSTRUCTION INDUSTRY OF MANITOBA.

WE WANT TO HEAR FROM YOU IF YOU KNOW SOMEONE WHO:

- IS EMPLOYED WITH A MEMBER OR ASSOCIATE MEMBER OF WORKSAFELY™;
- DEMONSTRATES A COMMITMENT TO PROVIDING A SAFE AND HEALTHY  
WORKPLACE FOR ALL WORKERS THROUGH THE IDENTIFICATION,  
COMMUNICATION AND CONTROL OF HAZARDS;  
AND
- DEMONSTRATES A FOCUS ON HEALTH AND SAFETY AND ACTS AS AN  
ADVOCATE TO FELLOW WORKERS.



DOWNLOAD

CLICK HERE TO DOWNLOAD  
THE SAFETY LEADER NOMINATION FORM.  
ONCE COMPLETED, PLEASE SUBMIT THE FORM,  
WITH SUPPORTING DOCUMENTATION  
TO JACKIE@MHCA.MB.CA BY JULY 9, 2018.

THE WINNER WILL RECEIVE THE SAFETY LEADER AWARD  
AT THE 2018 THE SAFETYS GALA EVENT ON SEPTEMBER 26, 2018.

FROM WORKSAFELY™  
SAFETY LEADER AWARD

# Know Your Advisor

## Gerry McCombie, NCSO, Gold Seal Cert.



WORKSAFELY™, Safety Advisor – West Region

Originally from Flin Flon, Gerry has lived in Brandon for over 20 years. As WORKSAFELY™'s safety advisor for western Manitoba, Gerry is responsible for COR™ course instruction, reviewing internal and conducting external audits, general site visits, and conducting spot safety inspections at worksites.

Gerry is the newest member of the WORKSAFELY™ team and joins us after working at Manitoba's Workplace Safety and Health branch from 2013-2017. He also spent 10 years working as a safety manager in the heavy construction industry.

Gerry brings extensive experience and knowledge of the heavy construction industry and the COR™ program, and holds both the National Construction Safety Officer and Gold Seal certifications.

Contact Gerry in the west region at:

P: (204) 720-3362

E: [gerry@mhca.mb.ca](mailto:gerry@mhca.mb.ca)

To contact a member  
of the WORKSAFELY™  
team, click here



**WORKSAFELY**  **MHCA™**

# Ask Your Auditor

## Hazard assessments

A WORKSAFELY™ COR™ audit is a structured process used to verify the performance of a health and safety program benchmarked against the construction COR industry standard. The WORKSAFELY audit tool is designed to record, measure and present the results of a verified and implemented safety and health program. The questions for this edition of Ask the Auditor are taken from Section 2.0: Hazard Assessment.

### Why is hazard assessment important?

We need to identify and control workplace hazards to eliminate, minimize or prevent unsafe or harmful conditions. All job sites, equipment, machinery, worker activities and on-site conditions need to be included in the hazard-recognition process.

### What will the audit measure?

The audit will measure whether the company has implemented:

- A risk-rating system to analyze jobs, equipment and conditions for potential hazards; this should be done before work begins, and then any time there is a change in a job, task or function.
- A method of control (elimination, engineering, administrative, personal protective equipment)
- A method to communicate the risk assessment and the control procedures to workers and ensure that the controls are used

### What is good practice in assessing hazards?

To implement the above objectives, ensure that:

- The employer performs hazard assessment at the worksite
- Employees participate in the hazard assessment
- Workers assessing the risk are trained and qualified to do so
- Once the hazard has been identified, it is prioritized and controls put in place
- When work changes or new procedures are added, an assessment of the change is done
- Supervisors check that workers follow procedures
- Employees are trained in the hazards and controls that affect them and how to report problems
- All work locations include shop, office, yard & physical work locations
- The supervisor, safety rep, workers and management sign off

For more information on the COR audit process, contact your assigned WORKSAFELY™ advisor or the MHCA office at 204-947-1379.



WORKSAFELY MHCA



# SAFETY TALK

## Underground utilities

### What's the danger?

Damage to underground utilities result in:

- Costly repairs
- Lawsuits
- Injuries
- Fatalities

### How to protect yourself

Follow these steps to ensure your and your crew's safety:

**Step 1:**

- Visit [www.clickbeforeyoudigmb.com](http://www.clickbeforeyoudigmb.com) or call 1-800-940-3447 to request underground utilities be located and marked
- Submit request at least three full working days before you start your project

**Step 2:**

- Wait for the locate to be completed
- Documentation explaining the markings and how to proceed safely will be provided – this must be kept on site during excavation

**Step 3:**

- Identify any customer-owned utilities such as water & sewer, sprinkler systems and other lines on the property
- It is your responsibility to contact a private locator to mark customer-owned utilities in the dig area

**Step 4:**

- Dig with care – always follow the instructions of an authorized representative of the underground utility



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

Date: \_\_\_\_\_

Supervisor: \_\_\_\_\_

Performed by: \_\_\_\_\_

Location: \_\_\_\_\_

Concerns: \_\_\_\_\_

Corrective Actions: \_\_\_\_\_

Employee Name: \_\_\_\_\_

Employee Signature: \_\_\_\_\_

Construction Safety Excellence™

ST 0302-17  
www.mhca.mb.ca

Click here for more safety talks you can download

ST 707-17  
www.mhca.mb.ca

# June to September 2018

Leadership Certificate Program/Gold Seal  
e-COR™ training and information session



## Training Schedule Construction Safety Excellence™

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

### WINNIPEG - MHCA Office 3-1680 Ellice Ave.

#### June 2018

28 Safety Excellence Leadership (Saskatchewan  
Reciprocity)

#### July 2018

11 Train the Trainer – Facilitation Skills  
16-17 **COR™ Leadership in Safety Excellence**  
18 **COR™ Principles of Health & Safety Management**  
19-20 **COR™ Auditor Refresher (1/2 day PM)**  
30-31 Traffic Control Coordinator

#### August 2018

8 Flagperson 1/2 day AM  
8 Safety Committee/Representative 1/2 day PM  
15 Building a Harassment Free & Respectful  
Workplace 1/2 day AM  
20-21 **COR™ Leadership in Safety Excellence**  
22 **COR™ Principles of Health & Safety Management**  
23-24 **COR™ Auditor Refresher (1/2 day PM)**  
28 Train the Trainer – Facilitation Skills

#### September 2018

11 Flagperson 1/2 day AM  
11 Safety Committee/Representative 1/2 day PM  
17-18 **COR™ Leadership in Safety Excellence**  
19 **COR™ Principles of Health & Safety Management**  
20-21 **COR™ Auditor Refresher (1/2 day PM)**  
24 Transportation of Dangerous Goods 1/2 day AM  
24 **COR™ Auditor Refresher (1/2 day PM)**  
25-26 Traffic Control Coordinator

### BRANDON St John Ambulance

#### August 2018

20-21 **COR™ Leadership in Safety Excellence**  
22 **COR™ Principles of Health & Safety Management**  
23-24 **COR™ Auditor**

# Legalized marijuana – keep your workers, workplace safe

With cannabis legalization fast approaching, workplaces are taking a good, hard look at how to deal with this unique drug. The good news is that many workplaces are well-prepared to deal with the implications of legalization - they have up to date drug & alcohol policies and have informed their workers about how cannabis can affect their performance and workplace safety.

The bad news is we still have a long way to go to understanding the full impact of cannabis on the workplace.

In fact, there are still some key questions left unanswered.

One of the big ones is the issue impairment and what level of the drug (usually measured in nanograms) would suggest that an employee is unfit to do his or her job.

For some time, we have had a good idea of what constitutes impairment from alcohol use (0.05, 0.08 BAC - blood alcohol count), but we are still trying to catch up when it comes to cannabis.

One of the main reasons for this is that we are still lacking “reliable” peer-reviewed research on the topic. Because cannabis has been a controlled substance for so many years, funders have not been all that keen in handing out big dollars to study the effects on job performance and its impact on safety-sensitive positions. Employers have always been able to say this is an “illicit substance” and to apply zero tolerance in the workplace.

Legalization is a game changer. Employers must now balance the need for safety at work with an individual’s right to use a now-legal substance. The make-up and action of the drug further complicates the matter.

THC, cannabis’s active psychotropic component, is fat soluble - it is stored in your fat cells - and may stay in your system for weeks after use. As a result, a person can experience the effects of heavy use - on coordination, depth perception and short-term memory - for many days after using.

But there is no way to predict these effects consistently as each individual can experience the impact of the drug differently. Individuals who have been using the drug for several years will likely have developed tolerance and not show noticeable signs of impairment, whereas those new to the substance might be affected significantly.

Many employers are asking how they can identify individuals who pose safety risks, as well as apply a consistent approach to the problem. Many are contemplating drug testing employees, but until we adopt a random testing model in all employment areas, we don’t really have the tools in place.

The answer might rest in putting less focus on “catching” the employees under the influence and more on adopting measures to prevent problematic use.

Here are some things I recommend employers do to stay on top of things:

- Have a drug & alcohol policy that states specifically your expectations regarding the use of cannabis, such as restrictions on having or using (smoking, eating, vaping) cannabis at work. This may exclude medical marijuana, but that is a whole other discussion.
- Set clear guidelines on what constitutes “fit for duty” and how being under the influence of any substance that impairs ability to work safely will not be tolerated.
- Educate employees on cannabis’s potential effects on safe work. Good resources out there include Canada’s Lower-Risk Cannabis Use Guidelines ([https://www.camh.ca/-/media/files/lrcug\\_professional-pdf.pdf](https://www.camh.ca/-/media/files/lrcug_professional-pdf.pdf)) and the Canadian Centre on Substance Abuse’s website (<http://www.ccdus.ca/Eng/topics/Substance-Use-Affecting-the-Workplace/Pages/default.aspx>).
- Make sure your leaders are trained in recognizing and intervening with employees who may be under the influence. Untrained leaders can seriously impact your workplace’s ability to identify and support employees who may be struggling.
- Consider whether your workplace needs more resources to help those individuals. Make sure your drug & alcohol policy has a well-developed “support” section that provides struggling individuals good access to help.

In closing, I just want to remind employers this is a good time to re-visit how they manage substance misuse in the workplace. Take a close look at how your organization deals with the issue and make changes if necessary.

Also, make it a regular topic of conversation with employees; you can do this at your safety meetings or during weekly “tool talks”.

By getting the topic out in the open, we can begin to change the work culture and, ultimately, get more employees to seek out help when needed.

Joel Gervais, Vital Life Inc.



# The WCB Can Help You Develop an Effective Return to Work Program

Last fall, the Workers Compensation Board ran its first-ever "Return to Work" campaign - an exciting next step in its continued promotion of Return to Work best practices to employers, workers and healthcare professionals.

There are a lot of benefits to a safe Return to Work program. A gradual return with modified duties can mean a better recovery for injured or ill workers. For employers, it means having that valued employee back sooner.

But a good Return to Work plan isn't developed in a vacuum. It's not "one size fits all" ... because every workplace is different.

A Return to Work plan is built with the worker, employer, healthcare provider and the WCB to ensure things are done right, done safely and done with the worker's health in mind.

An effective Return to Work program can:

- reduce WCB premiums
- improve morale
- retain skilled employees
- increase productivity.

The WCB's Return to Work Program Services team:

- leads workshops in WCB Basics and Return to Work Basics
- provides custom workshops to employer groups of 10 or more
- consults and supports workplaces in updating or creating a Return to Work program
- explains how the WCB operates, including:
  - o current assessment rate model
  - o claims adjudication and management
  - o compliance (understanding rights and responsibilities)
  - o the appeal process.

The WCB's free, one-day Return to Work Basics course introduces the basic components and the best practices of a Return to Work program.

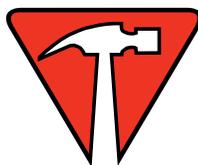
For more information about workshops in Winnipeg, go to [www.wcb.mb.ca/training](http://www.wcb.mb.ca/training), or call 204-954-6161 in Winnipeg or (toll free) 1-855-954-4321, ext. 6161, or email [RTWProgramServices@wcb.mb.ca](mailto:RTWProgramServices@wcb.mb.ca)

## SEE HOW YOU'RE DOING!

Take the WCB's five-minute employer self-assessment to see how your *Return to Work* program measures up.

The results will give you tips on next steps to improve your Return to Work program and processes.

Just go to the WCB website at <https://www.wcb.mb.ca/return-to-work-employer-self-assessment-tool>



**SAFE  
WORK  
MANITOBA™**