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PREMIER RELEASES MANITOBA'S ECONOMIC GROWTH PLAN

External report on growing economy highlights role of transportation infrastructure investment

Manitoba Premier Brian Pallister told a sell-out business lunch at the RBC Convention Centre today that his government has a plan to boost economic growth in the province.

"The economy? Lots to do," Pallister said, at the annual State of the Province lunch, hosted by the Winnipeg Chamber of Commerce. "We're making the investments we need to make to drive our economy."

He noted when his party took power in 2016, it inherited an outdated patchwork of more than 80 different programs that had economic growth as a core goal. None of them were connected, however.

The government simultaneously posted online its new Economic Growth Action Plan, and alongside it, the Angus/Gamey report *Growing Manitoba's Economy*, a result of months of consultations from across Manitoba on what's required to boost business, trade and the GDP.

Pallister said his government wants feedback on the government's action plan arising from the report's recommendations. The province

will conduct a "whole-of-government" review to bring together the shared interests and similar efforts across departments, to get a bigger return on the investments.

The government intends first to focus on workforce development – Manitoba Education and Training will focus on 'skills, knowledge and talent,' identified as a key 'driver of growth' in the Angus/Gamey report.

A focus on trade and research development will come in future years.

The *Growing Manitoba's Economy* report underscored the importance of good transportation infrastructure in its discussion of trade as another driver of growth. During its consultations, the working group heard that "improvements to transportation modes, infrastructure and market access are essential for competitiveness. Market access is critical to enable trade and investment."

Among its recommendations, the report said attention must be paid to strategic investment in infrastructure.

"Investments in roads, rail, air service, broad-

Cont'd: Manitoba's economic growth plan

band access and hydroelectric generation can all have a significant, positive impact on market access and the development and growth of Manitoba's economy. Infrastructure investments are often large and capital intensive. To spend funds in a manner targeted at creating the greatest benefit for Manitobans, their allocation must be guided by a strategic vision and goals for the province."

Further, it recommended that government pull together those programs and departments that are involved in infrastructure investment, to coordinate effort and get bigger return for the dollar.

"Making sure that decisions on infrastructure spending are not made in silos and that they consider economic development goals will ensure that these investments can maximize their returns for Manitobans. "

MHCA President Chris Lorenc said those were hopeful words.

The MHCA, in its pre-Budget 2019 submission to the province this fall, recommended the government appoint an expert panel to conduct a full review of the current infrastructure funding model, to recommend a new way to ensure strategic, sustained investment in infrastructure for the greatest benefit to the economy.

Further, the pre-budget submission suggested that trade and infrastructure be combined in a single ministry, recognizing that transportation infrastructure is foundational to keeping trade on the road, increasing trade capacity and ensuring Manitoba is competitive in a new global trade environment.

The challenges – and opportunities – in global trade were given special mention in the Angus/Gamey report, noting that "we are living in a time of unprecedented change. Evolving trade negotiations, foreign policies, new technologies and other economic factors are reshaping the global economy."

Transportation, traffic regulations being updated; province seeks public input

Infrastructure Minister Ron Schuler has asked for public comments to be submitted online regarding regulatory changes proposed by the Traffic and Transportation Modernization Act, passed in June.

Comments can be submitted at <https://reg.gov.mb.ca/home> in the next 30 days (deadline is January 7, 2019).

Schuler in a news release noted the Traffic and Transportation Modernization Act "dissolves the Highway Traffic Board and the Motor Transport Board and eliminates more than 6,500 regulatory requirements – a 44 per cent reduction in red tape." The regulatory changes reduce

vehicle registration classes, clarify vehicle equipment requirements and update signage on Manitoba roads. The consolidation of the truck classification system affects over 37,000 Manitoba registered trucks.

Schuler said the changes give municipalities the freedom to set speed limits on their roads rather than having to go through the Highway Traffic Board. Proposed regulations under the TTMA also update and clarify Manitoba's vehicle equipment requirements and inspection standards.

New regulations are set to go into effect March 1, 2019.

MHCA calls for PST referendum after throne speech

Russell Hixson, *Journal of Commerce*, December 5



During his recent throne speech, Manitoba Premier Brian Pallister promised to bring forward a new Referendum Act for residents to vote on major tax increases and provide a framework for calling and conducting a referendum.

Chris Lorenc, president of the Manitoba Heavy Construction Association (MHCA), believes new referendum legislation could be used to spur an honest public discussion on financing the province's massive infrastructure deficit.

He suggested one place the province could start is with Pallister's promise to reduce the Provincial Sales Tax (PST) from eight per cent to seven per cent by 2020.

One per cent of the PST is equivalent to about \$300 million in annual revenue, which Pallister said he will recoup through savings and cuts.

"We don't know yet what that referendum legislation means, but the reasons for suggesting a PST referendum is that it should be, and could be, and ought to be, part of a broader discussion of an overall review of an asset we have neglected for decades," said Lorenc. "We believe that what the premier and this province should do is understand what challenges it faces with the condition of its transportation system, what the investment deficit is and what it needs. Second, the province needs to identify how it wants to fund those needs, recognizing that it is not an overnight fix. It is a legacy left by administrations over the years and not a problem unique to Manitoba."

According to the MHCA, absent from the speech was any reference to a focused plan to strategically invest in Manitoba's trade transportation system or highways. The speech also committed the government to maintain its current levels of investment.

When asked by the *Journal of Commerce* for comment

on if it would consider a PST referendum, the province responded with its record on infrastructure spending.

"Our government was elected to fix the finances of our province," said Infrastructure Minister Ron Schuler in a statement. "\$350 million in highway infrastructure capital spending represents strong, stable funding for the construction industry and ensures that we maintain the safety of our highway network."

Schuler added that \$350 million in highway capital spending does not include the millions of dollars the province spends on preservation and maintenance of the highway network, on water infrastructure across the province, and on numerous other infrastructure projects ongoing including seven new schools across the province.

"We are spending \$1B in strategic infrastructure this year as we committed to do," he said.

Lorenc and the MHCA maintain they supported the government's plans after they were told annual road spending would not dip below \$500 million. The MHCA considers the cuts to be a broken promise.

The model for how to deal with the province's financial woes is in its backyard, noted Lorenc. He said Winnipeg has done an excellent job at identifying its infrastructure problems and addressing them.

"To the credit of those mayors, there has been a concerted effort to do what I've described," said Lorenc. "They know the condition of their assets. They have a long-term plan. One may quibble about adequacy of the long-term plan, but I'm less worried about that. I compliment (Winnipeg Mayor Brian) Bowman and his council for developing a plan and sticking to it."

Earlier this year, the City of Winnipeg released its most recent State of the Infrastructure report, revealing that it faces a \$6.9-billion gap over the next 10 years between the money it needs to fix or replace inferior roads, sewer, watermains and buildings and the revenue it expects to get to do the work.

The gap includes both repairs to existing infrastructure and new projects the city says it needs.

"The city will face difficult choices in funding capital projects, determining affordability, and what potential sources of revenue may be available," stated the report.

Lorenc stated the transparent, honest discussion happening in Winnipeg needs to happen at the provincial level.

Lower risk drainage projects to be exempt from approval process

Drainage and water-control projects that present lower risk and impact to the environment would move faster and more efficiently through the provincial approval process under draft regulations the Manitoba government has put out for public consultations.

Sustainable Development Minister Rochelle Squires announced November 29 certain water projects would be exempted from departmental approval requirements, under the regulatory changes planned.

"The proposed Water Rights Regulation reduces red tape for drainage and water retention works while increasing protection for Manitoba wetlands, which play a critical role in the health of our environment," Squires said.

The changes, including setting fees to reflect the true costs of project application reviews, are being made in response to the request of the Association of Manitoba Municipalities that the province improve the approval process for drainage licencing proposals.

Squires said the streamlined drainage approvals intends to protect wetlands through effective surface water management by maintaining water retention capacity and reducing nutrient loading in watersheds.

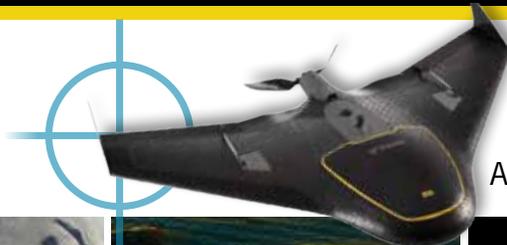
"The shift toward streamlined drainage approvals at no net loss of wetlands will reinforce our ability to manage water in a sustainable way."

Other regulatory changes include:

- harmonizing approvals for projects that require a licence under The Environment Act
- providing consistent regulatory regimes for drainage and water-control projects including a new streamlined registration process for applications and approvals
- reducing red tape by providing timely registration and licencing approvals
- ensuring departmental focus on reviewing higher-risk and higher-impact projects
- increasing flexibility on requirements for downstream landowner approvals
- strengthening linkages between watershed plans, municipal planning bylaws and land use decision-making among communities
- increasing protection of seasonal, semi-permanent and permanent wetlands by requiring compensation for higher-impact projects

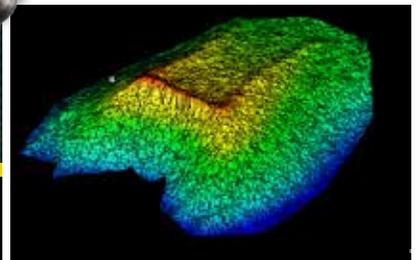
The provincial government is seeking feedback until January 19, 2019. Submissions can be emailed to drainage@gov.mb.ca or mailed to:

Attention: Drainage Consultation
Manitoba Sustainable Development
Box 16 – 200 Saulteaux Cres.
Winnipeg, MB R3J 3W3



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CCA 100th anniversary pays homage to the past, embraces the future

Vince Versace, Journal of Commerce, November 30

With a poignant nod to its past and the unveiling of a focused, driven plan for its future, the Canadian Construction Association (CCA) recently celebrated its 100-year anniversary through two key events in Ottawa.

The first of those events was a Parliament Hill day on Nov. 27 in which 100 CCA members met with key federal decision-makers about the important role construction plays in the lives of Canadians. On the evening of the hill day, the association gathered at the Chateau Laurier for its centennial dinner with its fall board meeting scheduled for the next day.

CCA's founding meeting and conference was held at the exact same location from Nov. 26 to 28 in 1918. At the time the association was initially called the Association of Canadian Building and Construction Industries.

The objectives of the association 100 years ago are essentially "the same today as they were back then," explained Zey Emir, current CCA chair, in her 100th anniversary dinner address. Those objectives were to promote better relations with all members in the construction and design industry, establish and maintain standard practices, acquire and share useful information, expand the construction market and increase the efficiency and usefulness of the industry.

"Over its 100-year history CCA has remained true to those tasks and continues to make significant strides in each of those areas," said Emir. "The founding purpose and objectives of the association 100 years ago very much continue to shape CCA's purpose and priorities today and its course for the future."

CCA has remained "a key player" in driving home the importance of infrastructure investment as an economic driver, noted Emir. The association has also been, "a principle catalyst regarding the development and promotion of standard information, forms, documents and best practices."

She said the association's past is "replete with examples" of how it has "moved the bar in each of those areas."

With the hallway and early dinner reception area (near the centennial dinner's dining room) lined with historical association group photos and photographs of past CCA chairs, Emir shared the association's vision for its future. It will adopt innovation and technology, attract a diverse and qualified workforce to the industry and improve CCA membership value.

"CCA will not do this alone," Emir said. "Our intention is to work more collaboratively with our partner associations, members and the government. We also will be

seeking out new partnerships and models of working together to amplify our influence and service to our members."

What will success look like?

"Canadian construction firms will be competing effectively in the domestic and world markets by adopting technology and innovating, productivity will improve, generating the capacity to do more."

Construction will become the employer of choice and there will be increased representation of underrepresented groups in its workforce, said Emir. It will create a rewarding legacy for generations of "building a connected, environmentally friendly Canada for the future.

"As an industry, the sum is greater than its parts, now is the time to recommit to a unified industry," Emir added.

Mary Van Buren, CCA president, became leader of the association in November 2017. Her first year at the association's helm has provided her an interesting opportunity to both learn and reflect on the past and begin its preparations to help chart the future.

"What I have learned during the year is that a lot of people do not understand the contributions of the industry, not just in terms of the infrastructure being built to advance Canada but also the good work in the community it does," she said. "It's a humble industry who is doing great work and truly cares about its communities and connecting these communities through better infrastructure and a better quality of life."

This thread of the connection created by construction projects and their surrounding communities is one Francois-Philippe Champagne, Canada's infrastructure and communities minister, also shared in his keynote address at the centennial dinner.

"When we look at projects, it's the people behind those projects that really matter," he said.

To build the Canada of the next century, government and industry "need to do things differently. We need to think outside the box," he said.

Canadians expect future infrastructure to be "modern, resilient and green" while embracing new technologies, materials and innovation.

"Seize the moment. There's never been a better time to be in the construction industry in our country," Champagne said. "Be ambitious, think big, smart and how we can put innovation and technology to the service of our communities."

Looking for a few good people, and a few bad bylaws

Colin Fast, Winnipeg Chamber of Commerce, December 3



In response to feedback he has received from the business community, Mayor Brian Bowman recently asked The Chamber to help provide input on two priority policy initiatives: reducing red tape and improving the city's building permit and inspections process. In the weeks ahead we'll be reaching out for members to join two task forces to tackle these issues.

The first will examine the city's current bylaws and regulations and identify opportunities where outdated rules can be scrapped, or where tweaks can be made to

streamline the governing process.

The second group will specifically focus on the permits and inspections process and put together recommendations on how to improve service levels based on industry expertise or experience with the system.

If you have any suggestions or war stories to share on either of these topics, please contact Colin Fast, the Winnipeg Chamber's Director of Policy, at cfast@winnipeg-chamber.com.

MHCA welcomes new member

The MHCA is pleased to welcome its newest member:

Joe Johnson Equipment



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Joe Johnson Equipment is Canada's largest and one of North America's leading infrastructure-maintenance equipment suppliers. JJE proudly serves municipalities, contractors, haulers and industrial companies in Manitoba and across Canada and the U.S.

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Email: cflannagan@jjei.com
www.jjei.com

Canadian construction industry on the Hill: Unite. Evolve. Lead

Ottawa, November 27, 2018 – The Canadian Construction Association (CCA) and 100 of its members gathered on Parliament Hill November 27, to meet with federal decision-makers about the essential role the industry plays in the lives of Canadians.

CCA is a 20,000 firm strong organization drawing membership from 63 local and provincial construction associations in every province and territory. Annually construction is responsible for nearly \$119 billion in economic activity or 7 per cent of Canada's overall gross domestic product (GDP).

"Our central message is that the Canadian construction industry is the backbone of the government's Investing in Canada plan." said Zey Emir, CCA chair. "Our industry employs 1.4 million Canadians, many who work for small- or medium-sized firms. The government's con-

tinued investment in infrastructure spending and commitment to ensuring that the funds flow to communities is essential to a vibrant Canada," Zey continued.



**Canadian
Construction
Association**

General, trade and civil contractors, together with manufacturers, suppliers and industry association leaders, discussed three key issues facing the industry: investor confidence in Canada, inclusive workforce and Innovation.

November 27 also marked a very important milestone in CCA's history as we celebrated 100 years of service building a better Canada.

MHCA Committee Meetings

Rental Rates Committee

MHCA Office
December 17

MHCA Board of Directors

MHCA Office
January 23

MHCA Executive Committee

MHCA Office
January 16



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THE "OTHER" ECONOMIC CASE FOR STRONG, MULTI-YEAR CORE INFRASTRUCTURE INVESTMENT

ASIDE FROM BOOSTING GDP, INVESTING IN ROAD MAINTENANCE NOW AVOIDS COSTLY RECONSTRUCTION LATER

There are a few truisms about economic forecasting. The first one is that those who are tempted to rely on economic forecasts many years into the future should invest in crystal balls. They are about as reliable.

Reputable economists temper forecasts, add cautionary notes to factor in unknowns and rely on standard indicators — and rough confidence margins — to forecast for the near future.

That's how we know, with confidence, that strategic investment in core infrastructure is a pretty good bet as a way to prime the economic pump. Depending on what kinds of infrastructure public funds are invested in, the return to the GDP can be anywhere from \$1.16 to \$1.60 for every \$1 invested.

That's a pretty good ROI — return on investment.

It's also why we have a good idea, in Manitoba, of the potential for economic growth that this province had in the five-year plan set out in 2013 for investment in core infrastructure — roads, streets, highways, sewer & water, bridges and water-control structures.

The former NDP government set out a \$5.5-billion investment plan, 2014-2018, or an average of \$1.1 billion a year. The Conference Board of Canada forecasted the GDP would rise \$1.16 for every \$1 invested, during the construction phase. Given the knock-on effect of the total investment's full impact (ie. on productivity and increased trade), the Conference Board said, "the \$5.4-billion investment will boost Manitoba's real GDP by an average of \$1.25 billion a year from 2014 to 2018."

A follow-up study in 2015, measuring the impact of the \$1.04 billion invested in core infrastructure in 2014, found that, indeed, Manitoba's GDP rose by \$1.31 billion.

The five-year strategy, however, halted after just two years, when the government changed in 2016.

That means Manitoba will not get the benefit of the economic boost that would have flowed. More's the pity.

But there are other consequences of the decision made by the provincial government to cancel robust and predictable multi-year investment plans.

For the taxpayer and the traveller, it means that Manitoba roads (municipal) and highways (provincial) will continue to decay. Already, we know that the infrastructure investment deficit — the difference between what is and what must be budgeted to bring our roads to good condition — sits at about \$6 billion, now.

The plans to budget \$1 billion+ per year in core infrastructure would have made some headway on that infrastructure investment gap. Now, especially as it relates to the highways budget, we are simply digging the hole deeper, every year.

The problem is compounded by the fact that those highways and roads in good condition slip to fair, and those in fair shape fall into the "poor" category.

RESEARCH ON ROAD LIFE AND DETERIORATION SHOWS THAT IF REPAIRS AREN'T MADE WHEN THEY'RE IN "FAIR" CONDITION, ROADS FALL VERY QUICKLY TO "POOR" AND THEN TO "VERY POOR" SHAPE.

Research on road life and deterioration shows that if repairs aren't made when they're in "fair" condition, roads fall very quickly to "poor" and then to "very poor" shape.

That's a hazard. It's a drag on productivity (people getting to work, supplies getting to manufacturers, goods getting to market). It's also setting up taxpayers for a whopper of a bill.

The study published by the Transportation Research Board (TRB), National Research Council in 2003 estimated that every \$1 spent on roads when wear and tear begin to appear, called preservation, saves \$5 to \$9 that will be spent on rehabilitation or reconstruction, once the road slips to worse condition.

What you should take from this is that the Pallister government's decision to cut investment in core infrastructure — budgets for highways, and for municipal sewer & water, roads and bridges have all been slashed — since 2016 means taxpayers will be shelling out much bigger dollars in future years because all of these assets will deteriorate. That estimated \$6-billion infrastructure gap will widen, perhaps dramatically.

Take away? Manitoba has lost some solid opportunity to boost its economy, push its trade profile nationally and internationally. And it has dug itself deeper into the infrastructure-investment deficit hole. The province has effectively left money on the table.

How is this going to make Manitoba "the most improved jurisdiction" in Canada?



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INFRASTRUCTURE INVESTMENT IS OUR ECONOMIC HEALTH-CARE PROGRAM



Chuck Davidson is president & CEO of the Manitoba Chambers of Commerce

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To read the full MHCA November 15 supplement in the Winnipeg Free Press [click here](#).



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Don Hurst
*Director of WORKSAFELY™
Education and Training*



WORKSAFELY's Safety Advisor Ed Gregory

With our construction season winding down, many of our companies are working with their advisors to organize training that is customized to their specific workplaces.

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Beyond the COR™ and various safety courses, we also offer leadership/human-resource training specific to supervisors such as managing impairment in the workplace or ethics in the heavy construction industry. Additionally, if there is training that you require that we do not currently offer, we can develop that specific training or hire an expert in that area.

For more information on the training we offer, please contact Kristen at 204-947-1379. Your WORKSAFELY advisor is also a great resource for you to discuss specific training needs for your company.

KNOW YOUR WORKSAFELY™ TEAM

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

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MHCA's WORKSAFELY™ goes where you work, ensuring your COR™ certification works for you. Safety Advisor Ed Gregory recently conducted an external audit on the lake at Stephenfield Provincial Park for AAE Tech Services.

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Trainer: Ed Gregory

Brandon

January 14-18, 2019

St. John's Ambulance

Shoppers Mall, 1570 18th St

Brandon R7A 5C5

Trainer: Gerry McCombie

Courses include:

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1 day COR™ Principles of Health and Safety Management

2 days COR™ Auditor Training

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WEBINAR INVITATION

Invitation: Webinar hosted by MCGA

Date: December 12, 2018

Time: 1pm - 2pm

To minimize the impact of transitioning to the new interface, Manitoba Common Ground Alliance (MCGA) invites you to join a webinar.

This webinar will allow for participants to interact with a trainer to understand the best opportunities within the new programming for booking a project locate.

The webinar is open to everyone, allowing people to participate remotely.

For more information please contact Jackie Jones at 204-947-1379.

[Reserve your webinar seat now](#)

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SAFETY

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Celebrating 75 **GROUND BREAKING** years in 2018

SAFETY TRAINING FOR MANITOBA'S MUNICIPALITIES

CITIES AND TOWNS TURN TO MHCA'S WORKSAFELY™ FOR CERTIFICATION

Public employees who maintain municipal streets, sidewalks and other vital infrastructure deserve the same level of workplace protection as their peers in the private sector. And many are getting it through the Manitoba Heavy Construction Association (MHCA), as cities and towns across the province partner with MHCA WORKSAFELY™ to earn COR™ (Certificate of Recognition) certification.

The City of Winnipeg's Public Works and Water & Waste departments are in the process of becoming COR-certified and several municipalities are already seeing the benefits of certification, which is recognized as equivalent to SAFE Work Manitoba's new SAFE Work Certified program.

"For us, it has been incredibly worthwhile," says Town of Morris Public Works sub-foreman Brian Wiebe, whose department received COR certification in December 2015.

"You have to be willing to change and we've adapted very well to that with our Public Works staff, and everybody has bought into the program. You have to create the culture of safety at work and once guys are in then it's a breeze."

City of Winnipeg Water & Waste director Moira Geer says safety is the department's top priority, "and the prime reason we partnered with the MHCA earlier this year, to work toward COR certification.

"We couldn't be happier with the results of this partnership. Though our partnership is relatively new, we are already seeing its impact on our field staff. They are excited about

implementing what they have learned from MHCA as part of the COR certification. This is a testament to the excellent training and support provided by MHCA and we are eager to continue the certification process."

The MHCA is the industry-based service provider that works with industries that most closely resemble the work that the Public Works Department performs. As part of the city's tendering policy, contractors and subcontractors are required to be COR-certified, and administrators felt it would be beneficial to be certified through the same program.

"Workplace safety and health is the No. 1 priority for the City of Winnipeg's Public Works Department and is something we take very seriously," says director of Public Works Jim Berezowsky. "Through our partnership with the MHCA, we look forward to becoming COR certified and continuing to enhance our safety systems to ensure the safety of our valued employees involved in construction projects or maintenance activities within our parks and on our roadways."

The department is responsible for 6,900 lane kilometres of streets, 3,100 lane kilometres of sidewalks and 900 lane kilometres of lanes. In 2018, it has undertaken more than 200 projects. Staff often work alongside private contractors or supervise projects that are contracted out to private construction companies. And many are involved in activities related to heavy construction, such as asphalt paving and concrete repair, on a large number of job sites, versus large single projects.

With more than 1,000 full-time equivalent positions — a number that rises to about 1,500 during construction season, including seasonal employees — Winnipeg's Public Works Department is a large-scale operation.

In Morris, six full-time Public Works employees cover everything from water, sewer and road infrastructure to greenspace maintenance and snow clearing. Because Hwy 75 is a major trade and transportation route through the town, they often work with Manitoba Infrastructure, as well.

Wiebe says there have been significant changes in how his department operates. For example, each day starts with a job hazard assessment and staff discuss upcoming projects and potential hazards at weekly safety meetings to ensure they're prepared for any eventuality.

"You're constantly making the conscious effort to think safely," Wiebe says. "Now that we are COR-certified we take a much more intense look at the safety aspects of jobs and assess

them beforehand to avoid incidents."

While the City of Winnipeg is self-insured, Western Financial Group Insurance Solutions provides liability insurance and other products for municipalities.

The company's director of Risk Management, Rudy Penner, says there are several benefits to COR certification.

"The primary one to me is that it forces companies and municipalities to create and maintain a safety culture to ensure work is completed in a safe manner. So it puts safety on the minds of everybody right from the top level down to the workers," Penner says.

"In the insurance industry as well, documentation is key in trying to mitigate or reduce liability claims and the COR program ensures that this process is followed," he adds.

"I think it's important that municipalities regardless of their size continue to look at it and if they aren't COR-certified yet to receive that certification because it is a great risk management tool." »»»



To read the full MHCA November 15 supplement in the Winnipeg Free Press [click here](#).



ANNUAL CURLING CLASSIC



THURSDAY, JANUARY 24, 2019

The Heather Curling Club, 120 Youville Street, Winnipeg, MB R2H 2S1

CURLING

Sign up for a full day of curling, networking and buffet lunch included.

- Enter a team of four (4) curlers • \$255 +GST Enter as a single player • \$63.75 +GST

Company: _____ Contact Person: _____

Email: _____ Tel: _____

Please invoice (members only)

Visa/MC/AMEX: _____ Exp. Date: _____ Security Code: _____

Card Holder: _____

Signature: _____

LUNCH ONLY REGISTRATION

Eat, stay and network for the afternoon or as your schedule allows.

- Attend the lunch only • \$42.50 +GST

Company: _____ Contact Person: _____

Email: _____ Tel: _____

Please invoice (members only)

Visa/MC/AMEX: _____ Exp. Date: _____ Security Code: _____

Card Holder: _____

Signature: _____

BECOME A SPONSOR

For \$299 +GST your company can sponsor one of the following event areas (please mark one):

- Ice Sheet (8 spots available)
 Hog Line Contest
 Morning Coffee & Muffin Station

Sponsorship includes:

- Corporate sinage at the end of the sheet of ice for the whole day
- Sponsorship announcement and recognition at lunch time
- A 'Thank You' recognition in MHCA's *Heavy News Weekly* and website

Company: _____ Contact Person: _____

Email: _____ Tel: _____

Please invoice (members only)

Visa/MC/AMEX: _____ Exp. Date: _____ Security Code: _____

Card Holder: _____

Signature: _____

Please save and return completed form to the MHCA office by email to christine@mhca.mb.ca or fax at 204-943-2279.

For more information, contact Christine Miller at 204-947-1379.

As per MHCA Board policy, only registrations cancelled at least six (6) business days prior to the commencement of this event will be refunded.



Celebrating 75 **GROUNDBREAKING** years in 2018

ADDRESSING WORKPLACE IMPAIRMENT

DRUG AND ALCOHOL POLICIES PUT SAFETY FIRST

BY PAT ST. GERMAIN

Cannabis use is high on the list of workplace safety concerns these days, but the Manitoba Heavy Construction Association is providing employers with the tools to nip it in the bud.

While recreational cannabis has been legal since Oct. 17, employers still have the right to prohibit use of marijuana, alcohol and other impairing substances in the workplace.

"The fact that something is legal doesn't give you a right to use it at work, and it certainly doesn't give you a right to be impaired from doing your job properly," says lawyer Jamie Jurczak, who specializes in labour and employment law at Taylor McCaffrey LLP.

"So, what's changed after legalization? Well, nothing in the sense that you still can't come to work high. You still need to be fit for duty."

Jurczak and Joel Gervais, an addictions and training specialist at CBI Health Centre, say cannabis isn't a new issue in the workplace, but legalization has focused attention on the importance of establishing clear drug and alcohol policies, or enhancing existing policies.

"This isn't permission for everybody to go out and smoke weed," Gervais says. "This is about setting standards and really just applying safety to a drug that's already out there. I say to people just because we've legalized this substance doesn't mean it's a free for all."

Gervais and Jurczak have shared their expertise with MHCA members, through WORKSAFELY™ seminars and speaking engagements at private workplaces. And WORKSAFELY Education & Training advisor Jackie Jones consulted with them and industry stakeholders in developing a comprehensive half-day training course, Managing Impairment in the Workplace. Aimed at providing managers, supervisors and safety leaders with concrete solutions they can apply in their workplaces right away, the hands-on course includes information on how to develop and implement an effective drug and alcohol policy. The MHCA has created a generic policy template that managers can customize to their specific needs, along with additional resources such as safety talks, a fit-for-duty assessment checklist and advice on how to approach a worker whose job performance appears to be impaired.

Jurczak says training is critical when it comes to recognizing fitness for duty.

It's important not to jump to conclusions, and to keep in mind that some signs of impairment could be due to a med-

ical issue that requires immediate attention.

"Fitness for duty and impairment is just one piece of performance. You can have an employee who's performing poorly for a lot of reasons and supervisors should be trained to recognize poor performance whatever the cause, whether it's sleep deprivation, alcohol use, illness or disability," she says.

"It's not about the substance causing the impairment, it's just about the fact that you are impaired. If there's too much focus on the 'what', you might start missing the more important issue, which is the fact that somebody should not be operating heavy machinery or should not be out there in the field or on the floor potentially putting themselves, their co-workers or, depending on the nature of the job, maybe members of the public in danger."

Maple Leaf Construction safety manager Mike Burtnick has made all the right moves to bring the company's drug and alcohol policy in line with the times.

He attended Gervais and Jurczak's WORKSAFELY seminars and followed up with them and other sources to revise the policy. He also made sure it was distributed to all workers and discussed at weekly safety meetings.

"And we had Jamie speak with all of our supervisory staff again to clue them in on what I think a lot of people already knew, but to make sure they understood it, because as supervisors and foremen that's one of their jobs, to make sure people are ready to work," Burtnick says.

"It is really a safety-sensitive occupation because we are working with heavy equipment and in traffic a lot of times... It doesn't matter what it is, anything that can alter someone's perception or their mood or their ability to operate equipment and have their wits about them — whether it's alcohol or cannabis, opiates, cough medicine, whatever — is not something that we need to have on job sites when peoples' lives could be at stake."

Jones conducted the first WORKSAFELY Managing Impairment in the Workplace course in Winnipeg on Nov. 13. The next course will be held in Brandon on Dec. 4, and it will be offered to MHCA members throughout the province as required.



Maple Leaf Construction safety manager Mike Burtnick and MHCA WORKSAFELY™ Education & Safety advisor Jackie Jones. PHOTO BY DARCY FINLEY



Training Schedule

Construction Safety Excellence™

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

WINNIPEG - MHCA Office 3-1680 Ellice Ave.

December 2018

- 10-11** COR™ Leadership in Safety Excellence
- 12** COR™ Principles of Health & Safety Management
- 13-14** COR™ Auditor

January 2019

- 8 Train the Trainer - Facilitation Skills
- 10 Winter Roads Safety (1/2 day AM)
- 10 Emergency Response (1/2 day PM)
- 14-15** COR™ Leadership in Safety Excellence
- 16** COR™ Principles of Health & Safety Management
- 17-18** COR™ Auditor
- 23 Flagperson (1/2 day AM)
- 23 Safety Committee/Representative (1/2 day PM)
- 24 Excavating & Trenching (1/2 day AM)
- 24 Auditor Refresher (1/2 day PM)
- 29-30 Traffic Control Coordinator

February 2019

- 5 Managing Impairment in the Workplace (1/2 day AM)
- 11-12** COR™ Leadership in Safety Excellence
- 13** COR™ Principles of Health & Safety Management
- 14-15** COR™ Auditor
- 20 Train the Trainer-Facilitation Skills

March 2019

- 5 Flagperson (1/2 day AM)
- 5 Safety Committee/Representative (1/2 day PM)
- 11-12 COR™ Leadership in Safety Excellence
- 13 COR™ Principles of Health & Safety Management
- 14-15 COR™ Auditor
- 19-20 Traffic Control Coordinator
- 27 Excavating & Trenching (1/2 day AM)
- 27 Incident Investigations (1/2 day PM)

BRANDON St John Ambulance

December 2018

- 4 Managing Impairment in the Workplace (1/2 day AM)
- 4 Building a Harassment Free and Respectful Workplace (1/2 day PM)

January 2019

- 14-15** COR™ Leadership in Safety Excellence
- 16** COR™ Principles of Health & Safety Management
- 17-18** COR™ Auditor
- 30 Train the Trainer-Facilitation Skills

February 2019

- 5 Flagperson (1/2 day AM)
- 5 Safety Committee/Representative (1/2 day PM)
- 6 Excavating & Trenching (1/2 day AM)
- 6 Transportation of Dangerous Goods (1/2 day PM)
- 11-12 Traffic Control Coordinator
- 20 Auditor Refresher (1/2 day AM)

WINKLER Quality Inn - 851 Main St.

January 2019

- 21-22** COR™ Leadership in Safety Excellence
- 23** COR™ Principles of Health & Safety Management
- 24-25** COR™ Auditor



SAFETY TALK

Shoveling snow

Shoveling is one of the leading causes of strains and muscle injury for heavy construction workers.

What's the danger?

Hazards that can result in strains or sprains:

- Ground instability
- Twisting your back while shoveling
- Lifting heavy loads with a shovel
- Stretching to reach the snow you are shoveling
- Bending while shoveling or digging for long periods
- Breaking up ice

How to protect yourself

- Turn your body to face the direction you will throw the snow
- Stand with your feet apart and one foot in front of the other for improved stability
- Be sure to start slow and pace yourself; lightly stretch muscles to warm up before extended shoveling

- Shovel from the top, not starting at the bottom
- Allow your whole body to help instead of just your arms and back
- Do not pick up too much snow at one time, take multiple smaller amounts
- Avoid extending and reaching while shoveling
- Push the snow rather than lifting and twisting if possible
- Always select the right shovel for the job – pay attention to blade type, handle length and grip of the shovel
- Take short breaks after 20-30 minutes of shoveling

Things to consider

- Can shovel use be eliminated by mechanical means?
- Is the proper shovel available on the job site?

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:



Infrastructure

Emergency Management and Public Safety Division
Commercial Vehicle Safety and Permits
Unit C – 1695 Sargent Avenue, Wpg, MB R3H0C4
T 1-877-812-0009 or 204-945-3961 F 204-945-6499
Email : permitservices@gov.mb.ca

NOTICE - UPCOMING PERMIT OFFICE CLOSURES

PERMIT SERVICES WILL BE CLOSED ON THE FOLLOWING DATES:

Wednesday, December 12, 2018 - from 10:00 to 11:30 a.m.

Friday, December 21, 2018 – from Noon to 1:30 p.m.

Monday, December 24, 2018 – ALL DAY

Tuesday, December 25, 2018 – ALL DAY

Wednesday, December 26, 2018 – ALL DAY

NORMAL HOURS OF OPERATION WILL RESUME ON THURSDAY, DECEMBER 27, 2018.

Regular hours of operation
Monday to Friday, 7:30 a.m. to 6:00 p.m. (CST)

PERMIT SERVICES IS CLOSED FOR NEW YEAR'S ON TUESDAY, JANUARY 1, 2019

Please notify any of your contacts of this closure.

Thank you for your cooperation in this matter.

You can contact Permit Services at:

Phone: (204) 945-3961 (local) or (877) 812-0009 (toll free)

Fax: (204) 945-6499

Email: permitservices@gov.mb.ca

<https://www.gov.mb.ca/mit/mcd/mcpd/index.html>



The CUSMA clock is ticking

By Peter G Hall, Vice President and Chief Economist

The CUSMA is still very much on the rails. Last Friday was another key date for North American free trade, as it was the very last chance for the outgoing Pena Nieto administration in Mexico to sign on the dotted line. It also satisfies a key date in the US legislative calendar, allowing critical dates to be met on the road to full approval and implementation of the deal. So, is the process smooth sailing from this point?

Smooth sailing? Not likely

It's probably safe to say that high-profile, high-impact, multi-country deals like this almost never sail through smoothly. But so far, the pressure to deliver on key dates has been high, and the three countries have generally delivered – if, as in this case, at the very last minute. The signing in Buenos Aires is the starting line for all the legislative steps that follow. Not much is expected to happen between now and when the newly-elected US Congress sits on January 3. But a key clock started ticking last Friday, one that requires the US Administration to submit a list of changes to US law needed to accommodate passage of USMCA within 60 days, or by January 30. That part should be smooth.

Drafting the actual legislation is the next step. This is typically a joint effort of Congress and the Executive Branch. The final legal text of the trade agreement must be submitted to Congress by the President together with a Statement of Administrative Action 30 days prior to

submitting implementing legislation to Congress, along with other key supporting documentation.

From here, the next key milestone is in mid-March, as the US International Trade Commission has 105 days from the signing to present its economic assessment of the agreement.

Provided all prior dates are met, we assume that the implementation bill will be introduced in the House and Senate in mid-April. US Trade Promotion Authority rules require that Congress act on the bill within 90 days, suggesting a mid-July vote. If Congress approves, CUSMA could be signed into law before the end of July, ahead of the October 21 final deadline for the next Canadian federal election.

What about the midterm elections?

It all sounds very smooth, but another parallel process has added doubt to the timeline. The US midterm elections gave the Democrats the House, virtually assuring that there will be very public jostling during the 90-day period, especially the first 60 days, where the House holds sway. Democrats have openly expressed their discomfort with the labour and environment chapters (23 and 24) and, in their view, the inability of the dispute-settlement mechanism to enforce the provisions in those chapters. The House Ways and Means Committee has 45 days to consider the bill (although it cannot be amended) and report out to the House, which then has 15 session days to vote on it. At that point, it goes to the Senate, which has 15 further session days to vote on it. Ultimate approval is expected within the timeline, as quite frankly it is in the best interests of not only the Trump Administration, but US business, the general American public and by extension, elected officials to do so.

Are Mexico and Canada on board?

For similar reasons, we also expect passage to occur without serious hiccups in both Mexico and Canada. While the new Lopez Obrador Administration in Mexico is something of a wild card, a significant interruption to inbound foreign investment, a mainstay of the economy in the post-recession years, would have adverse consequences that would rapidly wash through the world of average Mexicans.

In Canada's case, remaining irritants like the steel and aluminium tariffs, greater US access to the dairy sector and the ongoing softwood lumber saga are not expected to prevent passage of a new CUSMA law. Under the current timetable, royal assent is easily possible before the ultimate federal election deadline of October 21.

The bottom line?

We are one significant step further to having a new North American free trade deal, one that upgrades, updates and modernizes the existing NAFTA deal. It has been a turbulent road, and there will no doubt be further moments of high drama. But we are also one step closer to ending the investment uncertainty that came at just the wrong moment in the cycle. That couldn't come soon enough.



Infrastructure

Emergency Management and Public Safety Division
Commercial Vehicle Safety and Permits
Unit C – 1695 Sargent Avenue, Wpg, MB R3H0C4
T 1-877-812-0009 or 204-945-3961 F 204-945-6499
Email : permitservices@gov.mb.ca

NOTICE

Manitoba Permit Services – Office Closures for 2019

Regular hours of operation
Monday to Friday, 7:30 a.m. to 6:00 p.m. (CST)

The office is closed the second Wednesday of every month from 10:00 a.m. to 11:30 a.m.

Holiday Closures:

Tuesday, January 1 – New Year’s Day (2019)
Monday, February 18 – Louis Riel Day
Friday, April 19 – Good Friday
Monday, April 22 – Easter Monday
Monday, May 20 – Victoria Day
Monday, July 1 – Canada Day
Monday, August 5 – Terry Fox Day
Monday, September 2 – Labour day
Monday, October 14 – Thanksgiving
Monday, November 11 – Remembrance Day
Tuesday, December 24 – Office closes at 1:00 p.m.
Wednesday, December 25 – Christmas Day
Thursday, December 26, – Boxing Day
Wednesday, January 1 – New Year’s Day (2020)

Thank you for your cooperation in this matter.

Permit Services may be contacted at:

Phone: (204) 945-3961 (local)
(877) 812-0009 (toll free)
Fax: (204) 945-6499
Email: permitservices@gov.mb.ca



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