



**SASKATCHEWAN
CONSTRUCTION SAFETY
ASSOCIATION**

Fall 2019

Safety

ADVOCATE

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COLLIN PULLAR ON TALL WALKING

Mention Saskatchewan outside the province and it is often the butt of jokes about its topography (you can watch your dog run away for days), despite the landscape being varied. Cold winters, farming and the Riders are also quick to come to mind in association with the province; however, when the conversation turns its people, words like "gritty", "resourceful", "passionate", "innovative", and "self-sacrificing" are common. Saskatchewanians don't just proudly walk tall, the people of Saskatchewan demonstrate that they can "tall walk" through character. Coincidentally, these characteristics are also what differentiates exceptional leaders from good leaders:

Grit – People with grit tend to work and play with a passion to persevere over the long haul. Their tenacity continually causes them to push themselves and others to be better, despite setbacks. Grit can be developed, but to do so requires difficulty and discomfort. The elite leaders in business and safety are always pushing themselves to be better, even at times when it is not really needed. The enemy of grit is ease, which typically leads to complacency. Complacency, in turn, leads to lack of competitiveness, lower productivity, and, from a safety perspective, is the most common predictor of injuries.



Resourcefulness – Effective leaders are extremely resourceful. They are quick learners and collaborators, particularly in situations that are difficult or confusing. On site, they are the ones that instinctually gather the team and figure out what they need to do to finish an unusual job, safely, and on time. Despite the odds, they find a way to solve problems and are not afraid to try new methods to take on new challenges.

Having a motivating “WHY” – Have you ever worked with, or for, someone that always seemed to inspire others with their passion? This type of individual has shifted their thinking from not just having success, but also significance, in what they do and achieve. Saskatchewan has been lucky to have so many leaders who have made the connection between their work and strengthening their communities. These are the men and women who motivate others through their passion and have dared to build dreams bigger than themselves.

Innovation – Innovation is often thought of as that incredible and unique “ah-ha” invention that no one has ever thought of and that will change the world as humankind knows it. In practice; however, this is not how innovation typically works. Even revolutionary ideas are not necessarily instances of lightning that suddenly appear in a bottle. Most innovations are small, and often unnoticed, changes to previously well-established ideas, practices, or products. More often, they are the result of combining and applying existing ideas for the simple goal of making things a little better.

Innovation is not just about being creative either. Being creative is important but creativity by itself, is not innovation. Innovation is a bit different. True innovation requires taking some risks . . . and taking risks means risking failure. Taking risks means showing some vulnerability and innovation can often mean getting comfortable with being uncomfortable.

Self-Sacrifice and Care for People – While one can develop a range of sharp technical and strategic skills, without a significant care for people, a leader and company can breed a dysfunction, arrogance, and coldness, that puts workers and customers at risk.

Exceptional leadership, in particular, has an aspect to it where one can no longer afford to just think selfishly of themselves, their success,

and their stuff. Leaders who begin to care more about seeing others grow are the leaders who gain as much enjoyment from the success of others as their own success. These leaders often realize the sacred burden that results in sleepless nights concerned about team members and others that are reliant on their leadership. Already tough decisions become tougher when the human factor is acknowledged and there is an awareness of the impact on their teams, their communities, etc. Making tough decisions doesn't always feel good and often requires a balance between sacrificing one's ego and caring for people.

There is a common Jamaican proverb that says “Wi lickle but wi Tallawah” (we're little, but we're Tallawah). The patois word Tallawah stems from the word stalwart, meaning strong, unwavering, committed, gritty, resolute and unfaltering. The statement literally means, “we may be small, but do not underestimate us, we refuse to be restrained by boundaries or preconceived notions . . . yes we, Tall Walk”. Saskatchewan people are so well known for this element of their character. As a population, they are smaller in number, but many Saskatchewan people have developed the exceptional character and ability to Tall Walk and this has influenced businesses and organizations across this country and around the world.

Leaders are expected to create vision, see over the horizon, listen closely to signals in the environment, make bold decisions, and focus the team on the major strategic goals all while keeping complacency and distraction from affecting the ability to execute the strategies necessary to succeed. It is a very tall order but Saskatchewan's Top 100 companies have proven, again that they can take on this challenge to walk tall.

Collin Pullar is the President of the Saskatchewan Construction Safety Association, an industry-funded, membership-based, non-profit organization that provides cost-effective, accessible safety training advice to nearly 10,000 employers and their employees in the residential, commercial and industrial construction industry throughout Saskatchewan to reduce the human and financial losses associated with injuries. The SCSA's mission is constructing safety leadership.

SAVE THE DATE

Constructing
Safety Leadership

CONFERENCE

Tuesday, April 21, 2020
Queensbury Convention Centre
Regina, SK

SCSA
SASKATCHEWAN
CONSTRUCTION SAFETY
ASSOCIATION

The SCSA and Saskatchewan Polytechnic Partnership Increases NCSO® Exam Opportunities



The Saskatchewan Construction Safety Association (SCSA) is excited to announce a new partnership with Saskatchewan Polytechnic to offer increased National Construction Safety Officer (NCSO®) exam opportunities in more locations throughout the province to NCSO registrants looking to complete their certification.

The new registration and administration process will allow all NCSO exams to be scheduled directly through the Saskatchewan Polytechnic's online registration service and taken at one of the Saskatchewan Polytechnic testing centres, located in Regina, Saskatoon, Moose Jaw and Prince Albert.

Note: Registration for an exam may only be completed online by visiting:

<https://canada.registerblast.com/ReginaCampus/Exam/List>

To review the NCSO Exam Preparation Guide visit:

http://www.scsaonline.ca/pdf/SCSA_Study_Guide_version_2.0.pdf

It is strongly recommended that those interested in registering for the exam confirm their eligibility with the SCSA prior registering. For more information, visit the NCSO Program webpage:

<http://www.scsaonline.ca/programs/ncco>

SCSA Recognized For Supporting Reservists



(L-R): SCSA Safety Advisor, Cpl. Justin Brooks; Advisory Services Manager, Loy Levesque

Early in 2019, the SCSA received special recognition from the Canadian Forces Liaison Council (CFLC) for demonstrating exceptional support for Reservist employees.

“The SCSA is honoured to support the efforts of employees who help to ensure the safety of the people in our country and other countries abroad,” said SCSA Advisory Services Manager, Loy Levesque.

On January 23, the CFLC held a special ceremony in conjunction with the Regina

and District Chamber of Commerce, to highlight the outstanding support of employers to the Canadian Armed Forces; specifically the Reserve Force.

“The Reserve Force is mandated to grow under Canada’s defense policy and without the support of employers like the SCSA in communities across Canada we would not be able to sustain that growth. Your support allows reservists to keep one foot firmly planted in a civilian career and the other training and preparing to protect

The ExecuTrek Program gives employers, supervisors and human resources professionals a first-hand view of the quality of military training and the benefits that employers can gain from that training – trade skills, general work and management skills, values, work ethics and much more.

“I’ve admired the belief within the Canadian Forces that in an all-volunteer army they can’t lose or injure a single soldier due to a preventable incident that comes from a lack of planning or poor execution,” explains, Collin Pullar, President of the SCSA. “I jumped at the chance to support the activities of CFLC when I found out one of our managers had been nominated for an award by one of our staff.”



SCSA President, Collin Pullar, attends Canadian Forces Liaison Council’s Executrek



(L-R): SCSA President, Collin Pullar; Lt.-Gov. Vaughn Solomon Schofield; SCSA Safety Advisor, Cpl. Justin Brooks; Advisory Services Manager, Loy Levesque; Major-General Paul Bury, Chief Reserves and Employer Support

Canadians,” said Major-General Paul Bury, Chief Reserves and Employer Support.

The Honourable Vaughn Solomon Schofield, Lieutenant Governor of Saskatchewan and Major-General Bury presented the SCSA with a Certificate of Appreciation, which was accepted by Levesque alongside SCSA Safety Advisor and Reservist, Cpl. Justin Brooks.

Brooks was granted an eight-week leave of absence to partake in the Developmental Period 1 (DP1) infantry training program

required for entry-level employment and further training in the Canadian Armed Forces.

According to the CFLC, it’s important to highlight the support of employers and educators in allowing Reservist employees and students to take a leave of absence for military service; allowing them to balance civilian careers, families, education, and a military career. It also prepares Reservists with the proper training required to ensure families and communities are safe during emergency situations, such as fires, floods,

and ice storms. Reservists also acquire a range of leadership and other skills through military service that are valuable to the civilian workplace.

“We are thankful to those who serve our country and will continue to stand as an employer in support of the values, training, and service of the Canadian Forces,” added Levesque.

All Hands In: Hand Health & Safety Awareness



Hand demo at Peak Mechanical



Hand demo at Pro-Western Mechanical

A case can be made for hands being ranked as the most valuable and widely used tools in the workplace. Hands are relied on to perform some of the simplest and even the most difficult of tasks. They are used every day to get dressed, drive, type, text, and even play with kids and pets. The temporary and permanent inability to use one or both hands can make day-to-day activities more challenging. That's why it is critical that this part of the body be protected from serious injury on the job. According to Saskatchewan Workers' Compensation Board claims made in 2017, hand injuries accounted for nearly 30 per cent of all injuries in the construction industry.

"Even though our hands are extremely valuable tools, we still see workers that think cuts are just part of the job or complain that they can't do their job properly when they have safety gloves on," said Sebastian Marktanner, certified National Construction

Safety Officer and Senior Safety Advisor with the SCSA.

"When hand protection is properly selected and used, it should not hinder how you perform a task, and if it does cause an inconvenience, this is minor compared to loss of fingers or permanent nerve damage," added Marktanner. Selecting the proper glove is essential in protecting these tools from on-the-job hazards. The wrong gloves risk injury to the worker and a loss of productivity. It is important to remember that no single glove will provide protection against every hazard or substance.

During the glove-selection process it is important to identify key elements that are required to perform the job safely:

- Are chemical hazards present? Do the chemical hazards occur in liquid, gas, powder or vapour form? Will workers' hands be subject to light splashes or total

immersion?

- Are abrasions and punctures from sharp objects a problem? Many gloves are designed to protect from slashes caused by sharp objects, but few provide high levels of puncture resistance from objects such as the ragged edges of a piece of metal or glass. Will the abrasions or punctures occur to the palm, top of the hand, or both?
- Is a secure grip vital to the application? When workers cannot grasp objects securely, especially those that are wet or oily, the objects may slide through their hands and result in injuries or damaged products;
- Is dexterity important? Working at high speeds require having the dexterity and tactile sensitivity to handle small parts or objects quickly;
- Is protection or dexterity the priority?



Hand demo at Action Roofing Ltd.

Thinner-gauge gloves offer more dexterity; heavier-gauge gloves offer greater hand protection;

- Are the gloves properly sized for individual workers? Gloves that are too large will slide around on the hands, won't provide protection where it is needed, and could become caught in machinery or moving parts. Gloves that are too snug can decrease a worker's dexterity and may become so uncomfortable that workers will remove them;
- Will the gloves be required to offer protection from heat or cold temperatures? Insulated gloves should be selected to protect from extreme temperatures;
- Will the worker be wearing the gloves for a few minutes at a time or all day? Comfort is important for longer wear.

Several types of gloves are available,

following are a few examples:

- Electrical insulation gloves are designed to protect employees when working with exposed energized conductors;
- Leather gloves are designed for welding or for other general purposes;
- Cut-resistant gloves, depending on the level of hazard and the type of work environment, include stainless steel mesh, kevlar fabric, and other materials for lighter weight cut resistance; and
- Chemical resistant gloves are made from many different materials and include different cuffs, lengths and thicknesses. Heat/cold resistant gloves carry many general purposes and will provide heat/cold protection.

Through in-person tool box talks, safety meetings and hand safety demonstrations SCSA Advisors distributed hundreds of

cut resistant, co-branded gloves. Other campaign elements – which included a broadcast marketing campaign; a concentrated social media campaign which included regular Twitter and Facebook posts; and some print marketing - expanded the audience reach and engagement to the thousands. The All Hands In hand health and safety awareness initiative targeted business owners; health and safety practitioners; and employees or workers through injury prevention messaging efforts.

A Message for Leaders on Building Diverse and Inclusive Worksites and Projects



SCSA President, Collin Pullar, and Safety Advisor, Rick Rieger, demonstrate the SCSA Guide to OHS Legislation app to the students of #MPoweredByMo Solar Panel Installation course

Any type of infrastructure construction project requires not only the correct permits from officials, but also a social license to operate in order to acquire community acceptance. With the increase in economic development projects both on and off reserve in Saskatchewan, that means understanding each community's unique culture, and in some cases, building trust and coming to a common understanding of project impacts and benefits socially, economically and environmentally.

According to Derek Hoffman, a partner at Miller Thomson law firm in Saskatoon, "you have to be aware that what your cultural norms and practices are may not be the same in Aboriginal communities." In a presentation to business leaders at the Construction Law Conference in April 2018, Hoffman shared his insight on Aboriginal engagement:

Know and Understand What is Appropriate Engagement

Hoffman recommends conducting research at the planning stages of a project, this can include asking for guidance and observing how things are done. Obtaining the answers to questions like, "will there be opening prayers or closing prayers for meetings?" or "will a gift

of tobacco be expected?" are key to understanding cultural norms specific to a community.

Acceptance; however, goes beyond solely respecting the Indigenous customs and culture – it's important to engage with the community to ensure that inclusion is evident. Attending and sponsoring community events is one way Hoffman suggests engaging a community, but cautions against failing to consider other options and executing an event that is too extravagant. "Be careful not to be over the top about it because that can draw an adverse reaction. Don't be the centre of attention," he adds.

Obtain Leadership Buy-In

The ultimate goal of 'social license to operate' is to gain community support, or at the very least, non-opposition. The first step in gaining community support has to take the form of a commitment from the leadership that they won't oppose the proposed development plan or construction project. It's a good idea for a company's senior leadership to meet with the community's leadership and be prepared to track changes in leadership and other pertinent information.

Relationship Building

"Relationship building and trust requires buy-in from your leadership down to your front-line people, and unfortunately all it takes is one off-the-cuff remark from someone that's not aligned with those values to destroy a lot of the time and effort that's been invested in establishing a relationship and open communication channels," says Hoffman, "With this in mind, it's important to check your organization's internal capacities. Do your leadership team and staff have cultural sensitivity training? Is there a clear understanding of communication protocol - who talks to whom, for example?"

Another component of creating a solid foundation for trust in the community is the commitment to a diverse and inclusive workforce. Hoffman suggests that part of the engagement efforts may include

identifying Indigenous employment or subcontractor opportunities or working with training and apprenticeship organizations to develop the skills required for a particular project.

From the Office of the Treaty Commissioner, "The importance of economic development to the wellbeing of First Nations in Saskatchewan and contribution to the health and resiliency of Saskatchewan's economy cannot be understated. The entrepreneurial spirit of First Nations in Saskatchewan is acknowledged as a critical engine of economic growth, innovation and diversification in our province."



The SCSA Board of Directors is seeking to grow its diversity of perspectives through the addition of construction leadership representation from the Indigenous community.

Please visit our website for details,
www.scsaonline.ca/about-us/Governance-Committee



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REGINA | 498 HENDERSON DRIVE | S4N 6E3 | T: 306.525.0175 | F: 306.525.1542 | 1.800.817.2079
SASKATOON | 2606 KOYL AVENUE | S7L 5X9 | T: 306.652.0907 | F: 306.652.0923

SCSAONLINE.CA

Classroom Course Schedule

Regina October 2019 – April 2020

Aerial Work Platform Safety Awareness - 1/2 Day

October 29
November 12
January 29
March 2
April 1

Basic Training Techniques - 2 Day

October 2 & 3
November 6 & 7
December 3 & 4
January 16 & 17
February 19 & 20
March 23 & 24
April 23 & 24

Claims Management - 2 Day

October 8 & 9
November 13 & 14
January 27 & 28
February 26 & 27
March 30 & 31
April 29 & 30

Confined Space and Respiratory Protection Awareness Training – 1 Day

October 31
November 28
December 9
January 30
March 3
April 2

Contractor Training – 1 Day

October 7
November 20
January 22
February 25
March 26
April 28

Fall Protection - 1 Day

October 1
October 30
November 15
November 26
December 5
January 21
January 31
February 24
March 4
March 25
April 6
April 27

Leadership for Safety Excellence - 2 Day

October 15 & 16
October 22 & 23
November 18 & 19
December 17 & 18
January 14 & 15
February 3 & 4
February 13 & 14
March 9 & 10
March 18 & 19
April 7 & 8
April 21 & 22

Occupational Health Committee Training Level 1 - 1 Day

October 10
November 4
January 13
February 12
March 17
April 16

Safety Administration - 1 Day

October 22
December 2
January 23
February 28
March 27

Safety Auditor Training - 2 Day

October 23 & 24
November 26 & 27
December 11 & 12
January 7 & 8
February 10 & 11
March 11 & 12
April 13 & 14

Safety Management - 1 Day

October 10
November 5
December 10
January 6
February 5
March 5
April 9

WHMIS 2015 – Live on the Jobsite - 1 Day

October 17
November 21
January 9
February 6
March 13
April 15

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Classroom Course Schedule

Saskatoon October 2019 – April 2020

Aerial Work Platform Safety Awareness - 1/2 Day

October 11
November 19
January 13
February 1
March 9
April 6

Basic Training Techniques - 2 Day

October 22 & 23
November 21 & 22
December 17 & 18
January 30 & 31
February 27 & 28
March 26 & 27
April 27 & 28

Claims Management - 2 Day

October 24 & 25
November 26 & 27
January 7 & 8
February 4 & 5
March 4 & 5
April 1 & 2
April 30 & May 1

Confined Space and Respiratory Protection Awareness Training - 1 Day

October 8
November 20
December 12
January 10
February 10
March 10
April 7

Contractor Training - 1 Day

October 29
November 28
January 6
February 3
March 3
March 31
April 29

Fall Protection - 1 Day

October 7
October 29
November 8
November 18
December 11
January 14
January 29
February 11
February 11
March 2
March 11
March 30
April 9
April 24

Leadership for Safety Excellence - 2 Day

October 16 & 17
November 6 & 7
December 9 & 10
January 15 & 16
January 27 & 28
February 12 & 13
February 25 & 26
March 12 & 13
March 24 & 25
April 13 & 14
April 22 & 23

Occupational Health Committee Training Level 1 - 1 Day

October 2
October 30
November 14
January 21
February 24
March 23
April 21

Safety Administration - 1 Day

October 9
November 12
December 4
January 22
February 19
March 18
April 15

Safety Auditor Training - 2 Day

October 9 & 10
November 12 & 13
December 4 & 5
January 22 & 23
February 19 & 20
March 18 & 19
April 15 & 16

Safety Management - 1 Day

October 3
November 4
December 3
January 17
February 14
March 17
April 8

WHMIS 2015 - Live on the Jobsite - 1 Day

October 15
November 5
January 24
February 21
March 20
April 17

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#SlowDown in the #OrangeZone



SCSA President, Collin Pullar, talks to media about work zone safety

Saskatchewan Government Insurance's (SGI) 2019 July Traffic Safety Spotlight focus was work zones. This year a number of organizations were asked to participate, including the SCSA, the Heavy Construction Safety Association of Saskatchewan (HCSAS), WorkSafe Saskatchewan, the Ministry of Highways and Infrastructure, and Saskatchewan Heavy Construction Association.

The key message for the 2019 media campaign emphasized both road safety and workplace safety, reminding drivers to pay attention and to slow to 60 km/h (or the speed that's posted) when passing a highway worker, flag person or highway equipment with warning lights flashing.

"These workers are our friends, neighbours, and family members – it's important that we do our part to get them home safe," said Collin Pullar, President of the Saskatchewan Construction Safety Association. "Each year there are hundreds of speed-related collisions in Saskatchewan work zones resulting in both driver and worker injury. The sad reality is that sometimes there are even fatalities. Through awareness and education, we can prevent many incidents and close calls in our work zones and help create the safest construction environment in Canada."

Through the months of July and August the SCSA ran a series of radio ads on Rawlco Radio throughout the province that featured Pullar and the Green Zone's Jamie Nye the Sports Guy. There were four different ads to the campaign that, in addition to reminding drivers to slow down, offered humorous suggestions on passing the time in construction zones, from sing-a-longs and car karaoke to playing eye spy. The ads can be heard on the SCSA's YouTube channel.

To examine the effectiveness of these type of broadcast and social media campaigns, the SCSA is leading an initiative to assemble a coalition. The group will also explore what else can be done to draw the public's attention to the extreme importance of slowing down in work zones, obeying the signs and not driving distracted. The first meeting is scheduled for November and will involve various government departments, associations and safety associations like the SCSA and the HCSAS, and the companies and sub-contracted trades that are responsible for building roads and bridges.



SCSA President, Collin Pullar, with Rawlco Radio's Green Zone host, Jamie Nye

Companies Achieve Certification Under New SECOR® Program Requirements



Brendan Lowndes, owner of Brendan's Roof Repair (left) and James Donnelly, owner of Over the Top Roofing and Exteriors (right)

This spring, James Donnelly, owner of Over the Top Roofing and Exteriors, and Brendan Lowndes, owner of Brendan's Roof Repair, were among the first companies to achieve Small Employer Certificate of Recognition (SECOR®) certification under the SCSA's new SECOR program requirements.

Although smaller in company size, Donnelly and Lowndes find themselves working regularly on bigger jobs, like the current one they are working on together in Regina. The owners took some time out of their day to share a bit about why they decided to pursue SECOR certification and how it has helped them better manage their companies.

"Most of the major contractors, such as the City of Regina, PCL, and Graham Construction, now require SECOR or COR certification

to bid on jobs. We were already doing everything safely on site, we just didn't have the documentation. Now it shows that we are actually being safe, not just saying we are," said Donnelly. Hazard assessments, safe work practices, training records, and inspection reports are just a few examples of some of the supporting safety documentation required for establishing and maintaining a verifiable safety management system.

"It's great to have general guidelines of what we need for a safety program – we didn't have them before and we needed that to ensure our crews go home safely," added Lowndes.

There are currently more than 80 SCSA member companies seeking SECOR certification. The industry-supported changes to the SECOR certification process impact

training and audit requirements as well as the audit process itself.

While continuing to ensure that the program is feasible for smaller companies, these changes serve to strengthen the program integrity of SECOR; holding it to a very similar standard as the nationally-recognized COR program. As an intended benefit, SECOR companies will have the ability to more smoothly transition to the COR program if desired or as requested.

For more information, visit www.scsaonline.ca/programs/secor

Welcome New COR[®] Companies

Certificate of Recognition (COR[®]) program certification is an occupational health and safety program designation verifying that a company with ten or more employees has a fully-implemented health and safety management system that meets national standards. Congratulations to the following new COR-certified companies:

The SCSA would like to welcome the following companies to the COR and SECOR family.

COR Companies

(April 1, 2019 - August 30, 2019)

Action Roofing Ltd.

Atlas Sanitary Sewer Services

Avanti Steel Fabricators Ltd.

Christie Mechanical Ltd.

City Masonry Contractors Ltd.

City of Regina - Fleet Training and Safety

Dura Construction Ltd.

Empire Foundations Inc.

Evolution Audio Visual Ltd.

Inland Steel Products Inc.

Jet Electric 2014 Ltd.

JR & Co. Roofing Contractors Inc.

Overhead Door Company of Regina (1973) Ltd.

Pentec Energy Ltd.

Prodahl Environment Services Ltd.

RSE Exteriors Ltd.

Walter's Industrial Mechanical Ltd.

SECOR Companies

(April 1, 2019 - August 30, 2019)

Over The Top Roofing & Exteriors Ltd.



Re-Certified COR[®] Companies



Certificate of Recognition (COR[®]) companies must complete a re-certification audit every three years to maintain certification. Congratulations to the following COR companies on becoming re-certified:

Re-Certified COR[®] Companies

April 1, 2019 - August 30, 2019

AC Power Contractors Ltd. [2010]
Alpine Interior Systems [2010]
Asiil Enterprises Ltd. [2019]
Badger Daylighting [2013]
Banff Constructors Ltd. [2002]
Baydo Development Corp. [2016]
Century West Renovations & Restorations Ltd. [2016]
Charter Mechanical [2016]
Dyna Crane Services LP [2016]
Graham Construction & Engineering LP [2011]
Hancock Plumbing Ltd. [2016]
Harris Rebar [2013]
Humboldt Electric Ltd. [2001]
Iles Electric Ltd. [1998]
Industrial Parts & Equipment Ltd. [2016]
Integrity Maintenance Ltd. [2013]
Kim Constructors Ltd. [2004]
Matthews Equipment Limited O/A Herc Rentals [2001]

Miners Construction Company Ltd. [2010]
Pavement Scientific International (PSI) [2007]
Pow City Mechanical Partnership [2010]
Prairie Maintenance Ltd. [2009]
QM LP [2016]
Rant Plumbing & Heating Inc. [2016]
Robwel Constructors Limited Partnership [2007]
Saskcon Repair Services Ltd. [2004]
Shermco Industries Canada Inc. [2007]
Soletanche Bachy Canada Inc. [2001]
Techmation Electric & Controls Ltd. [2010]
Thorpe Industries Ltd. [2016]
Viking Fire Protection Inc. [2009]
WesTower Communications Ltd. [2013]
Yorkton Plumbing and Heating Ltd. [2013]

Re-Certified SECOR Companies

(April 1, 2019 - August 30, 2019)

Kash Downhole Anchors Inc. [2013]
Leading Edge Welding Ltd. [2016]
Maximum Mechanical Inc. [2016]



COR[®] Anniversary/Milestones

The SCSA proud to honour the long-standing COR and SECOR certified companies who have effectively maintained their safety management systems over the years.

20 Year Anniversaries

Double K Excavating Ltd.
Handy Special Events
Ron's Plumbing and Heating (1980) Ltd.
Sunlight Painting and Decorating

15 Year Anniversaries

Kim Constructors Ltd.
Saskcon Repairs Services Ltd.

10 Year Anniversaries

Associated Asbestos Abatement A Division of Place-Crete Systems L.P.
Miller Well Servicing Ltd.
P S Electric Ltd.
Prairie Maintenance Ltd.
Quality Wireline Services Ltd.
VCM Construction Ltd.
Viking Fire Protection Inc.

10 Year SECOR[®] Anniversaries

Triple H Oilfield Maintenance
Stronghold Welding Ltd.

SCSA Program Statistics

Total Program Statistics
(April 1, 2019 - August 30, 2019)

436

COR[®] Program Certified Companies

76

COR[®] Equivalency Companies*

109

SECOR[®] Program Certified Companies

1,214

NCSO[®] Program Certifications

657

HSA Program Certifications

New Program Statistics
(April 1, 2019 - August 30, 2019)

17

New COR[®] Certified Companies

1

New COR[®] Equivalency Companies*

1

New SECOR[®] Certified Companies

22

New NCSO[®] Certified

6

New HSA Certified

* Out-of-province companies who initially received COR[®] certification from another Canadian Federation of Construction Safety Associations (CFCSA) member.



Welcome New SECOR® Companies

Small Employer Certificate of Recognition (SECOR®) program certification recognizes employers with nine or less workers who have achieved the objective of developing and implementing a safety management system that meets industry standards. Congratulations to the following new SECOR-certified companies:

SECOR® Companies

(April 1, 2019 - August 30, 2019)

Over The Top Roofing & Exteriors Ltd.

Re-certified SECOR® companies

Small Employer Certificate of Recognition (SECOR®) companies must complete a re-certification audit every three years to maintain certification. Congratulations to the following COR companies on becoming re-certified:

Kash Downhole Anchors Inc. [2013]

Leading Edge Welding Ltd. [2016]

Maximum Mechanical Inc. [2016]



Congratulations New NCSO®s and HSAs

NCSO® Certified

New National Construction Safety Officer (NCSO®)

April 1, 2019 - August 30, 2019

National Construction Safety Officer (NCSO®) program certification indicates that an individual has developed knowledge in various construction safety management skills and principles along with experience in the construction field. This knowledge provides a valuable resource to management in the administration and implementation of a safety management system. Congratulations to the following individuals for achieving NCSO certification:

Rylan Badduke

Terry Beattie

Kevin Berthelot

Dustin Black

Lukas Borody

Jarred Cole

Della Dukart

Brice Fisher

Dwayne Formo

Brendon Fredlund

Shawn Humenick

Charlette Kradvill

Russell Lepage

Clay McComb

Sarah Nagy

Jonathan Ripplinger

Eric Seitz

Brian Shul

Andy Simpson

Clare Stanaway

Derrick Watson

Jason Winter

HSA Certified

New Health and Safety Administrators (HSA)

April 1, 2019 - August 30, 2019

Health and Safety Administrator (HSA) program certification indicates that an individual has formal training in various construction safety management skills and principles and provide valuable support in the administration of a company's safety management system. Congratulations to the following individuals for achieving HSA certification:

Tashia Burns

Kaitlyn Fisher

Michael Galay

Kamar Jibril

Lori Prince-LeBlanc

Jamie Sawatsky

Building Safer Trades: Safety Construction Orientation Training (SCOT) Provided At No Cost

- Adapted in part from the Saskatchewan Safety Council Press Release of August 13, 2019



- **Workers under the age of 25 are 1/3 more likely to be injured on the job than those older than 25**
- **The four industries in Saskatchewan in which workers under the age of 25 are most likely to be injured – construction, hospitality, manufacturing and retail**

The Saskatchewan Construction Safety Association is proud to support the Saskatchewan Safety Council and Saskatchewan Building Trades joint project, Building Safer Trades, by making Safety Construction Orientation Training (SCOT) available to participants at no cost. The Building Safer Trades initiative provides free practical safety training and information on union trades for Indigenous youth in Saskatchewan. The project is funded, in part, by the Government of Canada's Union Training and Innovation Program.

Over 3 years, the project aims to engage and provide training to 432 Indigenous youth between the ages of 14 to 21. In 2019, the free training is being offered in the Regina Area; in 2020 it will be offered in the Saskatoon area, and in 2021, the Prince Albert area. The project also intends to reach 150 Indigenous teachers, career counselors, and education directors from Tribal Councils.

Participating students will first complete the Career Safety Education program followed by Red Cross Online Blended Learning First Aid/CPR-B (Adult, Infant and Child Rescue).

Below is a list of all the student learning modules included in the Building Safer Trades project:

- Young Worker's Readiness Course – This course teaches about workplace health and safety. Learn about the responsibilities, workplace rights and those of the employer.
- Mental Health Wellness Training – This course teaches how to recognize stress, improve and maintain mental wellness, and how to manage stress effectively.
- Workplace Hazardous Materials Information System (WHMIS 2015) – This course teaches how to identify, handle, and store chemicals properly and safely.
- Safety Construction Orientation Training (SCOT) – This course provides a safety overview of worksites in trades and/or building construction. *This course must be selected as the industry orientation to be a part of the Building Safer Trades project*
- 8 Hours of online First Aid training
- First Aid & CPR-B instructor-lead hands-on training component in their community thereby eliminating the barrier of location.

Mental Health Resources for the Construction Industry

"In the construction industry hazard recognition and control usually refers to assessing the risks on a job site," says SCSA President, Collin Pullar, "but business owners and leaders in the industry need to understand that mental health is a safety issue too and it is probably bigger than they realize." The topic of mental health, and suicide in particular, has been the focus of articles, panel discussions and media across the country since the statistic was released in 2018 that suicide rates in the industry are three times the national average.

According to an article entitled, Suicide in the Construction Industry, published by rbl Chartered Professional Accountants, based in Ontario, "the costs per suicide are even more alarming. A study in New Brunswick found the cost of suicide per death to be \$849,877 (Clayton, 1999) while an American study calculated the number at over \$1 million (Shepard, 2015). More than 97 per cent of these costs are due to lost productivity, while the remaining 3 per cent are costs associated with provision of emergency medical services."

In theory, recognizing the hazard and taking steps to prevent a mental health incident should be the same as controlling and mitigating the risk of any other job site hazard but often business owners and leaders are not adequately equipped with the knowledge and resources needed. WorkSafe Saskatchewan offers FREE online learning related

to Psychological Health and Safety in the workplace for Saskatchewan workers and employers. E-learning courses are designed to be self-paced and accessible from anywhere in the province.

The courses were developed by the Canadian Centre of Occupational Health and Safety (CCOHS) and are being delivered in partnership with WorkSafe Saskatchewan. CCOHS courses are unique in that they are developed by subject specialists in the field, and reviewed by representatives from labour, employers and government to ensure the content and approach are unbiased and credible. Following is a list of the FREE e-courses currently offered:

- Mental Health: Awareness
- Mental Health: Communication Strategies
- Mental Health: Health and Wellness Strategies
- Mental Health: Psychologically Safe Workplaces
- Mental Health: Signs, Symptoms and Solutions

To register visit

www.ccohs.ca/distributors/sask/



SAVE THE DATE

AGM

THURSDAY, MARCH 19, 2020

REGINA, SK

For more information call: 1.800.817.2079
and watch www.scsaonline.ca/events

Regional Safety Committees

The Regional Safety Committees are responsible for promoting safety in the construction industry and advancing the objectives of the SCSA at a regional level. They are active in identifying regional and trade-specific health and safety training needs, as well as developing solutions to safety problems in the construction industry, particularly at a local level. The committees are comprised of representatives from construction and trade associations along with worker members to provide a communication link between member employers and the SCSA's Board of Directors. Enjoy breakfast or lunch as you discuss safety topics and network with other safety professionals in the construction industry!

To attend an RSC meeting near you, please call 1.800.817.2079 or email scsainfo@scsaonline.ca



Constructing
Safety
Leadership

REGINA | 498 HENDERSON DRIVE | S4N 6E3 | T: 306.525.0175 | F: 306.525.1542 | 1.800.817.2079
SASKATOON | 2606 KOYL AVENUE | S7L 5X9 | T: 306.652.0907 | F: 306.652.0923

SCSAONLINE.CA

About the SCSA

The Saskatchewan Construction Safety Association (SCSA) is an industry-funded, membership-based, non-profit organization that provides cost-effective, accessible safety training and advice to employers and employees in the construction industry throughout the province to reduce the human and financial losses associated with injuries. Registered March 22, 1995 the SCSA is, and has been since inception, committed to injury prevention. Serving almost 10,000 member companies, with business offices in both Regina and Saskatoon, the major business units of the association are Advisory Services, Business Development, Corporate Services, Program Services and Training. The mission of the SCSA is Constructing Safety Leadership and the vision is to create the Safest Construction Environment in Canada.

Return undeliverable copies to:

Saskatchewan Construction Safety Association
498 Henderson Drive, Regina SK, S4N 6E3

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The Saskatchewan Construction Safety Association does not guarantee accuracy of, nor assume liability for, the information presented here.

Safety
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