



**SASKATCHEWAN
CONSTRUCTION SAFETY
ASSOCIATION**

Fall 2021

Safety

ADVOCATE

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DEALING WITH THE HARD STUFF

TECHNIQUES SAFETY LEADERS CAN USE FOR DIFFICULT CONVERSATIONS: PART 2

By Saskatchewan Construction Safety Association (SCSA)

In Part Two, we're examining what to do when unsafe actions in the workplace persist

Sometimes after a discussion with an employee about unsafe behaviours or actions in the workplace, the problem continues. You have had one conversation and follow-up, but there is still a problem. As a safety leader, it's your job to deal with it. We continued our discussion with coach and consultant Nadene Joy to learn how to proceed when unsafe behaviours persist after having a difficult conversation.

Start with Curiosity

Begin the conversation by acknowledging the situation and asking to know more about the issue. "Approach it from a place of curiosity, and wanting to know their perspective on what's happened," says Joy. "Keep a calm, centred tone of voice to encourage an open dialogue. Ensure that you're really listening to what they are saying." Be empathetic, and if you can, relate through a story of your own. "Storytelling is a powerful tool that can help people bridge gaps in communication," says Joy. "Where you can relate, do it." Plus, don't assume that any issues from the last incident carry over to this issue—there may be new factors at play.

Once you have heard their perspective on the issue or incident, work through the facts of what happened to find common ground. This can help avoid defensiveness and establish agreement between both people on what happened. "It's important to avoid judging the situation. Remain neutral to get the facts," says Joy. "Thank them for sharing and ask for their opinion on the matter."

NADENE JOY IS A TOP ADVISOR, EXECUTIVE LEADERSHIP STRATEGIST AND GLOBAL MINDSET COACH WHO HELPS LEADERS, INDIVIDUALS, EMPLOYEES, BUSINESS OWNERS AND FAMILIES GET UNSTUCK, ACHIEVE THEIR GOALS, LIVE BALANCED LIVES PERSONALLY AND PROFESSIONALLY AND ACHIEVE THEIR WILDEST DREAMS. SHE IS A CERTIFIED CMHA PSYCHOLOGICAL HEALTH AND SAFETY ADVISOR, NLP PRACTITIONER, MENTAL HEALTH EXPERT, EXECUTIVE COACH, SPEAKER, AND INTERNATIONAL BESTSELLING AUTHOR.



“SET A GOOD EXAMPLE AS A LEADER OF YOUR ORGANIZATION BY ADDRESSING AND RAISING SENSITIVE SAFETY ISSUES WITH SKILL, RESPECT, AND A CARING COMPASSIONATE ATTITUDE THAT SHOWS OTHERS IN YOUR ORGANIZATION HOW TO DO SAME. MAKE SURE THAT YOU ACCEPT CONSTRUCTIVE FEEDBACK WELL, ASK FOR FEEDBACK OFTEN, COMMUNICATE AUTHENTICALLY AND VULNERABLY FROM THE HEART AND HANDLE NEGATIVE FEEDBACK CALMLY WITH GRACE.”
– NADENE JOY

Find Common Ground

After the dialogue is going, mirror back what has been said. “Something as simple as repeating back what was said can help keep the conversation productive,” she says. “People need to feel like they are being heard.” Ask clarifying questions and acknowledge the person’s feelings. If they are appearing stressed, worried or angry, address it. Ask about their feelings and reassure them that this is a safe place to communicate.

Now it’s time to paraphrase what was shared about what happened. Clearly summarize the discussion in one or two sentences.

Moving On

Once you have established the facts and found some agreement on what happened, it’s now time to look for a solution together. “Again, avoid being judgemental,” says Joy. “Nothing creates defensiveness and shuts down open dialogue faster.” Instead, be open to what the person is saying, and remember there is more than one solution to a problem. “As leaders, it’s important to get to the root of the problem, break the cycle, and prevent more serious issues from arising,” she says. “Listen, ask questions, and work with them to find a solution that works.”

It’s here where leaders should look for the root of the problem. “You want to ‘prime the pump’ to keep the conversation going to

find the solution,” says Joy. “Speak from the heart and be authentic. It may not be an easy conversation and you don’t have to have all the answers right away.” Acknowledge that everyone makes mistakes, and that while you’re disappointed to be having this conversation again you want to work together for a solution.

Reach a Consensus

Finding agreement on what to do may not be easy, but don’t get stuck in the details. “When you are discussing how to address the problem, you may get caught disagreeing over some facts,” says Joy. Most arguments occur over five to 10 per cent of the facts. Focus on where you agree, and the smaller issues may fall away once trust is built. “We’re often focused on

the negative, so be sure to acknowledge the positive. Also, making comparisons between yourself and the other person can help. It’s okay to have different perspectives and acknowledge them, but you can also see where they are coming from. Establish as much of an agreement as possible.

Next Steps

After you have come to some agreement, it’s time to lay out what happens next. “Be clear about what they can expect moving forward,” says Joy. “You may not be totally happy with where you ended up, but now is the time to demonstrate your management of the employee and the problem.”

Set out clear expectations and consequences and remember that

safety comes first always. Define next steps, actions required and timelines, and how and when follow-up will occur. “Record what happened, document the commitment and have both parties sign it,” she says. “Accountability is key.” Ensure any workplace policies and regulatory requirements are addressed properly.

Finally, leave the conversation as positively as possible. “Make sure the employee knows that you’re open to further discussions and that the trust built will continue,” says Joy. “Keeping the lines of communication open is vital for ongoing success.”

REFLECTING ON 2021

By Collin Pullar

Another year is coming to a close, and what a year it was. Like 2020, 2021 was another year of challenges on many fronts. Our province, our country and the world continued to grapple with the effects of COVID-19. Families lost loved ones, health care systems dealt with extreme pressure, and governments struggled to keep citizens safe while protecting economies. 2021 has been a year like no other.

As we wind down the year and hope for a better tomorrow in 2022, there are things to celebrate and there are bright spots ahead.

Looking ahead, we can see good things on the horizon for the Saskatchewan construction sector as a whole. Our province's economy has seen several major announcements that will boost construction in 2022 and for several years to come. Projects such as the canola crushing plants coming to the province, a new pulp mill near Regina and plans for a renewable diesel plant among others will see the construction sector grow. The local forestry industry is seeing more growth this year and the next, supplying our sector with the products it needs locally.

This rising tide is good for all of us. I am looking forward to seeing projects come to pass, the downstream economic benefits, and the growing sustainability of our construction workforce that will in turn attract more projects.

This year, the SCSA has also seen success despite the challenges presented by COVID-19. Among our initiatives this year, we are so proud of our new Analytics program. Launched to our members now, we can begin to better use data to make decisions and prevent issues before they

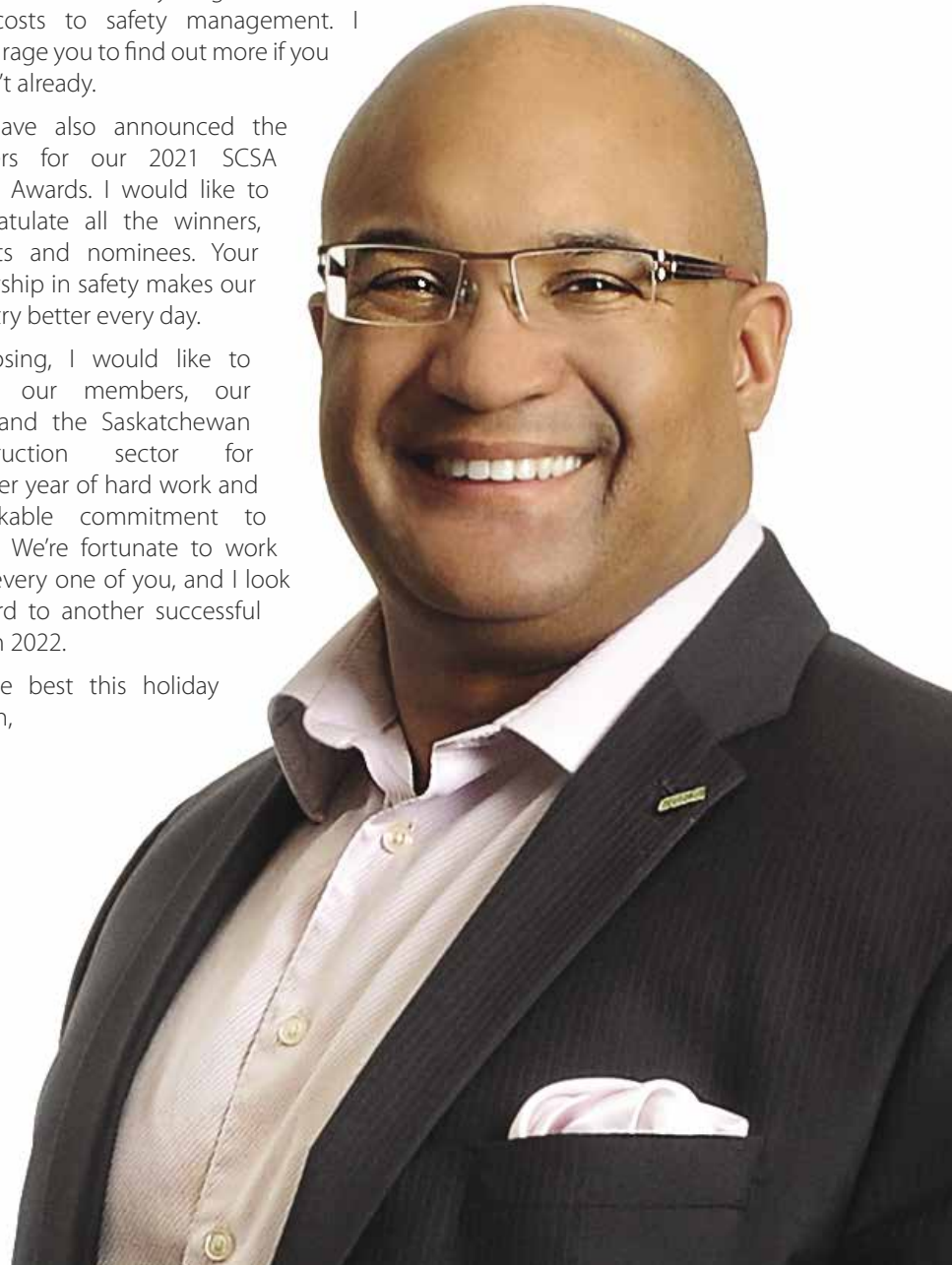
happen. Our self-serve analytics tool can provide stronger decision support for your organization in everything from bottom-line costs to safety management. I encourage you to find out more if you haven't already.

We have also announced the winners for our 2021 SCSA Safety Awards. I would like to congratulate all the winners, finalists and nominees. Your leadership in safety makes our industry better every day.

In closing, I would like to thank our members, our staff, and the Saskatchewan construction sector for another year of hard work and remarkable commitment to safety. We're fortunate to work with every one of you, and I look forward to another successful year in 2022.

All the best this holiday season,

Collin



LOADING...

SURVIVING LONG TERM SEQUELAE EFFECTS OF ELECTRIC SHOCK HAZARD EXPOSURE

By Terry Becker, P.Eng., Electrical Safety Specialist, Management Consultant at TW Becker Electrical Safety Consulting Inc.

Originally Published Dec 11, 2020 – Electrical Line Magazine



Summary Statement:

The electric shock hazard has been neglected. Journeyman Electricians have accepted been shocked as part of the job, a "right" of passage, a badge of honour. This has not been acceptable and Journeyman Electricians may not be aware of the long term sequelae health effects of receiving multiple low voltage electrical shocks and how it may have impacted them. With respect to treatment there is only a single formal recognized treatment centre in Canada, the St Johns Rehab Centre, Electrical Injury Program.

When a worker is exposed to the electric shock hazard there are two possible outcomes. A shock is received and the worker survives or they are electrocuted (fatal injury). Electrical incidents statistics confirm that fatal electrical injuries from the shock hazard are occurring at an alarming rate, on average still once a day in North America. What is not published in electrical incident statistics reports is the number of electrical workers that may suffer from the long term effects of receiving multiple low voltage ($\leq 750V$) shocks. The medical term for this is "sequelae."

Sequelae:

"A sequela is a pathological condition resulting from a disease, injury, therapy, or other trauma. Typically, a sequela is a chronic condition that is a complication which follows a more acute condition. It is different from, but is a consequence of, the first condition." Wikipedia.

We know what the short term effects of receiving an electric shock are, as I noted above you survive the electric shock or you are electrocuted (fatal injury). The amount of current, the current flow path through the human body, and length of time of current flows through the human body determines heart fibrillation probability. Male and female body resistance will be different and added muscle mass increases conductivity. Wet or dry skin at the point of current entry will impact current flow. The number of times an electric shock is received impacts the long term effects and possibly sequelae.

If you are a Journeyman Electrician reading this article you may have long term sequelae effects from been shocked multiple times throughout your career, at 120VAC, 208VAC, 240VAC, 277VAC, 347VAC, 480VAC or 600VAC. If you have some of the symptoms I list in this article you may want to follow up with your family physician. The potential long term sequelae effects from receiving multiple low voltage electric shocks may be psychological, neurologic or physical symptoms.

Listed below are some potential long term effects of receiving multiple low voltage shocks:

Psychological Symptoms:

Behaviour changes and attention span issues. You may be irritable, get frustrated, experience anger and may be physically aggressive. You may experience depression and post traumatic stress disorder depending on whether you experienced "no-let-go" or became unconscious due to the shock exposure. Other sequelae may be: insomnia, anxiety, fear of electricity, panic attacks, guilt, and moodiness.

Neurological Symptoms:

Memory loss, numbness, headaches, chronic pain, poor concentration, carpal tunnel, seizure disorders, dizziness, tinnitus, and tremor.

Physical Symptoms:

Generalized pain, fatigue, exhaustion, reduced range of motion, contracture, night sweats, fever, chills or joint stiffness.

Based on research completed the effects listed will change or may be more severe dependent on the shock resulting from no-let-go, was the shock momentary contact, the path the current flowed through the body, duration and amount of current.

John Knoll's Story:

John Knoll is a Master Electrician, and a Professional Electrical Contractor (PEC) with the Electrical Contractors Association of Alberta (ECA) and resides in Edmonton, Alberta, Canada. Unfortunately John is currently not working in the trade and is suffering from sequelae related to receiving multiple low voltage shocks while at work starting as an Apprentice and while he was a Journeyman Electrician. I think the story of John's career as an Apprentice Electrician and Journeyman Electricians is very common. John worked in the non-unionized side of the trade for most of his apprenticeship and career. When I asked John about his exposure to shock he told me "as an Apprentice we played games in apartments while trimming out around being shocked at 120VAC with lighting circuits, we were not taught to fear electricity or respect it. I was never concerned about 120VAC, 240VAC, I didn't consider it an issue to receive those shocks. I always said I would rather receive one knowing it was coming then not knowing. So after tick testing, we would touch the wires, sometimes the tick tester lied and it was better to know it was coming. It was the most we were able to do

most times not being supplied the proper PPE or training to do our duties."

John started in the electrical trade in 2005 and told me he worked energized on three phase 208VAC panelboards as an Apprentice a few months into the trade and had received shocks as early as the first week in the trade. John stated, "I was probably shocked up to 500 times." This may be hard to believe, but I have talked to other Journeyman Electricians who quote they were shock hundreds of times during their career. John quoted that "the Journeyman Electricians I worked with when I was an Apprentice never identified the hazards and long term effects around the electric shock. There was no formal training and no personal protective equipment provided. If we wanted a tick tester we had to buy them ourselves." "Live" work was not questioned, "we had to work energized, as we couldn't de-energize parts of the job. For example, working in the parkade or on house panels, I couldn't turn off the power or the lights. We cut in panels energized and rarely could turn off the power as it impacted the other trades. I didn't receive any training on lockout until I worked the last few months of my fourth period in the Union."

I think John's comments about working on energized conductors and circuit parts was and is still the norm in the industry. Yes there have been changes in the last decade in Canada with the CSA Z462 Workplace electrical safety Standard published, but the focus unfortunately has been on arc flash and not shock.

The bottom line is Apprentice Electricians and Journeyman Electricians have been shocked as a normal condition of doing their jobs with a complete lack of awareness of the potential long term effects by receiving multiple low voltage shocks throughout their careers.

In John's case he was experiencing psychological, neurological and physical symptoms that he did not know where potentially attributed to receiving multiple low voltage shocks throughout his career as an Apprentice and Journeyman Electrician. When I interviewed John and he discussed his injuries it was unbelievable, but based on information that I had over 10 years ago published by Dr. Joel Fish who at the time was practicing as the St Johns Rehab Centre in Ontario, the long term sequelae

effects of electric shock are real. What changed John's perception of shock and his sequelae was when he told me he was shocked at 347VAC, he said that shock was different, "I was held and could not let go, I knew I was going to die and had no control of my body. I was saved by gravity when I fell off my ladder. I thought I was dying, the pain was unbelievable as I lost the ability to breath" and at that point, John said, "I had a newfound respect and fear of electricity."

John moved on in his career and had his own company from 2010 until he could no longer work due to escalation in his symptoms after the shocks he received throughout his career. He believes he started experiencing symptoms as early as 2 years into the trade and began seeking chiropractic and massage care more often. A known relief of nerve pain that is caused by the long term sequelae effects of electric shock. In 2016 his life started to change rapidly and looking back now he knows that the multiple electrical shocks he received led to his deterioration in mental and physical health, his personal life was directly impacted, becoming divorced from his wife and issues with his friend and business partner.

Why was John shocked at work? His comments align with the results of a recent shock research project completed by

Technical Safety British Columbia (TSBC). The TSBC in February 2019 published a report related to the shock hazard in BC "Negotiating Safety – Understanding the Behavioural and Sociocultural Factors Related to Electric Shock." The report was based on interviews and surveys completed and quoted reasons why electricians have worked and continue to work energized as: Societal, Sectoral, Organizational, Interpersonal and for Individual reasons. The report concluded that poor training, poor work practices, complacency, not refusing to work energized, "I thought someone else had turned off the power," or peer pressure (e.g. loss of job, keep boss happy, rebuked by other workers) influenced why working energized was never questioned.

I believe John's story is not an isolated case. I believe there are hundreds, potentially thousands of Journeyman Electricians in Canada, the USA, and Internationally that have long term sequelae and have not correlated them to receiving multiple low voltage shocks throughout their career. The personal mental and physical health issues, impact on family and the potential impact on continuing in the trade and potential financial impacts are significant. If you are a Journeyman Electrician and are experiencing symptoms listed in this article, they are most likely attributed to

you receiving multiple low voltage electric shocks while working.

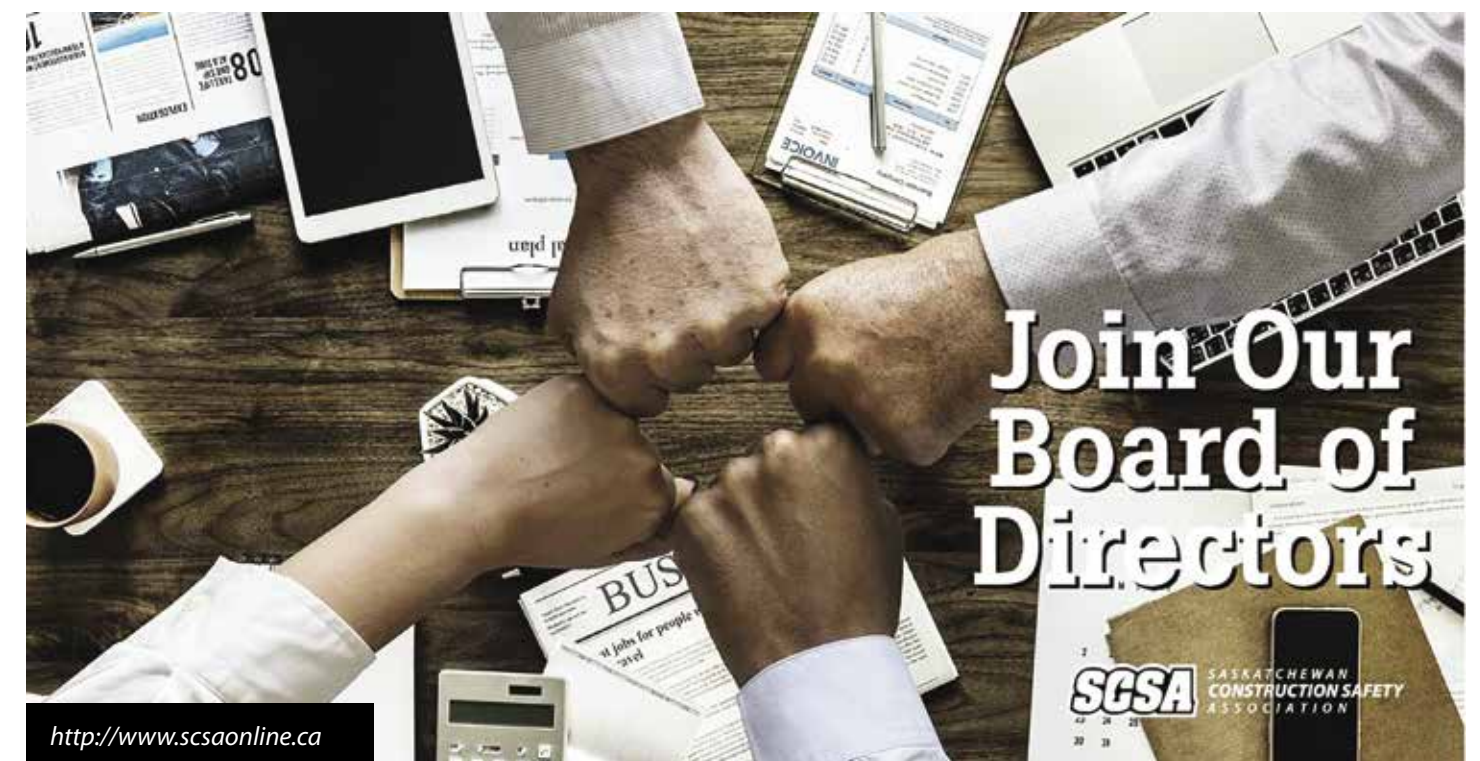
A big shout out and thank you to John Knoll for telling me his story, his drive, entrepreneurial spirit, his candor and sharing his emotions.

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Technical Safety British Columbia (TSBC) Electric Shock. <https://www.technical-safetybc.ca/State-of-Safety-2018/safety-stories/electric-shock>





Asbestos exposure is the leading cause of work-related deaths in Saskatchewan

WORKSAFE SASKATCHEWAN URGES CONTRACTORS TO TEST FOR ASBESTOS BEFORE BEGINNING RENOVATION AND CONSTRUCTION PROJECTS

Guest Editorial by Kevin Mooney Kevin Mooney, vice-president, prevention and employer services, Saskatchewan Workers' Compensation Board

Asbestos exposure remains the No. 1 cause of work-related deaths in Saskatchewan. It is responsible for 29 per cent of all work-related fatalities in 2020, according to Saskatchewan Workers' Compensation Board (WCB) statistics.

This long-standing trend is the reason we are raising awareness of the dangers of asbestos exposure through WorkSafe Saskatchewan (WorkSafe), the WCB's partnership with the Ministry of Labour Relations and Workplace Safety. Protecting and educating workers on asbestos is a top priority in WorkSafe's Fatalities and Serious Injuries Strategy, which was developed in partnership with employer and labour representatives. Launched in 2019, the strategy prioritizes and addresses the safety of

workers in high-risk industries and occupations, with the goal of reducing the number of deaths and serious injuries on the job.

A hidden hazard

Asbestos was used in more than 3,000 building materials and other products before 1990, including insulation, vinyl flooring and shingles. Although asbestos has been banned in Canada since 2018, it remains in many older houses and buildings across Saskatchewan, and its impact is still felt today. When asbestos is disturbed, such as during renovations, tiny fibres are released into the air and can cause severe – even fatal – lung diseases like lung cancer, asbestosis and mesothelioma.

Preventing asbestos exposure

The good news is that asbestos exposure is preventable. Here are some simple steps you can take to find out if asbestos is present on your jobsite and control it:

- Ask the building owner about the history of the building and whether they are aware of any asbestos-containing materials on site.
- Use an asbestos professional to collect samples of any materials you suspect of containing asbestos and send them to a qualified lab for testing.
- Hire an asbestos abatement company to remove asbestos from any residential, commercial or public building if there is asbestos present. Hiring a qualified company – and not doing it yourself – is the safest way to remove asbestos.

Resources for you

We have a broad range of resources on our website to help you assess the risk of asbestos exposure on the jobsite and manage it, including:

- Asbestos abatement guide – an overview of what to do when asbestos is found and how the abatement process works.

- Saskatchewan asbestos awareness – a 60-minute online course created by the Canadian Centre for Occupational Health and Safety and the Saskatchewan Construction Safety Association (SCSA) to help you recognize and manage asbestos-related risks.
- Asbestos testing and abatement services – a list developed by the SCSA to help you find qualified occupational hygiene consultants and labs in Western Canada to identify, test and remove asbestos-containing materials from jobsites.
- Safe work procedure for bulk asbestos sampling – a guide to help you safely collect samples for testing before work begins.
- Safe work procedure for conducting asbestos surveys – a guide to help you document asbestos-containing materials in a building, assess the risk of exposure and determine recommended actions.

You can find all of these resources and more at www.worksafesask.ca/asbestos/.

Asbestos kills. It's best to test.

Unfortunately, asbestos exposure continues to claim lives, but it is preventable. We want contractors to be aware that asbestos is a hidden, yet very

serious, health threat. It's critical to get all materials suspected of containing asbestos tested before starting any construction project or renovation. The only way to know if materials contain asbestos is by testing. Then you can take the required steps to prevent unnecessary and harmful exposures that can lead to chronic or life-threatening diseases – or even death.

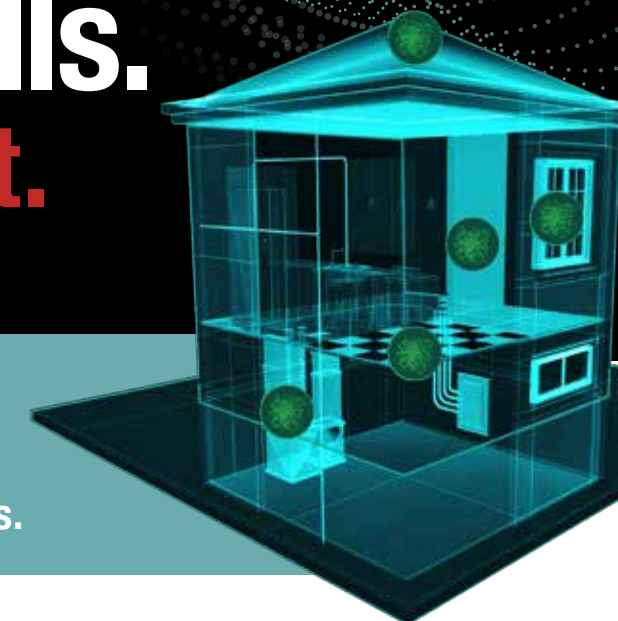
If you have questions about asbestos, go to www.worksafesask.ca/asbestos/ or call Occupational Health and Safety at 1.800.567.7233.



Work to live.

Asbestos kills. It's best to test.

Before 1990, asbestos was commonly used in more than 3,000 building materials and other products.



INNOVATION CHALLENGE 2021 WINNER: IDENTIFYING HAZARDS AND REDUCING INJURIES IN THE CONSTRUCTION INDUSTRY

Released on September 23, 2021



Innovation Saskatchewan, in partnership with the Saskatchewan Construction Safety Association, launched this year's Innovation Challenge June 25, 2021. This year's Challenge aims to address government's priority of creating healthy, safe, and productive workplaces in the construction industry.

This Innovation Challenge asked technology startups, entrepreneurs, researchers, and/or students to find technology solutions to the following question: "How can technology be used by the construction industry to identify hazards and reduce injuries?"

"We would like to congratulate the team at Humo for winning this year's Innovation Challenge," Minister Responsible for Innovation Saskatchewan Jeremy Harrison said. "This Challenge demonstrates our government's ongoing commitment to creating safe workplaces. Humo's innovative wearable device and mobile platform not only highlights the ingenuity of tech entrepreneurs in the province, but will hopefully further increase safety for construction workers going forward."

There were eight submissions this year, which were shortlisted based on the highest potential to solve the problem. A pitch competition was held August 27 and determined the winner. Humo will receive funding of \$10,000 and a 16-week residency to develop their solution in collaboration with the Saskatchewan Construction Safety Association. Following the residency, a Demonstration Day will showcase their solution, which is planned for early 2022.

"We believe that most injuries are preventable. We have learned that leaders need better, and more manageable sources of information to make decisions that prevent injuries," Saskatchewan Construction Safety Association President, Collin Pullar said. "We believe Humo accomplishes these goals by analyzing movement and providing reporting that can help employers and employees understand parts of their workday which may result in musculoskeletal injuries so they can prevent them from occurring. The economic burden of musculoskeletal injuries is \$22 billion in Canada and they can impact any construction company, project or worksite. We're excited by the potential applications of this technology and the intelligence that it provides."

DON'T FALL SHORT ON SAFETY

NEW FALL PROTECTION & PREVENTION TRAINING COURSE AVAILABLE NOW



THE SCSA'S NEW FALL PROTECTION & PREVENTION COURSE COVERS:

- Saskatchewan OHS fall protection regulations
- Using different fall protection systems,
- Creating a written fall protection plan,
- Inspecting lanyard and harness,
- Using a fall arrest harness
- Effective ladder safety



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Instructor Led Training Schedule

January 2022 – June 2022

Aerial Work Platform Safety Awareness - 1/2 Day Instructor Led Online Training

January 7 February 4
April 1 May 13
June 10

Basic Training Techniques - 2 Days Instructor Led Online Training

January 24 & 25 February 24 & 25
March 28 & 29 April 25 & 26
May 16 & 17 June 27 & 29

Effective Claims Management - 1 Day Instructor Led Online Training

January 10 February 10
March 15 April 14
May 12 June 9

Confined Space and Respiratory Protection Awareness Training - 1 Day Instructor Led Online Training

January 4 February 1
March 8 April 12
May 10 June 6

Contractor Training - 1 Day Instructor Led Online Training

January 20 February 14
March 17 April 19
May 19 June 16

Fall Protection & Prevention - 1 Day Instructor Led Online Training

January 12 January 26
February 9 February 23

March 9 March 23
March 30 April 6
April 20 May 4
May 18 June 1
June 15 June 29

Regina

January 5 February 2
March 2 April 27
May 25 June 22

Saskatoon

January 19 February 16
March 16 April 13
May 11 June 8

Leadership for Safety Excellence - 2 Days Instructor Led Online Training

January 5 & 6 January 18 & 19
February 2 & 3 February 15 & 16
March 1 & 2 March 15 & 16
March 30 & 31 April 12 & 13
April 27 & 28 May 10 & 11
May 25 & 26 June 7 & 8
June 21 & 22

Occupational Health Committee Training Level 1 - 1 Day Instructor Led Online Training

January 6 January 18
February 15 March 3
March 14 March 28
April 7 April 25
May 16 June 7
June 24

Safety Administration - 1 day Instructor Led Online Training

January 27 February 22
March 24 April 28
May 30 June 23

Safety Auditor Training - 2 days Instructor Led Online Training

January 26 & 27 February 22 & 23
March 9 & 10 April 6 & 7
May 18 & 19 June 29 & 30

Regina

February 9 & 10 April 20 & 21
June 1 & 2

Saskatoon

January 12 & 13 March 22 & 23
May 5 & 6 June 15 & 16

Safety Management - 1 Day Instructor Led Online Training

January 11 February 8
March 8 April 5
May 3 June 31

WHMIS 2015 Train the Trainer (2020 Edition) - 1 Day Instructor Led Online Training

January 14 January 28
February 7 February 18
March 10 March 25
April 4 April 22
May 2 May 26
June 14

2021 SCSA Constructing Safety Leadership Awards

Every year, the SCSA celebrates the individuals, companies, and committees throughout Saskatchewan for their efforts in safety, promoting our mission and vision.

We are pleased to recognize the winners of this year's awards.

Corporate Leadership in Safety Awards

The SCSA presents the Corporate Leadership in Safety Awards to a member company—in recognition of their dedication, outstanding contribution, commitment and leadership to support the SCSA's mission and vision to enhance health and safety in the workplace.

For the first time ever, this award made history with a tied vote. The panel of judges found three outstanding recipients for this year's Corporate Leadership in Safety Award.

**"This is an enormous privilege to be chosen of all the many excellent businesses in Saskatchewan is a sincere compliment on the work we've been doing."
Abco Elevator CEO Lonnie Mackenzie.**

Congratulations to:

- Triple A Directional Drilling – based in Yorkton, Triple A Directional Drilling also won the 2021 WorkSafe Employer of the Year award.
- Colin Olfert, Westridge Construction – Colin is a P. Eng and General Manager at Westridge, with extensive experience in safety and construction.
- Abco Elevator – the Regina company is a leader in the elevator construction and repair business.

Safety Practitioner & Safety Leader Awards

The Safety Practitioner and Safety Leader Awards are presented to individuals that are employees of member companies—recognizing their dedication, outstanding contribution, and commitment to safety and their embodiment of the SCSA's mission and vision to create a healthy and safe workplace.

This year's Safety Practitioner Award winner is Danni Kohl and finalists were Alex Losos and Colin Olfert.

The 2021 Safety Leader Award went to Corey Johnson, Flyer Electric. The finalist was Devon Adams.

**"It really comes down to one thing - we want everybody to go home exactly the way they came to work."
Colin Olfert, Westridge Construction.**

Regional Safety Committee Distinguished Progress Award

The Regional Safety Committee Distinguished Progress Award is presented to one Regional Safety Committee by the SCSA

Board of Directors to recognize their dedication and outstanding contribution to support the SCSA's mission and vision to improve health and safety in the construction industry.

This year, the Saskatoon Regional Safety committee has earned this honour.

We sincerely congratulate all the nominees and winners this year. Thank you for your commitment to safety in your organizations and the province.

"Thank you very much to SCSA for choosing Saskatoon Regional Safety committee to be recognized this year. The SCSA is a is an incredible standard to be able to be held up against."

Saskatoon Regional Safety committee chair Bob Watson

To learn more about this year's winners, visit our YouTube channel @SCSAOnline



Colin Olfert, Westridge Construction



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The SCSA would like to welcome the following companies to the COR® and SECOR® program:

COR® Companies (September 1, 2020 - October 31, 2021)

- Abco Elevator Ltd.
- Aberdeen Specialty Concrete Services
- Access Communications Co-operative Limited
- AGI Envirotank Ltd
- Anlin Welding & Steel Fabrication Ltd
- Apex Plumbing & Heating Ltd
- Brigadier Security Systems (2000) Ltd
- Brock Canada Field Services Ltd
- CCD Western Limited
- Contour Developments Corp
- Credence Construction Ltd.
- Culebra Sewer & Water Works Corporation
- Cullen Contracting Ltd
- DCD Contracting Ltd
- Deco Interiors Ltd
- DynaIndustrial Technologies Inc.
- Erickson Contracting & Management
- Family Oilfield Services Ltd.
- G Hahn Contracting Ltd
- Henry Janzen Steel Buildings Ltd
- Hoffman Elite Enterprises Ltd
- Hutt's Trucking Ltd.
- Jetpatcher Canada Ltd
- Johnstone Exteriors Ltd.
- Jordan Asbestos Removal Ltd.
- KDM Constructors LP
- Legacee Builders Inc
- Madge Roofing Inc.
- miEnergy Inc
- Monster Enterprise Ltd
- Northern Mat & Bridge Limited Partnership
- O.M.T. Projects Ltd
- Paramount Enterprises
- Prairie Road Solutions Inc.
- Preferred Energy Inc
- Prestige Environmental Inc.
- PSI Technologies Inc
- Richards Transport Ltd
- RJB Contracting Inc.
- Rohit Management Inc.
- Sask South Inspections
- Saskatoon Deck Shop
- SRG Security Resource Group Inc
- Tremblay Electric
- Vanderkooy & Perault Mechanical Contractors Inc.
- Wheatland Machine Shop Ltd
- Wrap It Right Insulation Ltd
- Yorkton Concrete 2012 Ltd

SECOR® Companies (September 1, 2020 - October 31, 2021)

- AC4U Electric Ltd
- Arrow Electric Co (1977) Ltd
- Axe-Wax Oilfield Services Ltd
- Big J Crane Services Ltd
- Boss Plumbing Ltd
- C & S Electric
- Connor Kirby Trucking Ltd.
- Cyprus Construction Ltd.
- D&M Trucking Inc.
- Driven Industries Ltd
- Eco Elevator Inc.
- Evolution AV Ltd
- FabTec Manufacturing Ltd
- Finn Construction Ltd
- G.F.I. Contracting Inc.
- Hartley Electric Ltd.
- Impulse Inspection Ltd.
- KAOS Energy Services Ltd
- Moose Jaw Window Cleaning
- Mustang Construction Ltd
- Parkland Geotechnical Consulting Ltd.
- Polar Refrigeration Services Ltd
- Precision Projects Ltd.
- Rigging Plus Ltd
- Rob's Concrete Pumping Ltd.
- SamTron Homes
- Sequel Energy Services
- Sim-Con Oilfield Equipment Ltd.
- Soli Solutions Inc.
- SonicTec Inspection Ltd
- SurvCon Geomatics Inc
- Warman Construction Ltd.
- WaterMark Consulting Ltd.



G.F.I. Contracting Inc.

COR® and SECOR® Anniversaries

September 1, 2020 - October 31, COR Anniversary Milestones

25 Year Anniversaries

- Alliance Energy Limited
- Vector Construction Ltd

20 Year Anniversaries

- CEDA Specialty Services LP - Regina & Estevan
- Humboldt Electric Limited
- Soletanche Bachy Canada Inc.
- SRL Structural Repair Limited

15 Year Anniversaries

- CCR Construction Ltd
- City Of Estevan
- Ground Effects Environmental Services Inc.
- Icon Construction Ltd
- Inland Concrete Saskatchewan Limited
- QSI Interiors Ltd. - Saskatoon
- Stantec Consulting Ltd.
- Wood Environment & Infrastructure • Solutions, A Division of Wood Canada

10 Year Anniversaries

- Aaron Well Servicing Ltd.
- Canadian Tank & Vessel
- Century Roofing & Sheet Metal Ltd.
- Comtech - Weyburn
- Energy City Overhead Door (2011) Inc.
- FBM Canada GSD, Inc.
- Forged Drilling Company Ltd.
- Gibson Welding Ltd.
- Harges Fencing Ltd.
- Highliner Holdings Inc.
- Hi-Tech Industrial Cleaners
- IEL Industrial Electric & Instrumentation Ltd.
- Kusy's Electric Ltd.
- Nixon Electrical Service Ltd.
- Noble Construction Corp.
- Pow City Mechanical Partnership
- Pryme Concrete Construction Inc
- SaskTel Services Operations Department
- Schneider Electric
- Stevenson Industrial Refrigeration Ltd
- Team Power Solutions
- Techmation Electric & Controls Ltd
- Vipond Fire Protection



Regina Plumbing & Heating



Reinhardt

September 1, 2020 - October 31, 2021 SECOR Anniversary Milestones

10 Year Anniversaries

- Rojans Grading Ltd.

HOW TO PLAN FOR THE POST-PANDEMIC WORKPLACE: EMPLOYER STRATEGIES FOR VACCINATION

By Dustin Gillanders, Partner, and Carter Bezugly, Student, Miller Thomson LLP

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On March 18, 2021, Saskatchewan became the first jurisdiction in Canada to implement a paid leave to allow an employee to take time off work to vaccinate for COVID-19. Under the amended *Occupational Health and Safety Regulations, 2020*, workers are entitled to three consecutive hours of leave during work hours to receive a vaccination. However, workers are entitled to more than three hours if the employer determines the circumstances warrant a lengthened break from work; and the employee will not lose any pay or other benefits while receiving a vaccination. An employee is entitled to this leave per dose of vaccine.

The paid nature of the leave seeks to remove a barrier for workers who might otherwise be hesitant to lose paid work hours to receive their vaccine.

Current Law on Vaccination Policies

Employers across Canada have a legal obligation under occupational health and safety legislation to provide their employees with a safe workplace and to take all reasonable precautions to protect employees from receiving a work-related illness. While implementing a COVID-19 vaccination policy may be one effective way of meeting this obligation, this does not mean that a vaccination policy will be necessary or justified for every workplace. The ability to make vaccination a mandatory

condition of employment depends on several factors, such as the level of risk of infection and transmission to employees or others.

While existing case law considers whether employers can implement mandatory flu vaccination policies within a unionized workplace, it generally arises within the healthcare and residential care industries. Additionally, this case law is also inconsistent. As such, it remains to be seen whether the courts will find these decisions applicable to other industries in the context of a global pandemic.

Implementing Mandatory Vaccination Policies

Employers who wish to implement a mandatory vaccination policy may be justified in doing so if:

1. It is a necessary health and safety measure of the particular workplace.
2. It is no more intrusive than it has to be.
3. It doesn't violate employees' contractual or collective agreement rights.
4. It doesn't discriminate on any protected grounds.

In short, the enforceability of a mandatory vaccine policy is mainly dependent on whether the policy is reasonable in the specific workplace and employment circumstances.

There are different considerations for unionized and non-unionized workplaces – each with its own set of risks. For example, unions have historically challenged mandatory vaccination policies as an unreasonable exercise of management rights and on the basis that it violates the collective agreement. In the non-union setting, employers will need to be concerned with potential constructive dismissal claims, as well as rights and obligations under human rights and privacy legislation.

Regarding human rights claims, a mandatory vaccination policy may be discriminatory under human rights legislation if it does not include exemptions for protected grounds, such as disability, gender, or religion. However, the employer may be able to justify a mandatory vaccination policy on the basis that it is a *bona fide* occupational requirement. A *bona fide* occupational requirement is:

1. Adopted for a purpose that is rationally connected to job performance.
2. Adopted in an honest and good faith belief that the standard is necessary to fulfill a legitimate purpose.
3. Reasonably necessary to accomplish that legitimate purpose.

Even when the criteria for a *bona fide* occupational requirement are met, an

employer must accommodate employees who refuse (or are unable) to take the vaccine based on protected human rights grounds. Otherwise, any adverse treatment based on a refusal to vaccinate could constitute a breach of human rights law.

Governments seem unwilling to pass legislation mandating vaccination. As such, a key challenge in implementing or enforcing a mandatory vaccination policy is that it will be difficult for an employer, outside of the healthcare context, to establish that previously existing health and safety measures are insufficient to ensure the safety of employees.

Practically speaking, a mandatory vaccination policy regarding employees would be difficult to implement or enforce in Canada.

Employers may wish to consider alternative policies such as requiring employees to disclose their vaccination status. Though there are still risks with this approach, employers can mitigate the risks through proper policy implementation.

Alternatives: Vaccination Disclosure Policy

Just as inquiring into employees' travel history and experience of COVID-19 symptoms have been accepted as a reasonable inquiry to ensure workplace safety, requiring disclosure of employees' COVID-19 vaccination status is likely to be considered a sensible approach as a means of ensuring workplace safety.

While creating a policy requiring employees to disclose their vaccination status would mitigate potential liabilities regarding human rights law, privacy law, etc., risks on this front would still require management.

Employers regulated by privacy legislation must ensure they are only collecting, using or disclosing personal information (such as vaccination status) if doing so is "reasonably necessary" to manage the employment relationship. In addition, employers must provide appropriate notice to employees about what information is being collected, the purpose of the collection, who it is being collected from, who will have access, how it will be stored, and when it will be destroyed.

The employer's handling of the personal medical information that forms the proof or lack of regarding an employee's vaccination

status must be within the narrow purpose of conducting the employment relationship. Generally, the employer should only require the minimum amount of information possible to address reasonable workplace safety concerns. For example, employers could ask for proof of a vaccination certificate, but the employer would not keep a copy of it.

Alternatives: Incentives for Employees

There are many steps an employer can take to encourage employees to receive the COVID-19 vaccine aside from requiring employees to show proof of vaccination. As a possible alternative, employers may wish to incentivize employee vaccination.

An example of such an incentive could be an employer offering to cover the incidental costs of vaccination. While the vaccine is free in Canada, an employer could cover all related expenses associated with getting vaccinated, such as travel costs. There is little risk associated with this incentive.

Employers can offer vaccination incentives provided the incentive does not amount to punishment or adverse treatment for individuals who choose not to (or are unable to) get vaccinated based on grounds protected by human rights law. As previously mentioned, any hindrances (such as increased testing requirements for unvaccinated individuals) must be based on *bona fide* occupational health and safety requirements and not as a purely punitive measure for remaining non-vaccinated.

Regardless of the vaccination policy ultimately pursued, employers should ensure that written policies are in place to help ensure that the chosen approach is clearly communicated to employees, the procedures are consistently applied, and employees' privacy rights are protected. In addition, employers should inform employees that they will be accommodated per applicable human rights law. However, without further direction from the government, even the most prudently drafted mandatory vaccination policies may be subject to a legal challenge.

Our team at Miller Thomson has a reputation for providing practical, timely and responsible advice and services to our clients. If you have any questions or need assistance, please do not hesitate to reach out to one of our experienced lawyers. For labour and employment inquires contact

Dustin Gillanders, a Partner in our Saskatoon office, at dgillanders@millerthomson.com or, for construction inquiries, contact Troy Baril, a Partner in our Saskatoon office, at tbaril@millerthomson.com.

Dustin Gillanders is a Partner at Miller Thomson who specializes in labour and employment, civil litigation, and debt enforcement.

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Dustin Gillanders, Miller Thomson



Troy Baril, Miller Thomson



Working in Winter Weather

By Saskatchewan Construction Safety Association

As winter settles into the province, now is the time for a refresher on how to stay safe on the job site during our cold and snowy season.

Look Around

Before starting work, survey the site when you arrive. Make sure that ice and snow are cleared away from walkways, entries and stairs. Look for tripping hazards that might be hidden by snowfall. Ensure that entries and exits are clear and can be accessed easily in case of an emergency.

Beyond the usual sidewalks and doorways, check scaffolds and ladders for ice. Because they are above ground, they are more likely to accumulate ice first because they are open and elevated. Remove the ice or prevent people from accessing the hazard until it's remedied.

Watch Out

Frostbite occurs when skin freezes. This condition happens when you are exposed to temperatures below the

freezing point of skin. Frostbite can happen in cold wind, rain, or snow.

Hypothermia is a medical condition in which the victim's core body temperature drops significantly below normal and normal metabolism begins to be impaired. This begins to happen when the core temperature drops below 35°C (95°F).

Look Up

Roofs can also be a hazardous area in the winter. Many roof materials can become slippery from ice or frost. Plus, snow adds another layer of complexity—literally. Even light and fluffy snow can become heavy when packed down. Make sure the roof, especially when under construction, can take the weight of snow.

Heat It

Temporary heating devices can help workers stay warm and be productive during the winter. However, care must be taken to avoid injury and damage from burns, carbon monoxide poisoning, oxygen deficiency and more.

Be sure heaters are in good working order and operating properly. Do not use heaters near combustible materials or directly on plywood floors. Do not operate heaters in unventilated areas and never use them for cooking or warming clothes.

Protect Yourself

Beyond the hazards around the worksite, other safety issues can develop in the winter. We often think about slips and falls, but the cold can also present problems. Frostbite and hypothermia are serious health concerns that can develop quickly in one of our deep-freeze winters. Once the windchill hits -32°C, we're dealing with extreme cold conditions.

Wearing several layers of clothing (with a synthetic layer next to the body), a wool hat under the helmet (cover your ears too) and gloves is a start. Keep your feet warm with thermal socks (one or two pairs) but make sure your footwear is not too tight. Scarves or face masks can protect your face—make sure you can see well.

Take Care

While you likely know the importance of staying hydrated during the summer, did you know the same is true in the winter? The extra layers of clothing we wear to stay warm can also dehydrate you. Make sure you and everyone on the work site has access to water and that they are drinking it. Ensure everyone takes appropriate breaks to warm up properly and don't overdo it.

Be Careful Out There

Winter weather conditions add an additional layer of challenges and hazards, and it's everyone's responsibility to ensure that safety is a priority when the snow and ice arrive. Do your part and make sure everyone gets home safely every day all winter long.

Winter Safety Tips

- **Clean ice and snow from access areas and work platforms. Make sure that stairs, ladders and scaffold planks are clear.**
- **Use sand, salt or other de-icing material to prevent slips and falls.**
- **Watch your footing. Steel beams, decks and platforms may be clear in sunny areas but icy in the shade. The same goes for plywood decks. Simply turning icy planks over may not be enough because ice often forms on the underside.**
- **Remove icicles, especially when the temperature starts to warm up. If icicles can't be removed, rope off the area below them and place warning signs.**
- **Clear frost and snow completely from all windows, lights and mirrors on vehicles and heavy equipment.**
- **When possible, keep your arms free to cushion a fall.**
- **Wear gloves, as well as head coverings that accommodate a hard hat. If you get hot while working, open your jacket but keep your hat and gloves on.**

Sunny Sky Air Temperature		No Noticeable Wind		Wind 8 km/h (5 mph)		Wind 16 km/h (10 mph)		Wind 24 km/h (15 mph)		Wind 32 km/h (20 mph)	
°C below zero *	°F below zero *	Max. work period	Number of breaks**	Max. work period	Number of breaks**	Max. work period	Number of breaks**	Max. work period	Number of breaks**	Max. work period	Number of breaks**
26 to 28	15 to 19	120 minutes	1	120 minutes	1	75 minutes	2	55 minutes	3	40 minutes	4
29 to 31	20 to 24	120 minutes	1	75 minutes	2	55 minutes	3	40 minutes	4	30 minutes	5
32 to 34	25 to 29	75 minutes	2	55 minutes	3	40 minutes	4	30 minutes	5		
35 to 37	30 to 34	55 minutes	3	40 minutes	4	30 minutes	5				
38 to 39	35 to 39	40 minutes	4	30 minutes	5						
40 to 42	40 to 44	30 minutes	5								
43 and below	45 and below	Non-emergency work should stop		Non-emergency work should stop		Non-emergency work should stop		Non-emergency work should stop		Non-emergency work should stop	

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.

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

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

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Constructing Safety Leadership

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.

The information presented in this publication is intended for general use and may not apply to every circumstance. The Saskatchewan Construction Safety Association does not guarantee accuracy of, nor assume liability for, the information presented here.