

NBCSA

NB CONSTRUCTION SAFETY ASSOCIATION

NBCSA NEWSLETTER

THE RIGHT TO KNOW

SUMMER/FALL 2018

WORKPLACE VIOLENCE



**Don't Be Taken
By Surprise**

Workplace Harassment and Violence

As many of you are aware, WorkSafeNB has drafted Regulations dealing with Workplace Violence and Harassment, these regulations are targeted to come into effect September 1, 2018.

One definition of harassment is, any objectionable or offensive behavior that is known or is ought to be known to be unwelcome, including bullying or any other conduct, comment or display made on either a one time or repeated basis that threatens the health and safety of an employee, but does not include reasonable conduct of an employer in respect of the management and direction of an employee at the place of employment.

Violence and harassment in the workplace are classified as psychosocial hazards and have a negative effect on the health and safety of all individuals who are subjected to unwanted behaviors, actions or comments. Work environments that allow harassment to exist are more likely to foster poor employee morale and reduced productivity. In addition, a company's reputations can be tarnished which may result in difficulty in recruiting new employees or even winning tenders.

Whether or not, the proposed regulations are enacted, harassment and workplace violence are illegal. Harassment and bullying fall under Discrimination in the New Brunswick Human Rights Act and

violence or threats of violence fall under the Criminal Code of Canada.

It is good business to proactively develop and include policies and codes of practices into your safety program that address workplace violence and harassment. Some of the key elements that should be included in a harassment code of practice are; a statement that employees are entitled to work in a harassment free environment, reporting procedures, investigations, follow up and confidentiality.

NBCSA currently offers training on workplace harassment, bullying and violence. This ½ day course is designed to increase participant's awareness of the broad scope of behaviors, actions and activities that may constitute workplace harassment or potential harassment. Strategies to identify, reports and investigate complaints of harassment are discussed. Upcoming courses can be found on our summer/ fall training calendar or we are happy to schedule a private course for your workplace.



Save the Date!!

NBCSA's 7th Annual Professional Development Day

November 6th, 2018

Kingswood Lodge • Fredericton, NB

Can you believe it? November marks the 7th Anniversary of our Professional Development Day!

Once again, our Committee has rolled up their sleeves to schedule an awesome day of presentations and workshops dealing with industries hot topics and challenges.

Our Tentative Lineup includes:

Respectful Workplaces: Sally Wells

In light of the new proposed regulations on Workplace Violence and Harassment, Sally Wells come to us highly recommended to speak on the topic of respectful workplaces.

Her presentation will include updates on regulations, policies, New Brunswick Human Rights legislation, workplace banter and difficult conversations and respectful workplaces.

*Emergency Response and Rescue Plans:
Scene Safety Company*

This presentation will include a mock rescue, discussion on the cultural change of rescue and instruction on how to develop effective rescue plans.

*Developing Drug and Alcohol Policies and
Code of Practices: Duane Shanks, OSCO
Group and Shelley Poirier, NBCSA*

This workshop is designed to provide tools that will assist in the development of an effective drug and alcohol policies and codes of practices for your workplace.

*Networking opportunities and
More.....*

Watch our website for
additional details....



From the Training Department

WHMIS:

As most of you are aware WHMIS Regulations in Canada are in a transition phase as Employers, Suppliers, and Distributors move toward full implementation of WHMIS 2015 by December 1, 2018. Over the next few months, the content of our WHMIS courses will be revised, removing all but a historical reference to WHMIS 1988. We anticipate that our WHMIS courses will be fully changed over by mid-fall.

Harassment:

The new regulatory requirements for workplace violence and harassment are anticipated to come into effect September 1st, 2018. The addition of this new regulation will require our current harassment course to be revised to include reference to the new regulations and how it applies to the construction industry. If the regulatory changes occur as anticipated our revised course will be ready to be presented during our first scheduled course late in September 2018.

ELearning:

We are currently working on developing an online Manlift refresher course which we hope to offer in the fall of 2018. Please note that this is a refresher and can be taken only if a classroom course has been taken previously.

Buyer Beware

Does your company hire a safety consultant to assist in setting up and maintaining your safety Program?

In the last several months NBCSA has had numerous contractors that were late in submitting their annual COR™ Audit to our COR™ Department for review.

In all cases the company's Letter of Good Standing in the COR™ was expired due to the audit being submitted late.

This resulted in the contractor being put into a State of "Grace" which is a three month window for them to get back into the program.

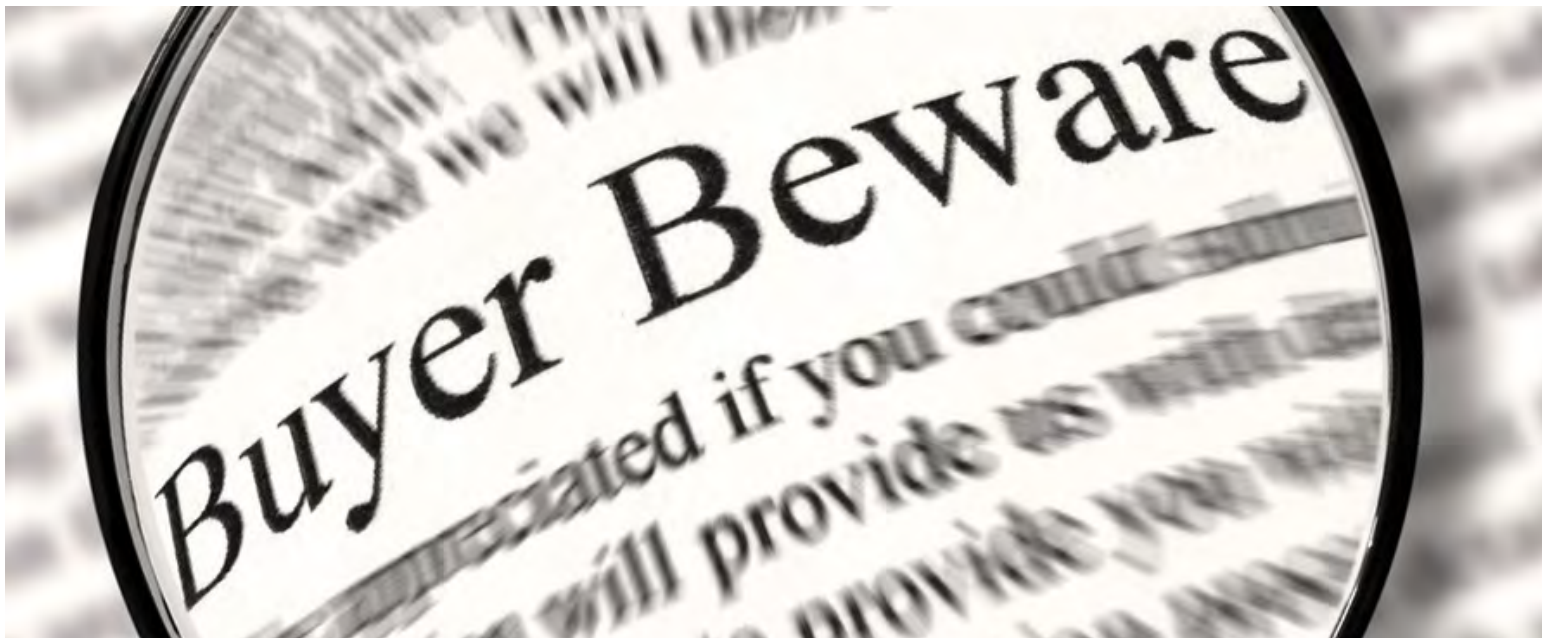
While in this state companies do not possess a valid Letter of Good Standing that is needed for tendering purposes

In several cases Corrective Actions resulted from the audit review which extended the date for the company to attain a valid Letter of Good Standing in the COR™ Program.

These audits were completed by a company safety consultant and should have been submitted long before the expiry date.

Early submission typically translates into fewer headaches for the company allowing for ample time to attend to any corrective actions that may arise from the audit review.

After discussions with each company's management I was told that they were under the assumption the safety consultant was looking after the submission and were not aware that it was late.



Buyer Beware

Does that consultant do a good job for you and your company?

I explained to them that it is the responsibility of the company (owner) to ensure that they do everything under their control to properly maintain their safety program.

This can be done using a safety consultant but it does not relieve the responsibility from the company.

The following are some questions you should ask before you hire a safety consultant.

- Can you provide references from previous companies that you have worked for?
- Does your safety consultant have the COR™ training needed to complete the audit?
- Do they understand the COR™ program and understand the different status of the COR™ program?
- Does the safety consultant communicate with management and employees of your company when they are completing the audit?
- Has the safety consultant corrected any deficiencies that were discovered during

the audit? As well as show proof with the audit submission on how they have been corrected?

- Will your Audit review be submitted to NBCSA at least one month before the expiry date of your current Letter of Good Standing?

- Are they able to assist the company in correcting any corrective actions that may result from the NBCSA review in a timely manner?

If you find that any of these questions above have been answered no, you may want to consider not hiring that consultant to maintain such an important part of your business.

As always NBCSA is here to assist the membership with their safety requirements.

Please feel free to contact me anytime if you would like to discuss this or any of the other services we offer.

Yours in Safety
Roy Silliker
General Manager / CEO
NBCSA



NBCSA TRAINING SCHEDULE TRAINING FEES (PER PERSON, PER DAY, PER COURSE) CLASSROOM: \$42.50 (MEMBERS) • \$82.50 (ASSOCIATE MEMBERS) • \$107.50 (NON-MEMBERS)

COURSE	DURATION	MONCTON	FREDERICTON	SAINT JOHN	MIRAMICHI	EDMUNDSTON	TRACADIE	OTHER
PRINCIPLES OF LOSS CONTROL	2 Days	Aug 13/14; Oct 9/10; Dec 3/4	Aug 27/28; Oct 22/23	July 16/17; Sept 10/11; Nov 5/6	July 30/31; Sept 24/25; Nov 19/20	Sept 17/18	July 3/4	Upon Request
PRINCIPLES OF LOSS CONTROL AUDIT	1 Day Pre Requisite PLC	Aug 30; Oct 18; Dec 13	July 5; Sept 6; Nov 1	July 26; Sept 20; Nov 15	Aug 9; Oct 4; Nov 29	Sept 27	July 12	Upon Request
LEADERSHIP FOR SAFETY EXCELLENCE	2 Days	July 25/26; Sept 26/27; Nov 28/29	July 11/12; Sept 12/13; Nov 14/15	Aug 22/23; Oct 24/25	Aug 1/2; Oct 10/11; Dec 12/13	Oct 24/25	Aug 29/30	Upon Request
WHMIS 2015 GHS AND SAFETY ORIENTATION	WHMIS 8:30 am-12 noon SO 1-4 pm	Aug 17; Oct 12; Dec 7	July 6; Aug 31; Oct 26	July 20; Sept 14; Nov 9	Aug 3; Sept 28; Nov 23	July 18; Sept 19; Nov 14	July 25; Aug 22; Sept 26 Oct 17; Nov 21	Upon Request
TRENCHING AWARENESS	1 Day	Oct 11	Sept 20	Aug 16; Dec 6	July 19; Nov 22			Upon Request
FALL PROTECTION BASICS FOR WORKERS	1 Day	July 27; Aug 24; Sept 21 Oct 19; Nov 16; Dec 14	July 13; Aug 10; Sept 7 Oct 5; Nov 2; Nov 30	July 6; Aug 3; Aug 31 Sept 28; Oct 26; Nov 23	July 20; Aug 17; Sept 14 Oct 12; Nov 9; Dec 7	July 12; Sept 20; Nov 22	July 5; Aug 2; Sept 13 Oct 4; Nov 1; Dec 6	Upon Request
CONFINED SPACE GENERIC AWARENESS	2 Days	July 30/31; Aug 27/28; Sept 24/25 Oct 22/23; Nov 19/20	July 16/17; Aug 13/14; Sept 10/11 Oct 9/10; Nov 5/6; Dec 3/4	July 9/10; Aug 7/8; Sept 4/5 Oct 1/2; Oct 29/30; Nov 26/27	July 23/24; Aug 20/21; Sept 17/18 Oct 15/16; Nov 13/14; Dec 10/11	July 16/17; Sept 24/25 Nov 26/27	July 9/10; Aug 7/8; Sept 17/18 Oct 9/10; Nov 5/6; Dec 10/11	Upon Request
HAZARD IDENTIFICATION AND CONTROL	1 Day	July 4; Aug 29; Oct 24	July 18; Sept 5; Nov 7	Aug 1; Sept 26; Nov 21	Aug 15; Oct 3; Dec 5	Nov 28	Sept 12	Upon Request
ACCIDENT/INCIDENT INVESTIGATION	1 Day	Oct 17	Sept 19	Aug 15; Dec 5	July 18; Nov 7			Upon Request
DTI WATCHM 2015 REV.	1 Day	Sept 11	Oct 16	July 24; Nov 14	Aug 14			Upon Request
TRAFFIC CONTROL PERSON	1/2 Day Starts 1:00 pm	Sept 10	Oct 15	July 23; Nov 13	Aug 13			Upon Request
MANLIFT AWARENESS THEORY ONLY	1/2 Day Starts 8:30 am	Sept 10	Oct 15	July 23; Nov 13	Aug 13			Upon Request
LOCKOUT AWARENESS	1/2 Day Starts 8:30 am	Sept 13	July 26; Nov 22	Oct 18	Aug 30; Dec 6			Upon Request
WHMIS/GHS TRAIN THE TRAINER	1 Day Pre Requisite WHMIS Generic	Aug 16	Nov 8					Upon Request
CONSTRUCTION SAFETY ADMINISTRATION	1 Day		Nov 13	Aug 27				Upon Request
RIGGING AWARENESS	1 Day	Aug 21; Dec 11	July 31; Nov 20	Oct 23	Sept 26			Upon Request
TRAIN THE TRAINER	3 Days				Aug 23/24			Upon Request
OCCUPATIONAL HEALTH & SAFETY	2 Days			July 30/31				Upon Request
LEADING FOR CULTURAL CHANGE	1/2 Day	Aug 7	Nov 19	Sept 24				Upon Request
HARASSMENT	1/2 Day	Aug 7	Nov 19	Sept 24				Upon Request
NCSO™ TEST 8:30 AM		Sept 4	Nov 26					
CSC/HSA TEST 1:00 PM		Sept 4	Nov 26					

CONTRACTED COURSES

<p>TRANSPORTATION OF DANGEROUS GOODS: Cost depends on the size of class. Classes will be set up upon request with sufficient demand in a particular area.</p>	<p>WORKPLACE STANDARD FIRST AID AND 6 HOUR PRACTICE SESSION: NBCSA in conjunction with Saint John Ambulance have established a more streamlined method of registration in order to better serve our members. Please contact Saint John Ambulance directly at 1-800-563-9998, provide them with the course date you wish to register into, and indicate that you are a member of NBCSA. They will register you directly, and they will in turn contact us to confirm that you are a NBCSA member. All invoicing and Saint John Ambulance issued certificates will be issued directly from Saint John Ambulance. Note that NBCSA Members receive a reduction in course fees from Saint John Ambulance as part of an agreement that was negotiated on your behalf between the two organizations. For course dates either call the toll free number noted above or check out their website at www.sja.ca/nb.</p>	<p>FORKLIFT AWARENESS: Cost depends on the size of class. Classes will be set up upon request with sufficient demand in a particular area.</p>	<p>ARC FLASH AWARENESS: Call our office for more details</p>
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We now offer the following courses online:
- Safety Orientation - WHMIS - Fall Protection Refresher* - Confined Space Refresher*

Classroom Refreshers for Fall Protection and Confined Spaces are available to be set up depending on demand.

*To be eligible to take a refresher course, your certificate must not be expired over 90 days. For more information contact our office.

TRAINING SERVICES Summer/Fall 2018: For information or to register for course
CALL: 506.627.1477 FAX: 506.624.9581 EMAIL: registration@nbcsa.ca WEB: www.nbcsa.ca

COURSE TIMES: All courses start at 8:30 AM and finish at 4:30 PM unless otherwise stated on the schedule.
The following courses are required to implement Certificate of Recognition Safety Program:

- PRINCIPLES OF LOSS CONTROL • PRINCIPLES OF LOSS CONTROL AUDIT • HAZARD IDENTIFICATION & CONTROL
- LEADERSHIP FOR SAFETY EXCELLENCE • WHMIS 2015/GHS & SAFETY ORIENTATION

IMPORTANT NOTICE: All course participants require pre-registration.

CANCELLATION: Two business days (48 hours) notice must be given or you will be billed for the course. Course dates require a minimum of 12 and a maximum of 20 participants and are subject to cancellation should there be insufficient participation.

ON DEMAND TRAINING: All NBCSA courses are available on demand. Firms or groups can request a specific course be taught at a time and date that is convenient for them. Minimum of 12 and maximum of 20 participants required. Call for information.

When the Dust Flies

Silica Exposure... Are you at Risk?

If you work with, asphalt, brick, cement, concrete, drywall, grout, mortar, stone, sand, or tile then you are working with materials containing silica and may be at risk of exposure.

What is Silica?

Silica is a common naturally occurring element. Silica (SiO₂), is found in two forms -- crystalline or noncrystalline (also referred to as amorphous). Sand and quartz are common examples of crystalline silica.

Is there a need to be concerned about Silica Exposure in Construction?

According to Carex Canada, approximately 380,000 Canadians are exposed to crystalline Silica of which 93% are males. Construction is the largest industry exposed with the building construction industry and construction trade laborers accounting for 54% of exposed workers.

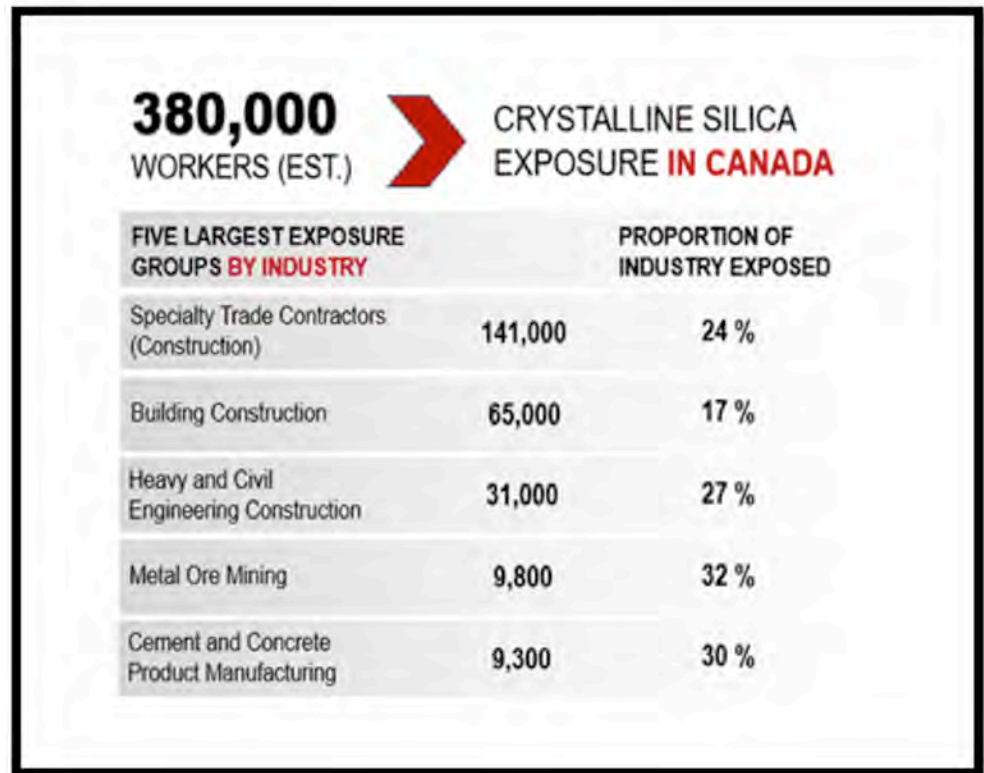
Where is it?

Many common construction materials contain silica including, asphalt, brick, cement, concrete, drywall, grout, mortar, stone, sand, and tile.

Who is at Risk?

The largest exposed groups for both men and women are construction trades laborers followed by heavy equipment operators and plasterers and drywallers.

Exposures of New Brunswick workers is



among the smallest in Canada (around 10,000), although the exposure is smaller than that of other larger provinces, (i.e., Ontario - 140,000) the numbers are still significant enough to warrant concern.

What Jobs are at Risk for Increased Exposure to Respirable Crystalline Silica (RCS) Dust

Sandblasting, jack hammering, rock drilling, cutting, chipping or polishing, brick or tile cutting and sawing, concrete drilling,

sawing, grinding and polishing, tunneling, demolition, asphalt milling, tuckpointing.

When is Silica a Hazard for Construction Workers?

Materials that contain crystalline silica are not hazardous unless they are disturbed, generating small-sized particles that can get in your lungs ("respirable crystalline silica"). For example, blasting, cutting, chipping, drilling and grinding materials that contain silica can result in silica dust that is hazardous for construction workers and others to breathe.

What Health Risks are there?

These dust particles, mostly 10 microns in size and smaller, are too small to see, but can penetrate to the deepest part of the human lung when inhaled. Chronic inhalation of such respirable crystalline silica (RCS) dust can lead to severe lung disease, such as silicosis or lung cancer. Having silicosis can, in turn, increase the risk of developing tuberculosis. RCS exposure has also been linked to kidney and auto-immune diseases.

Unlike a work-related injury where the effects are seen immediately, silicosis and other silica-related illnesses may not show up for many years after exposure. The most common early symptoms are a chronic dry cough and shortness of breath with physical activity. There are three types of silicosis:

- Chronic silicosis, which usually occurs after 10 or more years of exposure to crystalline silica at relatively low concentrations;
- Accelerated silicosis, which results from exposure to high concentrations of crystalline silica and develops 5 to 10 years after the initial exposure; and
- Acute silicosis, which occurs where exposure concentrations are the highest and can cause symptoms to develop within a few weeks to 4 or 5 years after the initial exposure.

Effects of Silicosis

- Lung cancer – Silica has been classified as a human lung carcinogen.
- Bronchitis/Chronic Obstructive Pulmonary Disorder.
- Tuberculosis – Silicosis makes an individual more susceptible to TB.

- Scleroderma – a disease affecting skin, blood vessels, joints and skeletal muscles.
- Possible renal disease.

How Can Employers Control Exposures to RCS dust?

Prevention begins with a thorough hazard assessment to identify and control dust hazards at your workplace

There are several methods that employers can use to eliminate or greatly reduce the risk to employees who may be exposed to RCS dust. They can be summarized as follows:

- Elimination – eliminate job tasks with risk of exposure
- Substitution – substitute non-crystalline-silica materials for crystalline silica materials
- Engineering Controls – use a control such as local exhaust ventilation or water spray to reduce concentrations of RCS in the air
- Administrative Controls – limit time spent working with RCS, and/or limit worker access to areas of high RCS concentration
- Personal Protective Equipment – wear respirators when working with RCS

General Regulation 91-191 under the New Brunswick Occupational Health and Safety Act requires:

An employee who may be required to use respiratory protective equipment shall co-operate in attaining an effective fit of the equipment and, in particular, be as clean shaven as is necessary to ensure an effective facial seal.

An employer to develop a respirator code of practice if a respirator is required to be

used at the place of work. The employer must develop a written code of practice covering the proper selection, care, use, maintenance and fitting of the equipment that may be required to be used at that place of employment.

It is important to ensure that your respirator fits properly. Without a tight seal contaminants may still be breathed in and enter your airway and lungs. NBCSA offers qualitative fit testing services to our members. For more information, please contact us.

Protect the people you love....

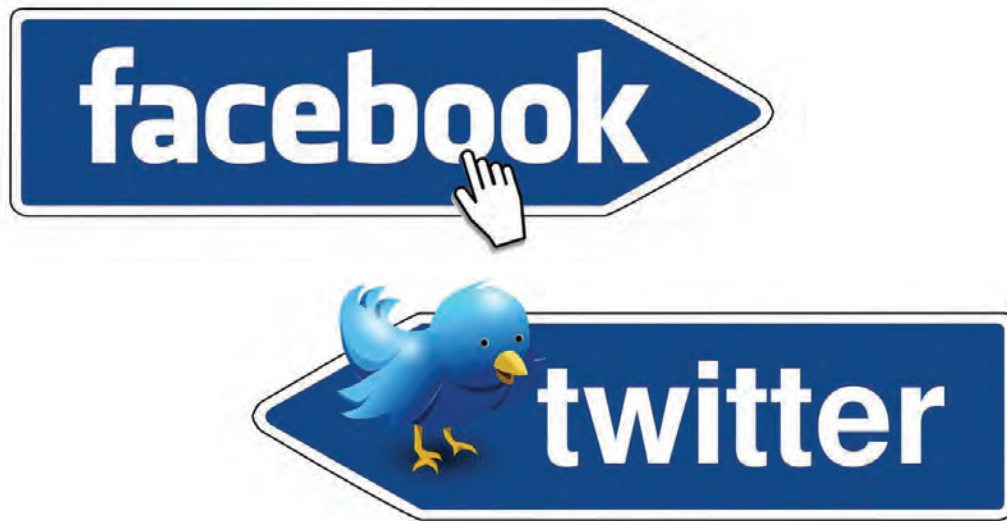
Sometimes workers unwittingly expose their loved ones to harmful substances that they bring home on their body, clothing or footwear.

The National Institute for Occupational Safety and Health (NIOSH) recommends that workers avoid bringing silica dust home from work by:

- Changing into disposable or washable work clothes at the worksite.
- Showering (if possible) and changing into clean clothes before leaving the worksite to prevent contamination of other work areas, cars, and homes.
- Parking your car where it will not be contaminated with silica.

It is important to remember that silica is only one form of dust that workers may be exposed to at the workplace. Asbestos, coal, iron, tin, mold, dust from bird droppings and mushroom compost are a few examples of other harmful types of dust that may be present.

Remember, when the dust settles, everyone wants to go home at the end of the day healthy and happy. Work to Live!



LinkedIn

We're On Social Media!

Just a reminder that you can check on us through our Social Media sites – FaceBook @ New Brunswick Construction Safety Association.

Twitter Account @NBconstsfafety and at LinkedIn @ New Brunswick Construction Safety Association.

Our NEW Web Site

For those members who are not aware, our website can provide a wide range of information for you including: *Current Class Schedules *COR™ Participants *Membership Information *Course Outlines *Contact Information *Step By Step Procedures for entering our COR™ Program *E-Learning *Access to your own employee training.

Note that our listing of COR™ participants is updated instantly upon a new company being added to the program, so you can be confident that you are receiving the most up to date list.

All this and more is available to you through our website. We encourage everyone to take a look! Look us up at www.nbcsa.ca

National Construction Safety Officer (NCSO™)

The NBCSA congratulates the following individuals for achieving an industry certification as a National Construction Safety Officer (NCSO™)

*Cody Arnold *Luc Belliveau
 *Alain Brunet *Tammy Coleman
 *Blair Field *Deborah Gaddess
 *Yvette Gallant *Joshua Heagney
 *Jurgen Hinz *Robert Hosford
 *Robert How *Patrick Jean
 *Rachelle LeBlanc

Construction Safety Coordinator (CSC)

The NBCSA congratulates the following individuals for achieving an industry certification as a Construction Safety Coordinator (CSC)

*Patrick Cormier
 *Ryan Morton
 *Christopher Young

Health and Safety Administrator (HSA)

The NBCSA also offers an industry certification as Health and Safety Administrator (HSA)

For more information regarding either one of these designations please visit our website at www.nbcsa.ca under Programs.

NBSCA COR™ Department

As you are now in full swing with construction season we here at NBSCA are also busy with reviewing audit submissions and COR™ auditing. As we review each program we receive we keep noticing that due to a majority of companies now in their 3rd, 4th and 5th auditing cycles with NBSCA, most are currently without a COR™ prime individual or this individual has taken their training over 8 years ago!

We understand there are circumstances that are out of the company's control with employee turnover, taking the time to have more than one individual training at once, etc.

However, there is still an unnecessary trend that is continuing when a company is in this position. An audit may be late being submitted due to lack of understanding the process it takes for a formal review.

It may also not be completed fully or correctly and at times because of this situation their audit is not successful and will then result in requiring corrective action.

If you find yourself in this situation what we recommend is that you consider re-training a new COR™ prime and/or having the current COR™ prime re-take a select few of the COR™ courses

through NBSCA. If you have previously taken the 6 required COR™ courses we recommend you re-take Principles of Loss Control Audit for a refresher on the "how to" and "why" in completing the audit.

The Hazard Identification & Control course is a great refresher for assistance with your Hazard Assessment Program where companies will often become complacent with what is already being assessed therefore not looking outside the box.

Then, the Leadership for Safety Excellence course is a great refresher for overall knowledge in how to implement various aspects and elements into your own safety program and understanding the COR™ program.

Please contact NBSCA's COR™ Department with any questions on re-training within your company and we will gladly assist you and remember,

"The only thing worse than training your employees and having them leave is not training them and having them stay" -Henry Ford.

Current COR™ STATUS

	MAY 2016	MAY 2017	MAY 2018
In Process	9	7	9
Audit Pending (<i>new participants only</i>)	3	7	3
Recertification (COR™)	9	18	18
COR™	308	301	310
Equivalency	15	15	22
Grace			11

Expiry Dates and Extensions

Expiry dates on Letters of Good Standing are non-negotiable.

Requests for extensions on Letters will not be granted. For participants, NBSCA recommends you request your audit kit at least 2 months prior to the expiry date on your Letter. This allows ample time for completion, submittal and review.

EFFECTIVE TOOLS

Pictured here are some of the tools that NBCSA can provide to your organization in order to better assist you with implementing an effective safety program and culture in your organization.

- NBCSA COR™ Certified Window Logos..... \$1.00 each
- Safety Manual Tabs..... \$8.00 set
- Supervisors Log Book \$15.00 each
- Tool Box Talks Carbonless Books..... \$7.95 each
- Vehicle Inspection and Record Carbonless Books..... \$7.95 each
- Field Level Hazard Assessment Checklist..... \$4.50 each



Summer/Fall 2018 Newsletter NBCSA

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