

OH&S CANADA PUSHES TO HARMONIZE WORK SAFETY STANDARDS

By Harrison Diamond

In September, provincial and territorial labour ministers met with the federal labour minister in Prince George, BC to discuss the possibility of harmonizing workplace safety standards for all of Canada. This would be the first time the ministers have gathered with the aim of unifying safety legislation across the country.

As long as there's different safety legislation in each province and territory, mandatory safety certifications will also vary. The push toward unified legislation is generated with the hope that one day certification requirements will also become applicable in all provinces and territories. This shift will make inter-provincial work much easier for contractors and construction workers.

Federal Labour Minister, MaryAnn Mihychuk says that although there's a two year plan in place to align safety standards, the government is interested in speeding up the process.

MEET CONSTRUCTION SAFETY NS'S EXECUTIVE COMMITTEE



Kent Nickerson is chair of the board. He joined the board in 2015 and is a member of the *Atlantic Concrete Association*.



Gordie Jacobs has been the vice chair of Construction Safety Nova Scotia's board since 2011. He is a member of *Cape Breton Island Building & Construction Trades Council*.



Gary Rudolph is the past chair and has championed Construction Safety Nova Scotia's current strategic plan. He's sat on the board for over ten years and was the chair for a number of those years. He's also a member of the *Nova Scotia Road Builders Association*.



Andrew Holley joined the board in 2015 and is currently the treasurer. Andrew is a member of the *Nova Scotia Home Builders Association*.



Bruce Collins is Construction Safety Nova Scotia's general manager and CEO and has been since its inception in 1994.



YOUTH ENGAGEMENT STRATEGY

By Eyoab Begashaw

“Roughly 18% of workplace accidents in Nova Scotia’s workplaces are accounted for by youth. In the construction industry, it’s almost 30%. That needs to change” – Bruce Collins, General Manager- Construction Safety Nova Scotia

Construction Safety NS is set to embark on a special initiative which aims to engage youth in workplace safety. We are preparing to target high schools across the province to drive the participation in our newly created Construction Entry Level Training (CELT) Program.

The CELT Program is an online course that provides an introduction to health and safety in the construction industry. The program focuses on the legal rights and responsibilities, how to identify hazards, and a review of high risk tasks and environments commonly faced by those in the construction industry.

In 2015, roughly 30% of workplace accidents were accounted for by youth (under the age of 30) in the construction industry. We believe that if we can expose youth to the fundamentals of workplace health and safety before entering the workforce, we can significantly reduce that statistic. As an organization, we are



Ashton Dugas Construction Safety Nova Scotia’s youngest participant.

aiming to create a new and positive safety culture for the future of our workforce.

Along with the CELT Program, we are putting in place social media based competitions to keep youth engaged with our safety messages. We will also be launching exciting competitions targeted at schools and students, offering grand prizes to the schools in the province that have the highest rates of CELT completion among their students.

Stay tuned for the Youth Engagement Strategy and the roll out of CELT in 2017!

CONSTRUCTION SAFETY CULTURE RESEARCH - ANALYSIS - INTERVENTIONS - OUTCOMES

By Jonathan Dixon

The Nova Scotia construction industry through Construction Safety NS is about to launch Phase 2 of a four year safety culture project designed to determine the existing level of OH&S culture across the industry and to develop interventions at both the industry and firm level to shift injury outcomes in a positive way resulting in reduced work place accidents and injuries.

Research Manager, Jonathan Dixon, says the base research has been completed, a new safety scale (questionnaire) has been developed, and staff will soon be rolling it out to employers interested in assessing their firm’s current safety culture.

“Participating firms can receive individual reports to help with improving their safety program and outcomes”, says Dixon. He said the generic information coming out of the study will be utilized by Construction Safety NS to develop short and long term interventions to help both industry and employers improve both their culture and their injury outcomes.

Dixon said Construction Safety NS is currently beginning the process of approaching employers to seek their input in the culture study.

“All information at the individual firm level will be kept strictly confidential to the firm, cumulative information will be used to develop a “culture interventions tool box” to assist employers to modify their firm’s safety programs in an effort to reduce injuries and improve OH&S outcomes generally,” says Dixon.

The remaining phases are:

1. Finalize the safety culture scale
2. Create a toolbox of interventions based on the core factors of the safety culture scale
3. Validate and report the intervention effectiveness
4. Provide an online platform to share and discuss findings with construction employers, employees and the academic community.

To see the OH&S culture scale, participate in the study or to sign up to receive ongoing updates log on to constructionsafetyculture.com to join the discussion.



SAFETY MENTORING PROGRAM

By Harrison Diamond

Construction Safety Nova Scotia started the Safety Mentoring Program (SMP) six years ago in an effort to revitalize the safety programs of companies who are in need of improvement. Since its inception, 98 companies have gone through the SMP program. The majority of those have achieved significant decreases in time loss claims and created safer work environments for their employees.

After being introduced to the program, the participating company is assigned an OH&S advisor from Construction Safety NS. The assigned advisor will assess their safety program and suggest improvements where necessary. Going forward, they maintain a relationship with the company and provide consultation for what services and training are needed. In order to encourage companies to follow through with the advisors' advice, Construction Safety NS offers management courses at no additional charge.

Construction Safety NS anticipates that each company participating will come out of the SMP operating with an improved safety program and as a result, pay lower WCB premiums.

“ I’m seeing change within the company, especially with supervisors and foremen. It’s making them more aware of situations around them.”

Marcel Amirault - Safety Officer for Howard E. Little Excavating Ltd.

HOWARD E. LITTLE EXCAVATING



Marcel Amirault, Howard E. Little, safety coordinator (Left). Lori Ross, Construction Safety NS, safety advisor and Marvin Bezanson, Howard E. Little, dispatch

Howard E. Little became heavily involved in the SMP roughly six months ago. Since then, they’ve experienced noticeable changes in their approach to workplace safety.

“I’m seeing change within the company, especially with supervisors. It’s making them more aware of situations around them, plus coordinating more with me concerning PPE (personal protective equipment),” said Marcel Amirault, safety officer for Howard E. Little Excavating Ltd.

Since joining the program, Amirault has been fully certified as a Construction Safety Supervisor which required him to complete 14 safety training courses. He’s been putting his newly acquired skills to work by spreading safety awareness throughout his workplace and implementing a few policies of his own. When asked what he hopes to get out of the SMP program Amirault said, “I hope to accomplish 100% awareness and knowledge with all the people working within the company. I want all people and businesses we work with to see that safety is our primary concern.”

As a company that’s still new to the program, Howard E. Little Excavating Ltd. has done an outstanding job and showed incredible effort in putting safety first. They’re one example of many that are introduced to the program each year, all with the hope to make their workplaces safer.



Team Duron



Fred Dunphy, owner/operator, and his daughter Michelle Dunphy, safety officer

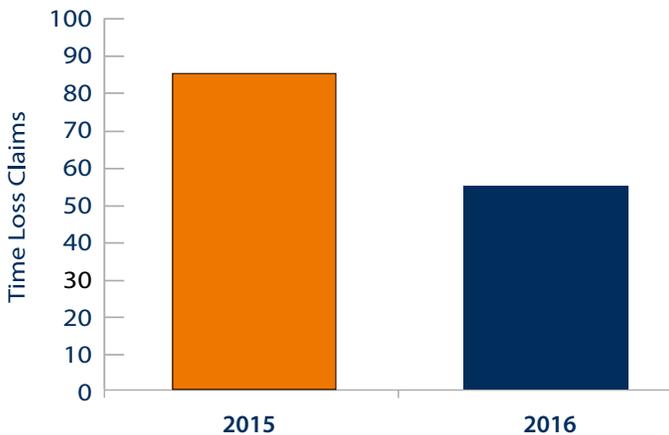
GRAVES ELECTRICAL LTD.

Graves Electrical Ltd. was featured in last year's newsletter after it first joined the SMP in June of 2015. Since then, Graves Electrical Ltd. has made a lot of positive changes in their company's safety program and is now benefiting significantly. For example they achieved zero time loss claims in 2016 which is the first time they went through a full year without a claim.

"Our new safety program has shown results through a drastic reduction in injuries, with an accompanying reduction in our WCB experience rate," said Peter Graves, owner and operator of Graves Electrical Ltd.

"The following graph shows the status of the current companies in the Safety Mentor program between January and October. In 2015 these firms had 86 time loss claims. This was lowered to 55 in 2016, for a total reduction of 36%"

Time Loss Claims - Safety Mentor Companies



Since entering the SMP, Graves Electrical has enhanced their safety program by upgrading their existing safety procedures and implementing new procedures. As a result of their efforts, Graves was able to accomplish zero time loss claims in 2016 and they also reduced their WCB premiums.

The success of the SMP has been overwhelming, both for participating companies, and Construction Safety NS. As long as companies such as Howard E. Little Ltd. and Graves Electrical Ltd. are thriving from the SMP, Construction Safety NS will continue providing it for members.

“Our new safety program has shown results through a drastic reduction in injuries, with an accompanying reduction in our WCB experience rate.”

Peter Graves - Owner & Operator of Graves Electrical Ltd.

KEEPING IN TOUCH: OUR OPERATIONS DEPARTMENT

By Shannon Gallagher

Our Operations group consists of four amazing women with a combined 45 years of experience with Construction Safety Nova Scotia. The first face you see at our reception desk is Jo-Ann MacDonald, our Member Services Administrator. She sends out the reminder letters for when COR Evaluations are due and sets our members up for the online COR Evaluations.

Our Finance Administrator is Rhea White and you would meet her at our finance window when paying for a course or an audit.

Cindy Boyce is our Records Administrator and she processes all the courses and issues the passports and training certificates.

Joyce van der Kooi, our Professional Services Administrator makes sure our building and equipment runs flawlessly. You may see her flying through the hallways with repairmen in tow or at the reception desk covering for Jo-Ann.



Top, left to right: Joyce van der Kooi and Jo-Ann MacDonald. Bottom, left to right: Rhea White and Cindy Boyce.

ADVISOR'S CORNER

COMING SOON: COR COURSES AVAILABLE ONLINE

By Glen Carabin MA, CSS

Coming into the new year, Construction Safety Nova Scotia will be offering Certificate of Recognition (COR) courses online. In order to meet demand and serve our members from Sydney to Yarmouth, you will soon be able to complete COR courses from the comfort of your own office or home. Features such as stopping, saving and starting again where you left off are also available to make getting certified as convenient as possible.

"My hope is that this new accessibility will allow more workers to have the information they need to work safely. As a result, making the construction industry a safer place to work," said Damon Alcock, chief safety services officer, Construction Safety NS.



Photo of Glen Carabin, a Construction Safety NS OH&S safety advisor.

The newly updated COR courses will include CELT, Owner/Operator, Principles of Loss Control, COR Evaluation, Leadership for Safety Excellence and Hazard Identification and Control, all of which are required before obtaining the COR certification and your Letter of Good Standing.

Call Construction Safety NS at 902-468-6696 or toll free at 1-800-971-3888 to inquire about how to register for online COR courses. And remember, Construction Safety Nova Scotia offers these courses to members free of charge.

CONFINED SPACE RESCUE AVAILABLE IN 2017

By Glen Carabin MA, CSS

In Nova Scotia, companies are required to have confined space rescue procedures in place if their workers are subjected to working in small areas that could be hazardous. Employees are also required to be certified in the event they need to rescue an entrant from a confined space.

To help industry meet this need, Construction Safety Nova Scotia will be offering confined space rescue in 2017. The course includes instruction on various entry rescue techniques, how to use rescue equipment, developing rescue procedures for the workplace, completing hazard assessments, entry permits and more.

Participants will receive training on the duties and responsibilities of confined space attendants and learn the practical skills necessary to become a member of an entry rescue team. Take advantage of Construction Safety NS's new confined space simulator and ensure your company is in compliance with confined space rescue. **For more information and registration dates, please contact Construction Safety NS at 902-468-6696 or toll free at 1-800-971-3888.**



Construction Safety NS's confined space simulator



Harrison Diamond and Isaac Hill representing Construction Safety NS at the NSSMAC Trade Show.



Back row, left to right: John Fitzgerald, Glenn Lyon, Isaac Hill, JP Angelopoulos, Ryan Quinn and Tim Bryan. Front Row, left to right: Tim Porter, Laura Langille, Phil Brownell, Lori Ross and Glen Carabin.

ENFORCING WHMIS 2015

By **Glen Carabin MA, CSS**

Construction Safety Nova Scotia has been delivering WHMIS 2015 courses for the past year to help employers prepare for upcoming changes to the WHMIS regulations. WHMIS 2015 is an updated version of WHMIS 1988. It adopts aspects of the United Nations' Global Harmonized System of classification and labeling chemicals, otherwise known as GHS. Health Canada however didn't adopt all aspects of GHS, often prompting people taking the course to ask questions regarding the omissions and enforcement.

In February 2015, amendments to the Hazardous Products Act and Regulations passed into law, creating WHMIS 2015. While WHMIS 2015 and WHMIS 1988 are similar, there are some changes that suppliers, employers and employees need to know about. Such changes include improved Safety Data Sheets; label requirements; categories to indicate hazard severity; four new pictograms (formerly symbols); and the introduction of hazard groups, which group together the different hazard classes.



GHS identifies three hazard groups: physical, health, and environmental hazards. Health Canada has only adopted the physical and health hazard groups, causing course participants to ask, "Why didn't Canada adopt the Environmental Hazard group? How will environmental hazards be regulated?" I thought that was a good question, so I contacted the Canadian Center for Occupational Health and Safety for clarification and according to the CCOHS, environmental hazards are regulated by other legislation.

“Why didn't Canada adopt the Environmental Hazard group? How will environmental hazards be regulated?”

“Health Canada has chosen not to implement the GHS environmental hazard classes into WHMIS 2015. Health Canada will not enforce content requirements under Sections 12 to 15 (of safety data sheets) as the topics ecological information, disposal considerations, transport information, and regulatory information are not under its occupational health and safety jurisdiction. In other words, ecological information and the environmental hazards classes are covered by other Canadian legislation such as the Canadian Environmental Protection Act.”

Section 14 on safety data sheets (transportation Information) is regulated by Canada's Transportation of Dangerous Goods legislation and section 15 (regulatory information) will be the responsibility of the provinces and territories to enforce.

While WHMIS is regulated by provincial and territorial governments, Nova Scotia has yet to pass legislation updating current regulations to the WHMIS 2015 standard. Newly formatted Safety Data Sheets and controlled products complying with WHMIS 2015 are beginning to show up in Nova Scotia workplaces. This has prompted the Department of Labour and Advanced Education (DOLAE) to issue a statement regarding compliance on their website. It's available at: <http://novascotia.ca/lae/healthandsafety/>

Currently, Nova Scotia's WHMIS regulations are under review to ensure provincial regulations are consistent with federal regulations. During the transition period, if safety data sheets or products complying with WHMIS 2015/GHS arrive at your workplace, DOLAE is requiring employers to train any employee that may be exposed to the hazardous product. If the employer receives a product that complies with WHMIS 2015, and employees are not yet trained, the product must be stored away until WHMIS 2015 training is complete.

WHMIS 2015 will continue to be phased in over the next couple of years. The accompanying chart details compliance deadlines for manufacturers, importers, distributors, and employers in Canada. In the meantime, Construction Safety Nova Scotia continues to deliver WHMIS 2015 training for both workers and supervisors to help companies comply with the new regulations. Stay informed and be prepared. If your workplace has received products complying with the new WHMIS 2015 standard, contact Construction Safety Nova Scotia for training dates and registration.

Phases	Timing	Suppliers		Employers ¹
		Manufacturers and Imports	Distributors	
Phase 1	From coming-into-force to May 31, 2017	Comply with CPR or HPR requirements	Comply with CPR or HPR requirements	Consult FPT OSH regulator
Phase 2	From June 1, 2017 to May 31, 2018	Comply with HPR requirements	Comply with HPR requirements	Comply with CPR or HPR requirements
Phase 3	From June 1, 2018 to Nov. 30, 2018	Comply with HPR requirements	Comply with HPR requirements	Comply with CPR or HPR requirements
Completion	December. 1, 2018	Comply with HPR requirements	Comply with HPR requirements	Comply with HPR requirements



Like Us On Facebook & Win!

Construction Safety Nova Scotia is starting a Facebook contest! All you need to do is 'Like Us' on Facebook and you'll be entered into a draw with the chance to:

Win a \$400 gift card to your local home builders supply store!

Draw will be taking place February 1st 2017

You can find us on Facebook by searching Construction Safety Nova Scotia, or by searching @ConstructionSafetyNS



MEMBER PROFILE

TATE CONSTRUCTION: A LEADER IN WORKPLACE SAFETY

By Harrison Diamond

Here at Construction Safety NS, we strive each day to instill the importance of workplace safety across Nova Scotia. We're always excited when we come across a member that takes safety as serious as us.



Tate Construction, out of Antigonish NS, is a great example of a company that takes pride in their safety program. In 45 years of being in business, they haven't experienced one major injury. They also haven't filed a time loss claim since 2010. For operating in the residential sector, where workplace accidents tend to be more prevalent, that's an outstanding feat.

Construction Safety NS was able to catch up with Lloyd Tate, owner and operator of Tate Construction, to ask a few questions about their safety program and what workplace safety means to them.

Why is safety so important to Tate Construction?

"There are two main reasons we choose to operate with safety as a priority. A large number of our staff has been with us and in the construction industry for 40+ years. We rely on their expertise and keeping them safe ensures they'll be able to make it to work every day.

We also employ a lot of people with young families. Work is a part of life, and it's important that everyone's able to make it home safe so they can take care of what's most important. This is a small town and a small community. Everyone knows everyone so we make sure to take care of one another."

Do you find it difficult to maintain a safe work environment?

"It's not that tough. Even if we're under pressure to finish a job, we make sure to take it slow and work an hour later instead of rushing things."

What activity/precaution/measure do you find is the most effective in preventing injury?

"There isn't one particular method that works for all around safety. It's something that has to be top of mind all the time. It's about consistency."

What service(s) have you accessed or training have you taken through Construction Safety NS?

"My first safety course was with Construction Safety NS back in 1995. Since then, I've made sure to have every training certification necessary for the jobs I was doing. The same goes for anyone that works in the company. Anyone working for us is doing the training they need.

... you can't expect a supervisor to oversee everything. Employees need to have the tools to manage their own safety as well."

What motivates your employees to work safely?

They've all bought into it. We used to operate with the model of: work comes first, safety comes second. Almost like a two pronged approach. Now that the message of safety culture has been so engrained into our day to day operations, the two pronged approach has merged into one and they occur simultaneously.



Derrick Nickerson, branch manager for Harris Rebar



Phil Brownell and Shannon Gallagher representing Construction Safety NS at the NSHBA Reno Expo

HOW ARE WE DOING?

CHECK OUT THESE RECENT STATISTICS

The following statistics show the performance of the construction industry in Nova Scotia up until October 31st. There have been 333 time-loss claims so far in 2016. The following table shows the events, nature, and source of the injury, and part of the body impacted.

National Injury Work Statistics Program - 2015 Time Loss Claims

Nature of Injury	Percent of Total Time Loss Claims
Traumatic injuries to muscles, tendons, ligaments, joints, etc.	43%
Traumatic injuries to bones, nerves, spinal cord	20%
Open wounds	13%
Other traumatic injuries and disorders	12%
Surface wounds and bruises	8%

Injury Event	Percent of Total Time Loss Claims
Overexertion	21%
Struck by object	18%
Fall to lower level	15%
Bodily reaction	14%
OTHER EVENTS OR EXPOSURES	10%

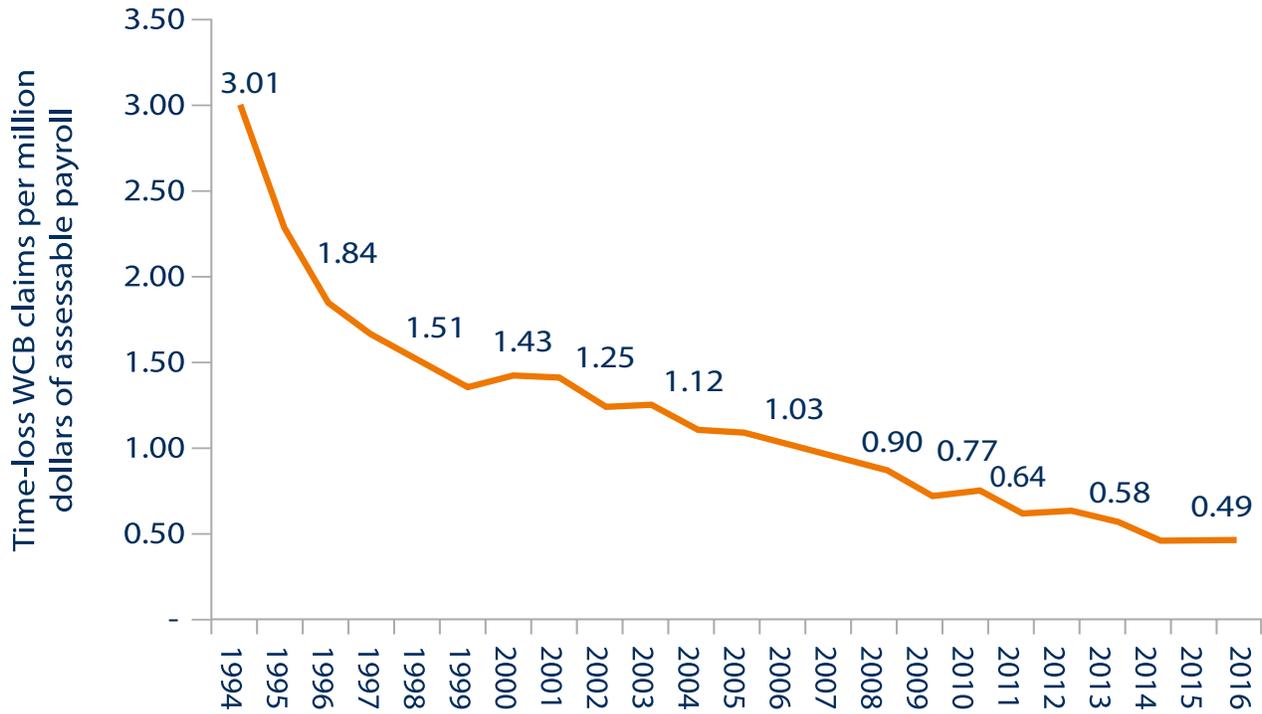
Part of Body	Percent of Total Time Loss Claims
Back, including spine, spinal cord	26%
Finger(s), fingernail(s)	13%
Leg(s)	13%
Multiple body parts	9%
Shoulder, including clavicle, scapula	8%

Source of Injury	Percent of Total Time Loss Claims
Person-injured or ill worker	20%
OTHER SOURCES	17%
Floors, walkways, ground surfaces	16%
Building materials-solid elements	11%
Highway vehicle, motorized	7%

The following table shows how 2016 compares to 2015:

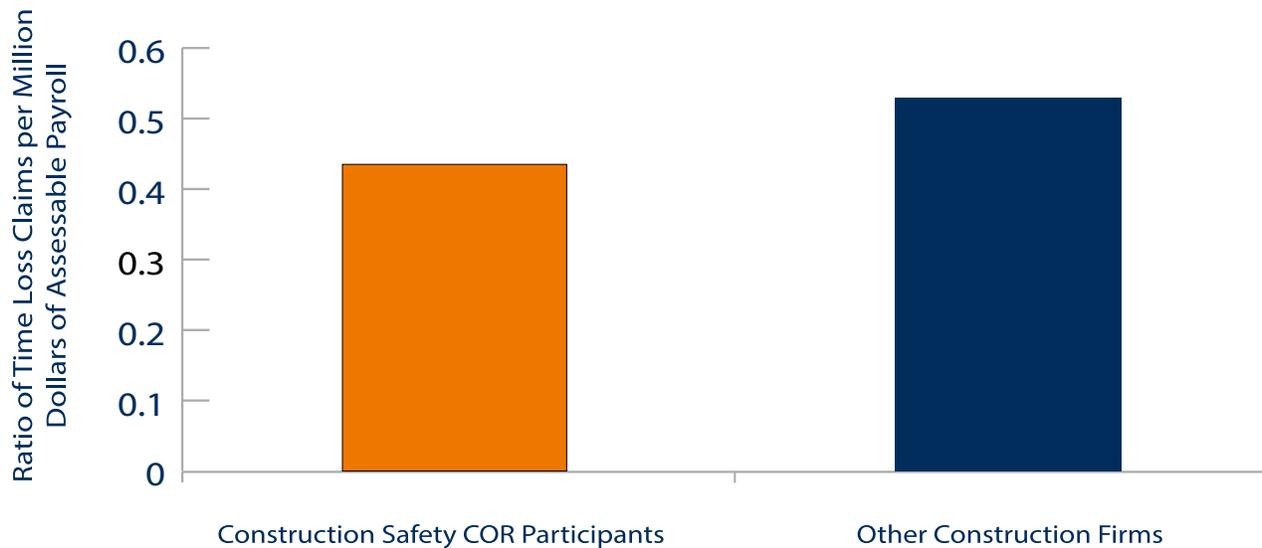
	2015	2016
Time Loss Claims	405	419
Registered Claims	1897	2031
Benefits Paid	\$2,452,609.00	\$3,050,639.00
Firms with 1 Time Loss Claim	241	236
Firms with 2 or more Time Loss Claims	53	65

The following graph shows the ratio between Time Loss Claims and million dollars of assessable payroll. Year to date this ratio sits at 0.50. This means, the average in the construction industry is one Time Loss Claim per two million dollars in assessable payroll.



Utilizing the same methodology, the following graph shows the comparison of COR certified firm to firms without COR certification. These differences are evident year over year.

COR Performance Indicator - 2016 WCB Claims Experience



SAFETY NET

FALL 2016



SAFETY LEGENDS

COR CERTIFICATION SINCE 1996

Here are more members that are being honoured this year as Construction Safety Nova Scotia's Safety Legends. A Safety Legend is a company that's been COR (Certificate of Recognition) Certified since 1996. Construction Safety NS is proud to honour these dedicated companies that have created and maintained successful safety programs for the last 20 years.

Able Electric Ltd.
B.D. Stevens Ltd.
CENTRAL TILE
Curbstone Concrete Services Ltd.
Douglas Ingram's Construction
Duron Atlantic Ltd.
Fred M. Dunphy Excavation & Construction Ltd.
GUILDFORDS 2005 INC/GUILD
CONTRACTING SPECIALTIES
H.E. Armstrong Mechanical Limited
Harbour Construction Company Limited

Harris Rebar
J.R. Eisener Contracting Limited
Lynk Electric Limited
Marid Industries Limited
Moore & Cormier Contracting Ltd.
Norm Smith Electric Limited
Pat Burns Painting
R.K.O. Steel Limited
Redden Petroleum Enterprises Limited
Reddick Bros. Masonry Ltd.
Rices Contracting Company Limited

Roscoe Construction Limited
S.W. Weeks Construction Ltd.
Siemens Canada Limited
Smith & McCarthy Painting Contractors Ltd.
Spacesaver Systems Maritime
Sydney Landscaping & Nurseries Ltd
Tate Construction Limited
Twin City Electric
Weir's Refrigeration Sales & Service Limited
Western Plumbing & Heating Limited

Team Marid



Team Siemens



Team R.K.O. Steel Limited



Team Guildfords

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