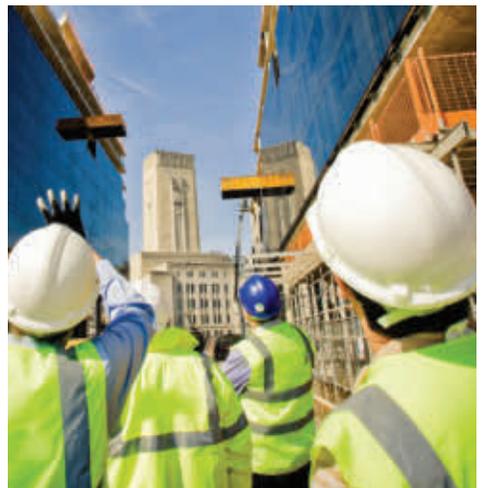




**SASKATCHEWAN
CONSTRUCTION SAFETY
ASSOCIATION**



Constructing Safety Leadership.



The Saskatchewan Construction Safety Association (SCSA) is an industry-funded, non-profit, organization, which provides cost-effective, quality safety training and advice to the construction industry in the province. SCSA membership consists of building construction companies that pay premiums to the Saskatchewan Workers' Compensation Board under the "B" construction rate codes.

The SCSA was incorporated as a non-profit society on March 22, 1995 with the mandate to provide safety-related programs and services to the construction industry that result in a strong foundation for a healthy and profitable industry.

Our mission is to provide quality safety training and advice to construction employers and employees that will lead to reduced human and financial loss associated with injuries in the construction industry.

Our vision is to create a business environment, which provides stimulants to encourage positive changes in the culture and nature of the way the construction industry does business in Saskatchewan.

Board Structure

BOARD OF DIRECTORS:

Past Chairperson
Construction Owners (2 positions)
Directors at Large (2 positions)
Canadian Homebuilders Association of SK (2 positions)
Electrical Contractors Association of SK (1 position)
General Contractors Association of SK (1 position)
Mechanical Contractors Association of SK (1 position)
Saskatchewan Construction Association (2 positions)
SK Provincial Building & Construction Trades Council (4 positions)
SK Roofing Construction Association (1 position)
Regional Safety Committee Employer Representatives (8 positions)
Regional Safety Committee Worker Representatives (8 positions)
Trade Associations – Industrial/Mechanical (2 positions)

EXECUTIVE COMMITTEE:

Chairperson
Vice Chairperson
Past Chairperson
Member
Saskatchewan Construction Association Appointment*
Canadian Homebuilders Association of SK Appointment*

*appointed from the Board

ELECTED BY AND FROM THE BOARD:

Chairperson
Vice Chairperson

Board of Directors 2017

Past Chairperson	Errol Fisher*	North Ridge Development Corporation
Saskatchewan Construction Association	Jason Davidson*	PCL Construction Management Inc.
Saskatchewan Construction Association	Mark Novocosky	Flynn Group of Companies
Canadian Home Builders' Association - SK	Chris Guérette*	Saskatoon & Region Home Builders' Association
Canadian Home Builders' Association - SK	Errol Fisher	North Ridge Development Corporation
Electrical Contractors Assoc. of SK	Garnet Connolly	Triad Power (2004) Ltd.
General Contractors Assoc.	Keith Bird	RNF Ventures Ltd.
Mechanical Contractors Assoc. of SK	Carolyn Bagnell*	Mechanical Contractors Association of Saskatchewan
Trade Associations - Industrial	David Hagen	Chemco Electrical Contractors Ltd.
Trade Associations - Structural	Dana Paidel	Icon Construction Ltd.
SK Roofing Contractors Assoc.	Vernon Hunt	Flynn Canada Ltd.
SK Provincial Building & Construction Trades	Jeff Sweet	Int. Brotherhood of Electrical Workers Local 2038
SK Provincial Building & Construction Trades	Gunnar Passmore	SK Prov. Building & Construction Trades Council
SK Provincial Building & Construction Trades	Dion Malakoff	Int. Brotherhood of Boiler Makers Local 555
SK Provincial Building & Construction Trades	Mike Skrypnyk	Sheet Metal Workers Int. Local 296 Saskatchewan
Director at Large	Ryan Smotra*	Graham Construction & Engineering Inc.
Estevan – Regional Safety Committee	Len Mostoway	Border Insulators Inc.
Estevan – Regional Safety Committee	Treena Hirsch	Hirsch Construction
Moose Jaw – Regional Safety Committee	Kenric Phillips	Regal Electric Ltd.
Moose Jaw – Regional Safety Committee	David Walker	Leeville Construction Ltd.
Regina – Regional Safety Committee	Milayna Goruick	Westridge Construction
Regina – Regional Safety Committee	Alexandra Chase	Icon Construction Ltd.
Prince Albert – Regional Safety Committee	Clayton Clark	Asiil Enterprise Ltd.
Prince Albert – Regional Safety Committee	Jeff Cochrane	Asiil Enterprises Ltd.
Yorkton – Regional Safety Committee	Brian Hilderman	RH Electric Ltd.
Yorkton – Regional Safety Committee	Erin Heimbecker	EMW Industrial Ltd.
Saskatoon – Regional Safety Committee	Pearl McNevin Williams	North Ridge Development Corporation
Saskatoon – Regional Safety Committee	Jason McLeod	North Ridge Development Corporation
Lloydminster – Regional Safety Committee	Dorothy Carson	Ken Carson Consulting Ltd.

* Executive Committee

Message from the Chair



Ryan Smotra
Vice-Chairperson

Firstly, I'd like to thank the SCSA board of directors for the opportunity to serve as your chairperson. It has been a wonderful experience working with all the members of the board of directors, the executive committee, as well as the SCSA management and staff of the association.

Secondly, I'd also like to recognize the time and commitment the governance committee has put in over the past year to work towards implementing the structure changes and bylaw improvements requested by the membership at the 2017 annual general meeting.

In 2017, the WCB industry rates maintained a positive direction continuing their downward trend,

which will contribute to reducing WCB premium rates heading in 2018. Several factors, most notably, the reduction of commodity prices and changes to the Canadian mortgage rules, have led to an effectively flat growth for the construction industry overall in 2017.

This year will be one of change for the SCSA board of directors, with the governance committee proposing recommendations based on the requests of membership at the 2017 AGM. If supported by the membership, these changes will both reduce the size of the board as well as improve the efficiency of communication with the regions, membership and industry. Part of the changes will also include a

In 2017, the WCB industry rates maintained a positive direction continuing their downward trend, which will contribute to reducing WCB premium rates heading in 2018.

modernization of the current bylaws to better prepare the SCSA for the future as well as ensure we follow all existing requirements based on the recommended new board structure.

The regional safety committees continue to provide positive engagement with industry as well as their communities and have been participating in events for NAOSH, Steps for Life, and the National Day of Mourning, as well as community engagement with events like motorcycle runs and charity walks. They also continue to bring in presenters to provide valuable information on all the various aspects of our industry to discuss how to integrate safety as part of business. I'm happy to report increasing participation at our RSC meetings from our industry safety leaders in nearly all regions.

Lastly, I'd like to take a moment to recognize the efforts of the SCSA staff. Whether it be walking on to sites to support a contractor in program development, auditing a long-term COR company and helping them towards their mission to achieve zero harm, educating our workforce, or performing the behind the scenes work that make it all happen, the efforts of the staff at the SCSA continue to provide industry and the workforce an invaluable service.

A handwritten signature in black ink, appearing to read 'Ryan Smotra'.

Ryan Smotra
Vice-Chairperson

Message from the President



Collin Pullar
SCSA President

2017 proved to be a challenging year for the construction industry as a whole. While commodity prices have shown some recent and modest increases this has not yet translated into stronger government revenues and that has affected private and public capital investments, along with the purchasing decisions of residential clients. As a result, we have seen continuing contraction in the sector, with fewer businesses in operation and others more carefully monitoring their investments. While, overall, the Saskatchewan Construction Safety Association (SCSA) has remained solid in fulfilling its mandate of reducing human and financial costs associated with workplace injuries and fatalities, the impact of industry has affected the number of company registrations and completions of certification

and recertification within our flagship program – the Certificate of Recognition (COR®) program. We saw this trend extend into all of our in-class training services. There are, however, several positive and promising results to share from the last year that should be exciting to our members and others who are passionate about safety leadership.

We believe that our range of strategies to raise awareness through our communications, build on relationships, and engage the broader construction and business community, has resulted in a surge of requests for our advisory services, growth in website activity, and a strong media appetite for safety messages. While there has been slower activity in the construction sector, it appears to give us opportunity to engage our stakeholders in different ways, on the merits of strong safety culture and business approaches.

There were a number of invaluable opportunities to meet with senior government procurement officers and policy makers over the past year, allowing the SCSA to provide guidance and perspective on how to advance the safety agenda, while providing increased value to stakeholders. We were also excited to see a continued lowering of Workers' Compensation Board rates for the sector which, again, result in millions of dollars in direct savings

to employers, fewer project disruptions, and reduced suffering of injured workers.

Internally, the SCSA has made progress on improving its operational capacities and stabilizing the team, allowing it to build its strength and provide even better services to our members going forward. It has refined some of its technical offerings for increased availability to members, and an improved member experience. As we continue to continually seek improvements, we believe the foundational work completed in 2017 will support future growth.

Personally, I am excited to support the SCSA Board of Directors, as it too, is going through a transformational journey, which will set the future of the association. I thank them for their involvement, support, and guidance. I particularly wish to thank our Chair, Ryan Smotra, for his commitment of time, vision, energy, and encouragement to the entire SCSA team. Finally, I thank all of our members who have taken on the challenge of leadership and made the necessary efforts to make the Saskatchewan construction environment the safest in Canada.

A handwritten signature in black ink, appearing to read 'Collin Pullar'. The signature is fluid and cursive.

Collin Pullar
SCSA President

Operations Report



Blake Schneider
Director of Operations

Our mission is to provide quality safety training and advice to construction employers and employees that will lead to reduced human and financial losses associated with injuries in the construction industry.

The commitment from the SCSA Operations Team is to identify challenges and bring forward solutions. We rely on our collective experiences and skills to develop innovative solutions to reduce workplace injury. As a relationship based organization, we understand and are committed to continually working at being relevant for our membership and ensuring that everything we do brings value to our members.

PROGRAM SERVICES

Certifications

The efforts by industry leaders with the Ministry of Central Services to place increased emphasis on COR certification as a pre-qualifying standard is expected to drive future COR registrations, but this demand is expected to materialize in 2018 and beyond.

For the 2017 year, COR/SECOR registrations showed good strength while individual certifications were largely behind targets for NCSO/HSA registrations and certifications. It stands to reason that even while companies may have fewer employees working (resulting in lower training and lower NCSO/HSA activity), companies themselves are recognizing the need to distinguish themselves from competitors by earning company certification.

Fig 1 – COR Registrations and Certifications



Operations Report

FIG 2 – B Rate Code COR and SECOR RETENTION

B Rate Code Only Retention		
	2016	2017
COR	88%	83%
SECOR	100%	60%

While acknowledging short-term declines in numbers off of a 2015 peak, COR registrations and certifications show a positive long-term trend which translates into good financial returns for business owners and more companies are recognizing a return on investment in safety. In 2004, when there were 138 COR certified companies the average WCB premium rate was \$2.05. Today's average WCB Premium is \$1.19. Companies which adopt COR also tend to retain the certification over time as evidenced by solid 2017 COR retention rates.

NCSO Program

In response to demand from our members for a more rigorous program, Q3 2017 saw the implementation of new standards for the National Construction Safety Officer (NCSO) program. The most recognizable change to the NCSO program was the rollout of the written national NCSO exam. The exam tests a safety professional on their competencies on safety topics using questions that were defined by SCSA members. The first NCSO exams took place in early September and the first certificates were issued in Q4 2017.

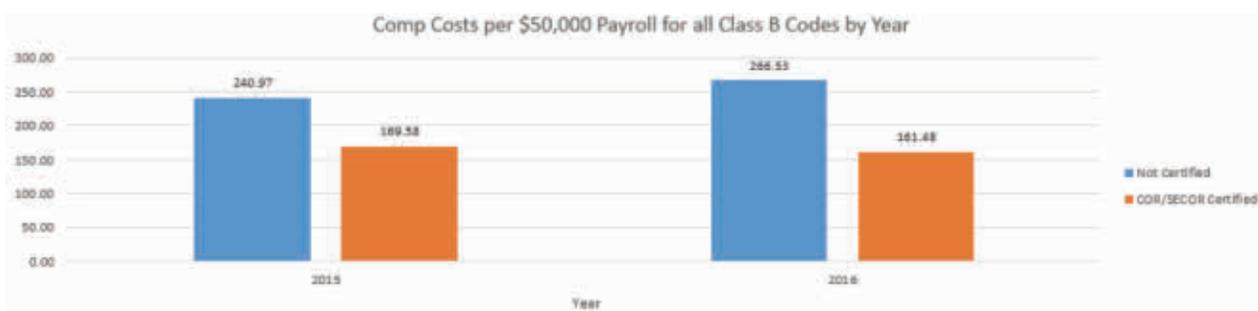
In 2018, to make the certification journey easier, the SCSA will commit to providing an exam preparation guide for SCSA members who wish to write the NCSO exam. Ultimately the changes to the NCSO program are expected to help the integrity of the program and the strength of the brand.

Audits

The audit team carried out 227 audits of safety programs in 2017, and has made steps to strengthen the delivery of audits by implementing a post audit survey that is used for quality control and training purposes.

Overall program services provided key services to our programs which greatly contribute to reducing costs and human losses associated with injuries in the construction industry.

FIG 3 – Compensation Costs per \$50,000 Payroll for all Class B Codes by Year (2015-2016)



Operations Report

ADVISORY SERVICES

In response to member demand for more assistance with the administrative side of safety, advisory services provided manual assistance to 52 companies with completion of their safety manuals while another 46 companies have manuals in progress. Helping these companies strengthen their safety systems is expected to directly impact the safety of the Saskatchewan construction environment.

In 2017, advisory services focused on providing quality site visits while also assisting companies with manual developments. Advisory services exceeded 2016 numbers for quality site visits, demos, companies and workers in attendance and continued providing SCSA advice to members on construction sites in higher numbers.

Safety demonstrations continue to get an excellent reception from the public and industry. Several safety demonstrations were highlighted in television stories and radio discussions. It is anticipated that this public interest in these demonstrations will translate to more interest in other SCSA programs and services.

TRAINING SERVICES

Safety training technicians continue to provide knowledge of injury prevention methods and deliver safety training courses in large numbers aimed at reducing the overall numbers of time loss injuries, total claims and injury frequency in the construction industry.

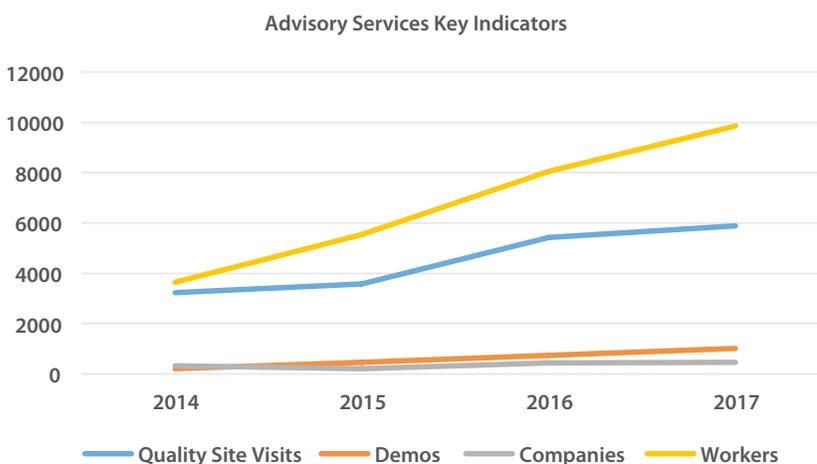
As a whole, training numbers are down compared to 2016 in both instructor-led and online training.

The total decline in training numbers is 15 per cent from last year on instructor led training and 3 per cent for online courses. The decline in training numbers was partially offset by improved attendance for the in-classroom offerings in La Ronge, Lloydminster, Moose Jaw, North Battleford, and Prince Albert.

While the decline in training numbers may be explained by the fact that the construction industry is experiencing layoffs and there are less new employees in the system, the SCSA is using this decline to look at its course delivery model.

While industry practices and national standards tell us that in-classroom delivery of some safety courses is essential, where it is feasible the SCSA are shifting some training materials to online and mixed-online delivery of courses. In addition to the SCSA Guide to Occupational Health & Safety Legislation mobile app, a Saskatchewan-focused asbestos awareness course is being delivered entirely online. As the SCSA moves through a review of its existing courses they will continue to move appropriate training materials to a mix of online and in-class offerings. This shift to a hybrid delivery of courses is expected to partially address a demand for after-hours delivery of safety training and make training materials more available in rural communities.

Fig 4 – Advisory Services Key Indicators



Operations Report

Fig 5 – Training Services

2017	Q1	Q2	Q3	Q4	2017 YTD	2016 YTD	Difference in Attendees	Difference in %
Estevan	0	14	0	11	25	35	(10)	(29%)
Kindersley	9	0	0	0	9	14	(5)	(36%)
La Ronge	10	0	36	1	47	24	23	49%
Lloydminster	0	0	0	2	2	0	2	100%
Moose Jaw	24	24	14	0	62	34	28	82%
North Battleford	15	18	0	41	74	70	4	6%
Prince Albert	84	56	21	11	172	142	30	21%
Regina	717	697	507	556	2477	3010	(533)	(18%)
Saskatoon	845	785	662	644	2936	3335	(399)	(12%)
Swift Current	0	0	0	7	7	19	(12)	(63%)
Yorkton	74	85	60	6	225	419	(194)	(46%)
Other	44	62	14	39	159	215	(56)	(26%)
Total	1822	1741	1314	1307	6195	7297	(1102)	(15%)

Throughout 2017, training services steadily managed to ensure safety messages are reaching Saskatchewan workers through a variety of training offerings such as the mobile application, online courses and instructor-led presentation.

ADMINISTRATION SERVICES

Administration services effectively coordinated services across both offices last year, and the team delivered significant improvements to SCSA business units. Administrative services made investments in SCSA's day-to-day IT

operations with a major technology modernization that brought the organization's servers up-to-date, offered a more resilient backup and recovery strategy, and provided wireless Internet to students in both offices. This investment in wireless Internet is expected to provide students with more access to online safety materials and provide the ability for students to submit course feedback through electronic means. Administration services also provided leadership to a project that will implement a number of member self-service options in 2018.

Ultimately these projects will result in making services more accessible to SCSA members.

BUSINESS DEVELOPMENT AND COMMUNICATIONS

Business development focused on providing support to some key areas of the business to create long term value for the organization. In this capacity, business development provided support and oversight to projects around IT resilience and recovery, improving IT for SCSA's mobile workforce, mobile application development, analysis and design

Operations Report

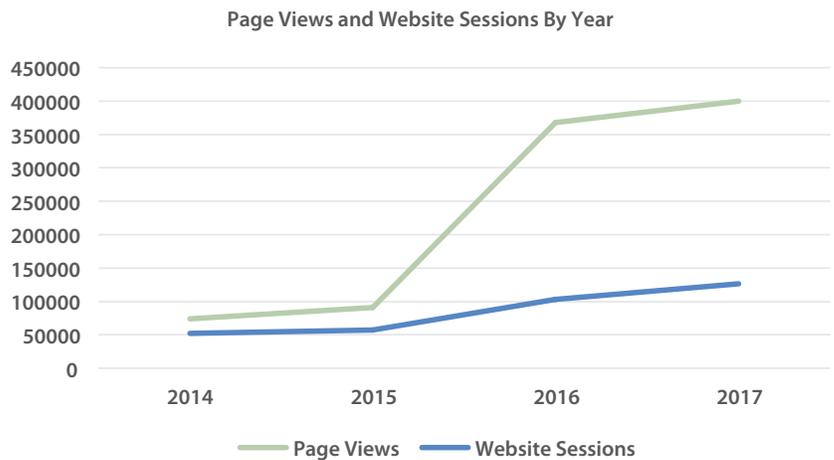
of Association Management Software, five-year strategic planning efforts, creation of new promotional videos and expanding the communication presence of the SCSA in rural communities.

Overall in 2017, in spite of a decline in the industry the SCSA can point to a number of improvements in numbers of members engaged in the activity of the association.

The SCSA e-newsletter is a new communication tool that is provided to over 5,000 subscribers per month and puts safety and leadership messages out to a new audience. The e-newsletter has an open rate of 39 per cent which exceeds industry benchmarks of 13 per cent. Similarly, SCSA showed growth on its social media feeds on Twitter, Facebook, and LinkedIn.

In 2017 the SCSA website showed 23 per cent growth in web site traffic from 2016 while the bounce rate declined over 2016, showing that SCSA website users are viewing more content and are more engaged with the material they see. As a safety resource, over 47,000 toolbox talks were viewed on the SCSA website.

Fig 6 – Page Views and Website Sessions by Year



Overall SCSA's media profile grew in 2017, in particular around the launch of the SCSA Guide to OHS Legislation app which has been downloaded 1,755 times. A media launch and campaign was carried out in Q3 and received interest from multiple media outlets, including newspapers, television, radio and national publications. This strong media visibility demonstrates an excellent public interest in safety topics. It's hoped that this interest in SCSA services will translate into more interest in programs, certifications and courses.

The SCSA has made, and will continue to make investments aimed

at improving its profile outside of major centers. AM radio investments cover virtually the entire populated area of the province and the organization signed a new strategic partnership with the Saskatchewan Junior Hockey League (SJHL) to place messaging in smaller rinks and local publications. More work is planned to address the unique challenges and concerns around getting safety messages into rural communities. It is expected that raising awareness of the SCSA and safe work practices will drive interest in other services and programs that ultimately lead to a safer construction environment in all of Saskatchewan.

Operations Report

CORPORATE SERVICES

EXECUTIVE OFFICES

Aboriginal Engagement

Taking the long-term view identified in Q1, the SCSA has begun developing relationships and potential partnerships with the Saskatchewan Indian Institute of Technologies (SIIT) and the Gabriel Dumont Institute (GDI), focusing on these areas for support and collaboration:

1. Additional recruitment source for future SCSA employees through the extensive employment services in the province.
2. Partnership support in providing safety education with SIIT students through their existing trades for First Nations and Métis youth.

HUMAN RESOURCES

SCSA members expect consistent messaging on safety systems and leadership practices. The SCSA understands the value of long term relationships. To that end, its retention rate for 2017 was 89 per cent and 18 SCSA employees celebrated key service milestones.

A strong retention rate has helped to stabilize the SCSA and provided a foundation to think about the long term success of the organization. From a human resources perspective, it has allowed the organization to move from

Fig 7 – Website Sessions by Urban Community

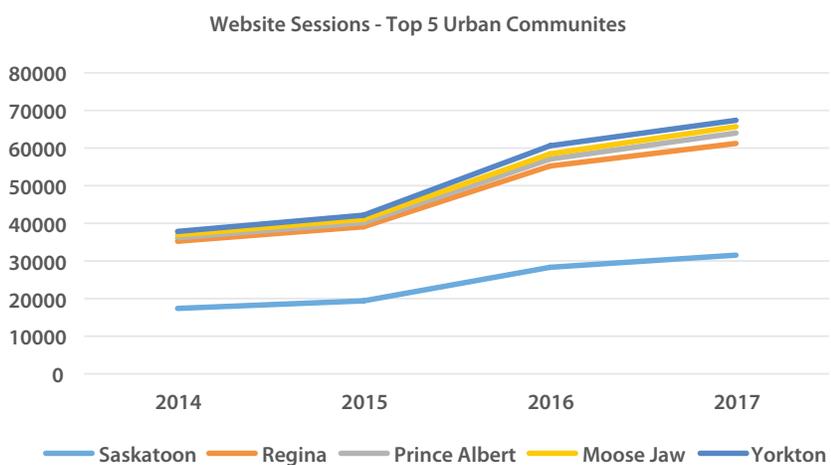
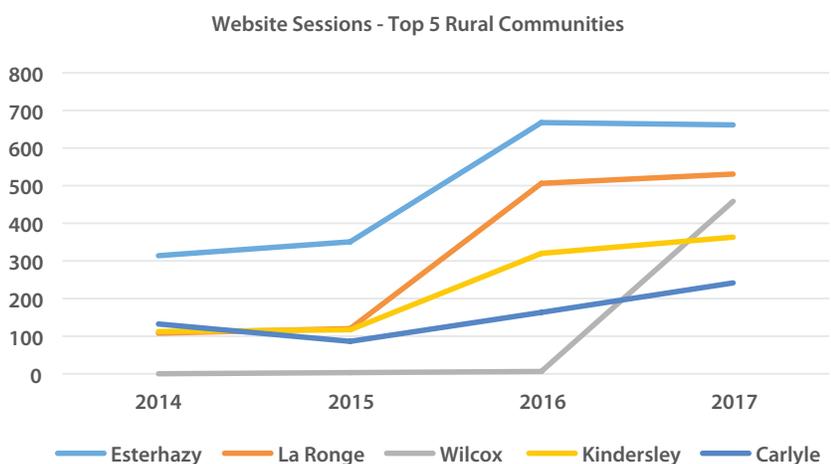


Fig 8 – Website Sessions by Rural Community



replacing staff to thinking about development and succession.

In addition to high retention rate, the SCSA also shows a low first-year turnover rate of 11 per cent. This low first year turnover rate keeps

turnover costs low and allows the association to spend member funds on improving services.

Operations Report

Fig 9 – Retention Rate

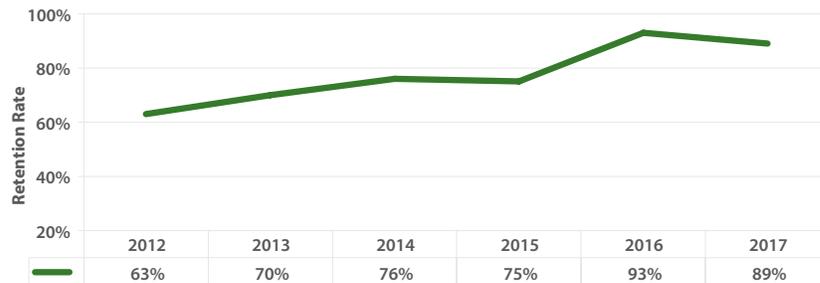


Fig 10 – First Year Turnover Rate



CONCLUSION

The operations team continued to support the mission of providing quality safety training and advice to construction employers and employees. SCSA members received this quality safety training advice in different ways – some members met with advisors, others attended training, and another group used the online tools and mobile application. We have responded to market demand by implementing new Saskatchewan-focused courses and increasing the availability of safety materials on mobile devices. Building quality relationships within the SCSA and with its members and partners is an integral part of operations. The SCSA acknowledged success on a number of fronts in 2017 during a challenging time in the construction industry. The SCSA recognizes that there is still much to be done, but as long as the association remains committed to hearing the voice of its members and working as a team, it anticipates a future in which Saskatchewan emerges as the safest construction environment in Canada.

Regional Safety Committee Reports



REGINA

Construction in Regina was fairly steady in 2017. Large new commercial builds have slowed compared to the past few years. However, there have been many infrastructure improvement projects and large renovations around the city that have been keeping contractors working. The City reports that commercial permits are up from this time last year, while residential has decreased a bit.

Training provided from the SCSA for the Regina area dipped slightly from last year. The most in-demand courses were Fall Protection with 464 students, LSE with 389 students, Safety Auditor with 250 students, and WHMIS 2015 Train the Trainer with 226 students. With the Government of Saskatchewan's decision to require COR-certified contractors for projects exceeding \$1 million beginning in 2019, training numbers should likely improve as companies take the necessary steps to become COR compliant.

Some highlights of the Regina RSC's past year include informative presentations from Canadian Common Ground Alliance on Underground Infrastructure Damage Prevention, and from the SCSA, Hearing Protection/Conservation and

a comprehensive look at the new National Standard NCSO designation and exam. The upcoming legalization of marijuana and its impact on the construction industry has been a hot topic recently and will likely be a presentation we will seek out in 2018.

The RRSC also hosted a NAOSH Week event on May 10, with a BBQ lunch, door prizes, and safety demos. Proceeds from this event totalling \$4,200 were presented to Threads of Life, and a food donation was made to a local charity. We'd like to recognize SCSA, Merit Contractor's Association, and SaskEnergy for their generous sponsorships which helped make the event a success.

In the second half of this year, RSC chairpersons throughout the province began meeting via a brief teleconference following their regional meeting in order to promote better communication between the committees and to share updates and ideas. Some good conversations were had amongst chairpersons so far and it would be nice to see those that have not participated yet take the time to do so in 2018.

Milayna Goruick
Chairperson, Regina Regional Safety Committee



Regional Safety Committee Reports

SASKATOON

The past year saw the Saskatoon RSC host its regular quarterly meetings. There was a good attendance throughout the year with 40 persons average in attendance per meeting.

The annual NAOSH event was a great success story this year. There were many participants, and records show that approximately 298 persons attended. This event takes a great deal of work, preplanning and collaboration. Thank you for all the persons that helped make it happen. There were various demonstrations by the SCSA team, as well as a good representation of vendors. The Canadian Society of Safety Engineers were a great support in their collaboration with the Saskatoon Regional Safety Committee.

The Saskatoon RSC commends and appreciates the dedication, advice and support from the SCSA staff. The demonstration and leadership is invaluable to the success of the RSC. We have also seen, during the summer/fall, an increase of presence of the OH&S staff on sites and appreciate their vigilance and support out in the field for the safety cause. The Legislation app available for all through the good work of the

SCSA is a great asset and the Site Sups and Leaders on sites appreciate this tool in their resources.

On Sept. 20, the Saskatchewan Workers Compensation Board through Mission Zero hosted a "Coffee Break on Site" in Aspen Ridge, one of the newest areas of Saskatoon. The SCSA was there with a demonstration, as well as Saskatoon RSC representation was there to support the safety initiative. There were prizes and giveaways to support and inspire attendance. We saw a good number of workers, contractors and subtrades attend and stay for the talk and demo by the SCSA.

The last meeting of the RSC had the elections for the upcoming year, at which Pat Broberg from SaskCon Repair Services became the new chairperson, with Jason McLeod from North Ridge Development Corp., continuing as worker representative.

Pearl McNevin Williams
Chairperson, Saskatoon Regional Safety Committee



Regional Safety Committee Reports



MOOSE JAW

There have definitely been better years than 2016 and the beginning of 2017 for the construction industry in Moose Jaw. However, we are starting to see a gradual increase in the amount of work being issued and completed.

The water main replacement project is ongoing, worked on by both City of Moose Jaw employees, as well as many employed subtrades that will replace just shy of 79 kilometres of castiron mains and feeder lines.

On Thatcher Drive, a new McDonalds restaurant was built and there are plans for a new fuel

station in that area. With the strong winds that Moose Jaw endured this summer and fall, there were many homes that suffered damages. Contractors have been very busy installing new shingles, siding, and windows to get these homes back to original condition.

Saskatchewan Polytechnic was host to another Girls Entering Trades and Technology camp. During their week in the camp, students learned about the different trades and career paths associated with them. They also received an SCSA hearing protection, eye protection, and safety headwear demonstration to ensure these young girls enter the trades with basic knowledge of how to keep themselves and others safe on the job and at home.

The RSC attendance in the region has been less than previous years, however, training numbers have jumped significantly from previous years. One of the biggest causes of accidents and injuries is lack of training. Contractors in Moose Jaw still see the value of keeping employees trained and more make it an integral part of their business.

Riley Hancock
On behalf of the Moose Jaw
Regional Safety Committee

PRINCE ALBERT

The regional safety committee meetings for Prince Albert are held quarterly with luncheon meetings in January, April, August and November. Construction in the region has still been fairly slow with a few large projects in the area.

We have been continuing to do our best to get new and interesting speakers to the meetings with informative material to present. For 2018, we are looking at getting a speaker to talk about marijuana in the workplace once it's legalized this summer.

Our NAOSH BBQ this past spring was successful again with a profit of \$346.93, which was donated towards Steps for Life.

Enough interest and attendance levels have allowed us to host two fall protection training courses in Prince Albert on Jan. 9-10 through the SCSA.

We had a few new faces at each meeting and hope to get more as we have been working on spreading the word to additional companies throughout the region.

Clayton Clark
Chairperson, Prince Albert Regional
Safety Committee

Regional Safety Committee Reports

ESTEVAN

In 2017, the Estevan area and much of the southeast corner of the province saw a continued slowdown. Very little construction took place in the area as a lot of housing and commercial property remains vacant. However, there were some expansion projects on a commercial building that kept a few companies busy through the summer.

The Estevan RSC met four times during the year which helped share safety information among the group. The NAOSH event was held at the Carnduff School with five sets of safety demonstrations throughout the day. Thank you to Rick Rieger, the SCSA safety advisor, for setting up the demos. The committee once again felt that exposing safety information with students entering the workforce is still the best approach for this event in our area.

On a positive note, the rise of oil prices has sparked a renewed interest in the oil and gas sector. Pipelines still need to be built to move the oil out of Western Canada and they seem to be slow coming. Western Canada sits on large reserves of oil and gas. 2018 will bring new capital for drilling and completions and the creation of lost jobs in Western Canada as a whole.

It will take time to trickle down to residential construction with an oversupply of houses on the market now in Saskatchewan.

I would like to thank committee members who took part in the meetings, as well as Rick Rieger and the SCSA for providing support throughout the year. Without everyone's support and attendance, the committee might not be able to continue.

Len Mostoway
Chairperson, Estevan Regional Safety Committee

YORKTON

Thank you to all members of the Yorkton RSC for their support, dedication and involvement in 2017. This illustrates the commitment of our members and non-members to the ongoing efforts to develop and improve the safety culture in our region. A positive sign is seeing many new companies achieving or working towards COR / SECOR.

We especially thank the SCSA / SCSA advisory staff for their continuing guidance and offering of their resources. Their positive support and ongoing efforts are a tremendous asset to our members and non-members and appreciated

by all. Their site visits, inspections, safety courses, and coaching new members in their process of achieving COR / SECOR benefit all. As well, their efforts to recruit new members and potential members to our regional meetings is crucial to our committee's growth.

The past year saw a downturn in the economy in our region, which was unfortunate after the past couple years of growth. We are optimistic that 2018 will bring improvements to the economy, bringing growth and activity back to the area.

The fourth quarter elections were held, with Brian Hilderman re-elected as chairperson, and Ryan LeNouail elected as vice chairperson, and Stephan Bewcyk elected as worker rep.

The Yorkton RSC has a great core group, and our goal is to continue to pursue new members. We are committed to communicate the benefits of SCSA to our region and to enhance the safety of all workers by sharing our knowledge and experience.

Brian Hilderman
Chairperson, Yorkton Regional Safety Committee

Regional Safety Committee Reports



LLOYDMINISTER

Our success this past year has been a direct result of the efforts of our volunteers and local community partners. Sustaining five meetings annually with a consistent 35 per cent attendance of members, each with an educational component. The Lakeland RSC has hosted four awareness events and a fundraising event. With the use of social media and local advertising this committee advertised and hosted a number of classroom training programs and stayed active in promoting the aims and objectives of helping develop safety training needs and solutions to training problems, particularly in the construction industry.

There are six sub-committees formed to ensure the success of these events.

Day of Mourning on April 28th was attended by more than 100 people in the Lloydminster area. A big thank you to the City of Lloydminster for its leadership in this event every year and setting an example. Atco Electric provided refreshments after the flag lowering ceremony. Cold Lake also hosted its first Day of Mourning ceremony and had 20 people attend. Our partnership with the people of Cold Lake, Town of Bonnyville and Chamber of Commerce is growing daily.

During NAOSH week our committee was in full swing. Attending the Bi Provincial Try a Trade with more than 1,800 students with interactive fall protection booth and games to pick a task the risk level and PPE required for the task, the students were engaged and won prizes of Subway gift cards for those who correctly completed the three game levels.

The week ended with a BBQ for the community and we had a variety of vendor booths set up to provide materials, networking and information to all those who stopped by. An estimated 150 people stopped by.

In a community of 27,000 people, our committee reached more than 2,500 people in one week. That is an excellent outreach.

Our fundraising efforts that support the Threads of Life consisted of Treads for Life Motorcycle run. This event raised more than \$7,000. We raffled a motorcycle, while partnering with the local Lion Club. A great number of volunteers and community leaders assisted in both of these events. Thank you to all those who supported us in these endeavors.

Our Lakeland Regional Safety Conference was cancelled this year. Our registration was not viable to host the event. We are planning to continue the event next year, however. The increasing participation from our local community will ensure that we are now driving strong growth and awareness in 2018. We had excellent performance from our dedicated members and volunteers and look forward to more challenges and the year ahead of us.

Jennifer Keach
Chairperson, Lakeland Regional Safety Committee

Regional Safety Committee Reports

SWIFT CURRENT

The Swift Current RSC would like to thank all the participating member and non-members as we have seen a continued growth in numbers attending our quarterly meetings. Thank you to the SCSA and SCSA Advisory staff for all their help in 2017. Their ongoing guidance, support and mentoring for many groups and companies is well received and the feedback is very positive. The commitment that has been established in our community encourages a growing dedication for the support of a safety culture in our region.

The RSC hosted a NAOSH event on May 29, 2017 that was a success for our community. Numerous attendees had the opportunity to view the SCSA demos and local safety vendors. Through the support of members and generous donations, we were able to raise funds and donate to Threads for Life; a local scholarship with the Great Plains College; and a food donation to Dorie's House. The Swift Current RSC was able to attend the Great Plains College Scholarship luncheon on October 12, 2017 to present the scholarship cheque on behalf of the committee.

The Swift Current construction industry opened on the quiet side but has seen an increased number of permits being purchased for 2017 at 155. The new residential construction is standalone flourishing. As the city of Swift Current has welcomed 2000 immigrants, housing units are still being constructed to meet the demand of the increased population growth.

The City of Swift Current has been working hard at extending the Monroe Industrial Park located on Highway 4 South by 7 Acres. Phase 1 began in early spring of 2017; this will open up numerous lots available for new industrial/ commercial construction. Letting Phase 2 of the Industrial Park be carried out in early 2018. However, the City of Swift Current took the Trans-Canada Highway level of safety extremely serious this last year and chosen to upgrade the lighting along Trans-Canada within the city limits, the support and feedback from this project has been positive. The city of Swift Current and Mayor Dennis Perrault have been very supportive of many organizations participating in the development/construction of the Chinook SaskPower Project.

As our southwest region is at hand, the AG sector remains consistent and adverse in exploring the changes

they entail. Strong cattle prices along with healthy yields, have meant that local agricultural businesses are thriving. Two southwest communities find themselves on the forefront of future development of New Wind Farms. First being the Wymark Wind Project, and second Gull Lake-Benchlands Wind Energy Project, both have projected start dates for 2020.

The Swift Current RSC has been working with local groups and companies to help promote the committee and to share in the success we have embarked along the 2017 journey. With that, the Swift Current RSC has developed its own logo. The RSC would also like to congratulate the new members who have enrolled for the COR/ SECOR programs and those who have achieved. The Swift Current RSC is looking forward to contributing and encouraging a safe and successful 2018.

Kellie Ebner
Co-Chairperson, Swift Current
Regional Safety Committee

Financial Statements

Financial Statements of

**SASKATCHEWAN
CONSTRUCTION SAFETY
ASSOCIATION INC.**

Year ended December 31, 2017



KPMG LLP
Hill Centre Tower II
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Canada
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INDEPENDENT AUDITORS' REPORT

To the Members

We have audited the accompanying financial statements of Saskatchewan Construction Safety Association Inc., which comprise the statement of financial position as at December 31, 2017, the statements of operations, changes in net assets and cash flows for the year then ended, and notes, comprising a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on our judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, we consider internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of Saskatchewan Construction Safety Association Inc. as at December 31, 2017, and its results of operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

KPMG LLP

Chartered Professional Accountants

January 30, 2018
Regina, Canada

KPMG LLP is a Canadian limited liability partnership and a member firm of the KPMG network of independent member firms affiliated with KPMG International Cooperative ("KPMG International"), a Swiss entity.
KPMG Canada provides services to KPMG LLP.

SASKATCHEWAN CONSTRUCTION SAFETY ASSOCIATION INC.

Statement of Financial Position

December 31, 2017, with comparative information for 2016

	2017	2016
Assets		
Current assets:		
Cash	\$ 2,677,094	\$ 1,902,332
Accounts receivable	41,849	26,581
Short-term investments (note 2)	1,200,000	601,504
Prepaid expenses	65,156	62,389
	<u>3,984,099</u>	<u>2,592,806</u>
Property, plant and equipment (note 3)	434,573	569,848
	<u>\$ 4,418,672</u>	<u>\$ 3,162,654</u>
Liabilities and Net Assets		
Current liabilities:		
Accounts payable and accrued liabilities (note 4)	\$ 211,685	\$ 225,602
Deferred revenue	1,135,550	7,420
	<u>1,347,235</u>	<u>233,022</u>
Deferred contributions related to property, plant and equipment (note 5)	60,000	80,000
Net assets:		
Invested in property, plant and equipment	374,573	489,848
Unrestricted	2,636,864	2,359,784
	<u>3,011,437</u>	<u>2,849,632</u>
Commitments (note 6)		
	<u>\$ 4,418,672</u>	<u>\$ 3,162,654</u>

See accompanying notes to financial statements.

On behalf of the Board:

_____ Director _____ Director

SASKATCHEWAN CONSTRUCTION SAFETY ASSOCIATION INC.

Statement of Operations

Year ended December 31, 2017, with comparative information for 2016

	2017	2016
Revenue:		
Funding from Saskatchewan Workers' Compensation		
Board	\$ 4,500,000	\$ 4,250,000
Other	159,025	96,385
Sale of training materials	43,376	37,973
Supporter fees	125,250	110,250
Seminar and course revenue (Schedule 1)	791,257	872,414
Amortization of deferred contributions (note 5)	20,000	20,000
	<u>5,638,908</u>	<u>5,387,022</u>
Expenses:		
Advertising	255,695	174,054
Amortization of property, plant and equipment	175,818	244,253
Bank charges	37,540	36,901
Building maintenance and utilities	197,090	177,344
Human resources	145,788	146,839
Insurance	18,393	17,530
Legal and audit	28,888	23,279
Meetings and seminars	93,648	56,609
Memberships and subscriptions	5,860	3,362
Office equipment rental	25,778	24,845
Office supplies	277,867	132,285
Postage and courier	24,932	28,245
Printing	16,311	14,323
Rent	181,090	167,366
Salaries and benefits	3,624,104	3,263,949
Telephone and fax	58,294	46,137
Travel	310,007	261,668
	<u>5,477,103</u>	<u>4,818,989</u>
Excess of revenue over expenses	\$ 161,805	\$ 568,033

See accompanying notes to financial statements.

SASKATCHEWAN CONSTRUCTION SAFETY ASSOCIATION INC.

Statement of Changes in Net Assets

Year ended December 31, 2017, with comparative information for 2016

December 31, 2017	Invested in property, plant and equipment	Unrestricted	Total
Balance, beginning of year	\$ 489,848	\$ 2,359,784	\$ 2,849,632
Excess (deficiency) of revenue over expenses	(137,588)	299,393	161,805
Net change in investment in property, plant and equipment	22,313	(22,313)	-
Balance, end of year	\$ 374,573	\$ 2,636,864	\$ 3,011,437

December 31, 2016	Invested in property, plant and equipment	Unrestricted	Total
Balance, beginning of year	\$ 556,346	\$ 1,725,253	\$ 2,281,599
Excess (deficiency) of revenue over expenses	(225,590)	793,623	568,033
Net change in investment in property, plant and equipment	159,092	(159,092)	-
Balance, end of year	\$ 489,848	\$ 2,359,784	\$ 2,849,632

See accompanying notes to financial statements.

SASKATCHEWAN CONSTRUCTION SAFETY ASSOCIATION INC.

Statement of Cash Flows

Year ended December 31, 2017, with comparative information for 2016

	2017	2016
Cash provided by (used in):		
Operations:		
Excess of revenue over expenses	\$ 161,805	\$ 568,033
Items not involving cash:		
Amortization of deferred contributions	(20,000)	(20,000)
Amortization of property, plant and equipment	175,818	244,253
(Gain) loss on sale of property, plant and equipment	(18,230)	1,337
Change in non-cash operating working capital:		
Accounts receivable	(15,268)	5,266
Prepaid expenses	(2,767)	(9,374)
Accounts payable and accrued liabilities	(13,917)	59,947
Deferred revenue	1,128,130	(1,370)
	<u>1,395,571</u>	<u>848,092</u>
Investments:		
Purchase of property, plant and equipment	(57,581)	(162,976)
Proceeds on disposal of property, plant and equipment	35,268	3,884
Purchase of short-term investments	(598,496)	(1,504)
	<u>(620,809)</u>	<u>(160,596)</u>
Increase in cash	774,762	687,496
Cash, beginning of year	1,902,332	1,214,836
Cash, end of year	<u>\$ 2,677,094</u>	<u>\$ 1,902,332</u>

See accompanying notes to financial statements.

SASKATCHEWAN CONSTRUCTION SAFETY ASSOCIATION INC.

Notes to Financial Statements

Year ended December 31, 2017

Nature of operations:

The Saskatchewan Construction Safety Association Inc. (the "Association") is incorporated under *The Non-Profit Corporations Act of Saskatchewan*. The Association accordingly is exempt from income taxes. The primary purpose of the Association is to develop and co-ordinate safety training programs for construction sector employers and workers in the province of Saskatchewan.

Pursuant to a funding agreement, the Association receives significant funding revenue from the Saskatchewan Workers' Compensation Board (the "WCB") to finance the development and co-ordination of the safety training programs referred to above. As a result, the Association is dependent upon the continuance of this funding to maintain operations at their current level.

The agreement provides further that all property, plant and equipment or assets acquired for safety program development and training are deemed to be supplied by the WCB and shall remain the property of the WCB. Additionally, the bylaws of the Association provide that on dissolution of the Association, assets will be transferred to the WCB.

1. Significant accounting policies:

These financial statements are prepared in accordance with Canadian accounting standards for not-for-profit organizations. The Association's significant accounting policies are as follows:

(a) Revenue recognition:

The Association follows the deferral method of accounting for contributions. Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Contributions related to the purchase of property, plant and equipment are recognized as revenue on the same basis as the related assets are amortized. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

SASKATCHEWAN CONSTRUCTION SAFETY ASSOCIATION INC.

Notes to Financial Statements (continued)

Year ended December 31, 2017

1. Significant accounting policies (continued):

(b) Financial assets and liabilities:

Financial instruments are recorded at fair value on initial recognition. Subsequently they are recorded at cost or amortized cost, unless management has elected to carry the instruments at fair value. The Association has not elected to carry any such financial instruments at fair value.

Transaction costs incurred on the acquisition of financial instruments measured subsequently at fair value are expensed as incurred. All other financial instruments are adjusted by transaction costs incurred on acquisition and financing costs, which are amortized using the straight-line method.

Financial assets are assessed for impairment on an annual basis at the end of the fiscal year if there are indicators of impairment. If there is an indicator of impairment, the Association determines if there is a significant adverse change in the expected amount or timing of future cash flows from the financial asset. If there is a significant adverse change in the expected amount or timing of future cash flows from the financial asset. If there is a significant adverse change in the expected cash flows, the carrying value of the financial asset is reduced to the highest of the present value of the expected cash flows, the amount that could be realized from selling the financial asset or the amount the Association expects to realized by exercising its right to any collateral. If events and circumstances reverse in a future period, an impairment loss will be reversed to the extent of the improvement, not exceeding the initial carrying value.

(c) Property, plant and equipment:

Property, plant and equipment is recorded at cost. Amortization is calculated using the straight-line method over their estimated useful lives as follows:

Asset	Rate
Office and training equipment	5 years
Computer equipment	3 years
Vehicles	5 years
Leasehold improvements	Amortized over the life of the lease

SASKATCHEWAN CONSTRUCTION SAFETY ASSOCIATION INC.

Notes to Financial Statements (continued)

Year ended December 31, 2017

1. Significant accounting policies (continued):

(d) Use of estimates:

The preparation of the financial statements requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amount of revenue and expenses during the reporting period. Significant items subject to such estimates and assumptions include the estimated useful lives of property, plant and equipment. Actual results could differ from these estimates.

2. Short-term investments:

Short-term investments consist of guaranteed investment certificates bearing an interest rate of 1.3% (2016 - 1.0%). These guaranteed investment certificates have maturity dates in September - December 2018.

3. Property, plant and equipment:

			2017	2016
	Cost	Accumulated amortization	Net book value	Net book value
Office and training equipment \$	649,586	\$ 441,439	\$ 208,147	\$ 246,452
Vehicles	115,823	95,251	20,572	54,520
Computer equipment	409,839	393,571	16,268	22,420
Leasehold improvements	1,134,473	944,887	189,586	246,456
	\$ 2,309,721	\$ 1,875,148	\$ 434,573	\$ 569,848

4. Accounts payable and accrued liabilities:

Included in accounts payable and accrued liabilities are government remittances payable of \$nil (2016 - \$nil), which includes amounts payable for provincial sales taxes and payroll taxes.

SASKATCHEWAN CONSTRUCTION SAFETY ASSOCIATION INC.

Notes to Financial Statements (continued)

Year ended December 31, 2017

5. Deferred contributions related to property, plant and equipment:

Deferred contributions relate to funding provided for property, plant and equipment and represent the unamortized portion of the contributions received. The deferred contributions are recognized as revenue as the related assets are amortized.

	2017	2016
Balance, beginning of the year	\$ 80,000	\$ 100,000
Less amounts recognized as revenue	(20,000)	(20,000)
Balance, end of year	\$ 60,000	\$ 80,000

6. Commitments:

The Association is committed under leases for office space, office equipment and vehicles over the next five years as follows:

2018	\$ 264,332
2019	257,404
2020	158,800
2021	83,405
2022	520

SASKATCHEWAN CONSTRUCTION SAFETY ASSOCIATION INC.

Notes to Financial Statements (continued)

Year ended December 31, 2017

7. Financial risks:

The Association, through its financial assets and liabilities, has exposures to the following risks from its use of financial instruments: credit risk and market risk (interest rate risk and other price risk).

a) Credit risk:

Credit risk refers to the risk that a counterparty may default on its contractual obligations resulting in a financial loss. The Association is exposed to credit risk with respect to cash, accounts receivable and short-term investments. The carrying amounts of financial assets on the balance sheet represent the Association's maximum credit exposure at the balance sheet date.

The Association's credit risk is primarily attributable to its trade receivables. The amounts disclosed in the balance sheet are net of allowance for doubtful accounts, estimated by management of the Association based on previous experience and its assessment of the current economic environment. The Association does not have significant exposure to any individual customer and has not incurred any significant bad debts during the year. The credit risk on cash and short-term investments is limited because the counterparties are chartered banks with high credit ratings assigned by national credit-rating agencies.

SASKATCHEWAN CONSTRUCTION SAFETY ASSOCIATION INC.

Schedule 1 - Seminar and Course Revenue

Year ended December 31, 2017, with comparative information for 2016

	2017	2016
Training programs:		
Computer based training	\$ 360,474	\$ 382,143
Instructor based training	645,455	719,520
	1,005,929	1,101,663
Training expenses	214,672	229,249
	\$ 791,257	\$ 872,414



SASKATCHEWAN
CONSTRUCTION SAFETY
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