Kavis Reed Breaks the “ICE” on Leadership in Safety

The Saskatchewan Construction Safety Association (SCSA) and the Regina & District Chamber of Commerce (R&DCC) were proud to host a Leadership in Safety Luncheon, featuring Kavis Reed — former assistant coach for the Saskatchewan Roughriders and the new General Manager for the Montreal Alouettes — at the Travelodge Hotel in Regina on February 9, 2017.

Following the luncheon, Reed facilitated a complimentary Executive Leadership Development session for SCSA members followed by a Q&A period. Reed shared his unique perspective on teamwork, based on the principles of “ICE” (Intellectual, Communal, and Emotional) Leadership and “ZERO TO TEAM” — the making of high-performance teams.

“We were fortunate to have such an influential leader grant us insight on what it takes to develop and maintain strong leadership — a crucial component to driving safety culture in any type of organization,” says Collin Pullar, president of the SCSA.

“Whether you’re managing a football team, supervising workers on a construction site, or in any other type of work environment, safety is paramount to getting the job done and making sure everyone goes home safely,” added Pullar.

John Hopkins, CEO of the R&DCC, agrees. “Leadership, especially in regard to safety, plays such an important role in strengthening our communities, our businesses, and our local economy. We hope everyone walked away with a better sense of how to be a safety leader in each of their organizations and spheres of influence.”

Growing up in his birthplace of South Carolina, many of Reed’s uncles worked in construction, exposing him to the importance of a strong team environment in the industry, which he readily translated to the football field.

“The most important thing I observed is how everyone relies on each other to do their particular part in an effective and

continued
Coach Reed’s Tips on Leadership

• The success of a group depends upon the effectiveness of the people in leadership

• All leaders are duty bound to be attentive to the needs and concerns of their people

• Trust provides the people it serves with the confidence that their welfare is held in the highest regard

• You have to empower people — send down the vision. Make sure the message is clear and trust your team to keep it unchanged

• Have well-defined roles and ensure people are comfortable in those roles. Don’t limit growth and expansion, but do emphasize the importance of everyone functioning optimally as a member of the team

• Efficiency leads to success. Ensure no one steps outside the scope of their role and is the best they can be within that role

• Trust-centred leadership nurtures the Intellectual, Communal, and Emotional (“ICE”) Leadership aspects of a team

• Services and caring are the driving forces to a happy, productive, and successful team
“Everything from proper equipment inspections, proper tackling, and other critical techniques to make certain people are doing things fundamentally correct,” Reed continues. “Everything that we do is all about player safety. That is one thing that we will not compromise.”

Pullar argues that habits dictate the future, whether they are good or bad, and the more that habits are acquired in doing things methodically and safely, the more it becomes second nature. “When you do it frequently enough, it becomes a part of who you are and gives you the strength to resist those compromising moments … as you build your habits, those things that ‘come out of character’ become less frequent.”

Although both Pullar and Reed agree that it is important for leaders to invest in people emotionally and make sure they are comfortable and operate safely in the environment being established, they also note that emotions can at times override the techniques and habits put in place to ensure safety is upheld; negatively impacting the overall performance of the team.

“You try to educate guys as much as you possibly can before games and you constantly and repetitively drive it home that everyone wants to go home as safely as possible … not allowing our adrenaline to take over and force us to step outside the boundaries of the rules,” says Reed.

“Wanting to get the job done quickly and get it to the customer as fast as we can is sometimes driven by a set of emotions. We need to be, as leaders, stable enough and practice stability so we are not trying to do things at a frenetic pace — such that we start risking quality, we start risking safety, and we start risking the overall performance of the business,” says Pullar.

“We all get to enjoy the beauty of people’s hand in the construction industry, but we want them to enjoy it as well. We want them to see the completion of their projects, and be able to exhale and know that they’ve done it safely,” adds Reed.

Aside from safety, Reed is also very passionate about his advocacy for developing and maintaining strong leadership — calling it the core of every entity, whether it be family, business, academic or other types of environments.

“I’m a fervent believer that we can do things the right way and we just need people to champion those things … If there are issues or there are concerns or problems, it usually traces back to problems with leadership. You look at the leadership structure to tell you whether or not it’s a healthy environment,” Reed argues.

According to Pullar, the construction industry has issues with safety, but the bigger challenge is with regard to leadership. He continues to share this message with business owners, supervisors, financial investors, academic professionals, and workers throughout the province, in an effort to improve safety culture on Saskatchewan worksites, and in turn, improve the success of businesses and the overall satisfaction of consumers.

“If you control your risk, control the avoidable losses, your likelihood of success goes so much higher. Your likelihood of having a good product — whether it be on a playing field or on a construction site — you are more likely to have fewer errors and a much higher probability of having your customers happy with what they receive. They can see the quality in it. The evidence is there,” says Pullar.

Like Pullar, Reed also attributes efficiency to success, and claims that having well-defined roles, and ensuring every member stays active and optimally efficient within the scope of their roles, is crucial to achieving and maintaining that success.

“Leadership is not about being popular. It is about being fair and doing things the right way. You have to stand on your soap box to make certain that things are done right. That’s your only job — if you have that as your compass, I think you are going to be an effective leader.”

Reed lives in Edmonton during the off-season with his wife Darlene and their two children, Tyra and Tarik. He maintains a close friendship with Pullar as they both advocate very passionately about the importance of safety, leadership, and the linkages between the two for yielding high-performance environments and business success.

To view a full recording of Kavis Reed’s keynote presentations in Regina on “ICE” Leadership and Zero-to-Team: The Making of High Performance teams, visit the Saskatchewan Construction Safety Association’s (SCSA) YouTube channel, available at www.scsaonline.ca
Welcome to the Summer 2017 SCSA Safety Advocate! We are really excited to share this edition with the individuals and companies that make up our building industry in Saskatchewan. You will find stories regarding the progress and challenges with safety compliance, the increased weighting of Certificate of Recognition (COR*) in the SaskPower procurement processes, and the safety successes of one of our long-time COR companies, among several other informative articles.

While we continue to experience a slowdown in building activity across the industrial, residential, and commercial sectors, an increasing number of companies are making renewed investment in their approaches to safety management within their operations. This trend suggests that more people are seeing the range of advantages that come with this kind of investment.

Once again this year, we’re proud to recognize the achievements of our members and bring forth relevant information to encourage more companies to adopt the learning and practices that lead to fewer incidents, injuries, and costs. I encourage you to read through and share this publication with coworkers, clients, and friends.

As always, we hope you’ll join us in making Saskatchewan business healthy, strong, and injury-free.

Stay safe friends,
Collin Pullar
SCSA President

TSN’s Glen Suitor Visits the SCSA

Glen Suitor — former defensive back who played eleven seasons for the Saskatchewan Roughriders; current CFL Broadcaster for TSN and analyst/co-host with Rawlco Radio’s The Green Zone, received a warm welcome from staff at the Regina SCSA office back in February. SCSA Safety Advisors, Justin Brooks, Rick Rieger, and Patrick Hunt, presented Suitor with the SCSA Eye Protection Safety Demonstration, which shows the protective differences between safety-rated eyewear (CSA Z94.3; ANSI Z87.1) and regular eyewear, by testing the resistance of each with shots from a nail gun.

(L-R) Rick Rieger, Justin Brooks, Glen Suitor, Ed Pyle, Collin Pullar, Richard Yeomans, Patrick Hunt
The Saskatchewan Construction Safety Association (SCSA) was proud to recognize several important safety leaders in the province at its Annual General Meeting (AGM) on February 16, 2017 at the Travelodge Hotel in Saskatoon. The AGM was kicked off with keynote speaker, Dr. Larry Rosia, President and CEO of Saskatchewan Polytechnic, who spoke about the changes facing the construction industry and the close relationship between Saskatchewan Polytechnic and the SCSA.

Members of the 2016 Board of Directors were recognized for their service to the association, including 2016 Chairperson, Stacie Beever, the Community and Corporate Development Manager for Innovative Residential. Both Glenda Barton, the Chief Safety Officer in Human Resources for Safety and Environment at SaskPower, and Ken Pickering, President of Globe-Elite Electrical Contractors, were also recognized for their five years of service to the Board.

At its AGM each year, the SCSA honours individuals, companies, and committees, for their commitment to promoting effective health and safety management systems in the residential and commercial building construction industry in Saskatchewan.

“We wouldn’t succeed in raising awareness and promoting change to improve safety culture in our communities without the individual efforts of our members in industry,” says Collin Pullar, president of the SCSA.

“It’s an honour for us to recognize these folks for the work that they do that is ultimately an extension of our mission to reducing workplace injuries and fatalities in Saskatchewan, and in turn, ensuring construction projects are completed on time and on budget,” added Pullar.

2016 SCSA Safety Award Winners

The Corporate Leadership in Safety Award recognizes member companies for their dedication and outstanding contribution to the enhancement of health and safety in their region. One company from each of the SCSA Regional Safety Committees (RSC) are eligible to receive this award. Congratulations to Asil Enterprises, Elite Metal Builders, Noble Construction Corporation, RH Electric Ltd., North Ridge Development Corporation, and Westridge Construction on this achievement.

The Safety Practitioner Award recognizes an individual’s commitment and leadership to the enhancement of health and safety in the workplace and their dedication and outstanding contribution to the success of the RSC in their region. One individual from each of the SCSA RSCs are eligible for this award. Congratulations to Brian Hilderman of the Yorkton RSC, Jason McLeod of the Saskatoon RSC, and Jeff Cochrane of the Prince Albert RSC on this achievement.

The Regional Safety Committee Distinguished Progress Award recognizes the dedication and outstanding contribution of one RSC in the province to the promotion and improvement of health and safety in the construction industry. Congratulations to the Lakeland Regional Safety Committee on this achievement.

SCSA Safety Award winners and Board Members will also be recognized in online and print promotions, including the summer issue of Saskatchewan Business magazine.

View or download the 2016 Annual Report at www.scsonline.ca/corporate-reports
Congratulations to our 2016 SCSA Safety Award Winners!

**Corporate Leadership in Safety Award**

**Asiil Enterprises Ltd**  
**Prince Albert Region**  
– Clayton Clark

What does this award mean to you? We are very proud of this award. It is a great accomplishment for our company. We pride ourselves on continuing to have safety at the forefront of our work.

Why are you committed to safety in your industry? We are committed to safety in our industry because nothing is more important than workers going home to their families after work injury-free.

What do you think is necessary to improve safety culture in any organization? Communication is key. Continually talking with workers and management to acquire new ideas and having everyone engaged is of utmost importance. No one can learn from other people’s incidents or accidents if it isn’t communicated to them.

**Elite Metal Builders**  
**Swift Current Region**  
– Kellie Ebner

What does this award mean to you? It reflects our dedication to safety in our workplace and industry.

Why are you committed to safety in your industry? We strongly support Mission Zero in our industry. As a business owner, we want all our employees to go home every day to their families.

What do you think is necessary to improve safety culture in any organization? Without implementing safety in our organization, our company would not be able to thrive in today’s society.

**Noble Construction**  
**Yorkton Region**  
– Michael Orosz, Paul Chomos, Chris Miller

What does this award mean to you? Noble Construction is honored to receive the 2016 SCSA Corporate Leadership in Safety Award. Since Noble’s inception, our main priority has and always will be the safety and wellbeing of all our employees. While this award confirms the strength of our safety program, it also demonstrates the commitment our employees have to completing each and every shift without injury or other loss.

Why are you committed to safety in your industry? Noble Construction is committed to health and safety because we are dedicated to the success of our employees and the prosperity of our community.

What do you think is necessary to improve safety culture in any organization? We believe that safety culture can be improved in any organization by:

- A visible commitment to safety by Management;
- Front line leadership that is focused on both employee performance and adherence to the safety program;
- An effective Occupational Health Committee;
- Regular engagement of employees through positive conversation and encouraging participation in all aspects of the safety program;
- Being flexible to change; and
- Recognizing the efforts of employees in assisting to achieve an incident and injury-free workplace.

**RH Electric**  
**Yorkton Region**  
– Jason Hrywkiw

What does this award mean to you? This award justifies all of the hard work of our employees and management that goes into developing and implementing a safety program. When it comes to safety, the wins are usually silent, as “no news is good news.” Being recognized by the governing body that our safety program is built around helps us to show our employees that we are on the right track and shines the spotlight on their efforts. It really builds momentum for future success.

Why are you committed to safety in your industry? In my industry, many of the electrical hazards are invisible and near misses for electrical incidents are hard to witness. If not trained properly, a worker might be unaware that a hazard even existed, as there is no way to tell if a hazard exists without testing the source. Unfortunately, most electrical incidents result in some sort of loss whether it be property damage, injury, or even death. In all industries, one of the main educators is the analysis of these near misses. I feel it is my responsibility as an employer to educate my
Safety Award Winners!

employees to identify and understand these invisible hazards before there is ever a chance of a near miss.

What do you think is necessary to improve safety culture in any organization? It is important to improve safety culture in any organization because there are still far too many preventable incidents that occur across all industries. Also, a strong safety culture in the workplace will organically be taken into the home, and hopefully reduce the number of incidents that occur after work hours and on weekends. Everyone deserves to go home without injury, and the culture that is instilled at work can hopefully help employees keep their families safer as well.

North Ridge Development
Saskatoon Region
– Pearl McNevin Williams

What does this award mean to you? We are delighted that all our hard work and effort is being recognized by our peers through this award.

Why are you committed to safety in your industry? Safety is a core value in North Ridge’s pursuit of excellence. As a leader in safety for the residential industry, North Ridge believes we are a forerunner to a future standard expectation in all levels of construction to support, implement and uphold safety first.

What do you think is necessary to improve safety culture in any organization? The bottom line in any organization’s successful endeavours requires the buy-in of all stakeholders to establish a “safety value” and ultimately result in success in that area. A culture revolves and flourishes around that buy-in. Successful consistent improvement must include and foster “buying into safety” at all levels.

Westridge Construction
Regina Region
– Milayna Goruick

What does this award mean to you? Receiving the Corporate Leadership in Safety Award affirms that Westridge, as a team, has been successful in making safety a priority. We see leadership throughout all levels of the company every time an employee reports a near miss, when field staff remind their co-worker that they forgot to put on their safety glasses, or when management takes the time to be involved in safety meetings, just to name a few instances. We also work closely with many local subcontractors, and encourage them to develop their safety programs and train their staff as well. Our hope is that our leadership in this area will promote positive change even outside of our own company.

Why are you committed to safety in your industry? We are realizing more and more over the years that safety does pay. Having an active and effective safety program and a low injury rate has contributed to our success as a company by opening many doors to us that would not have been possible otherwise. More importantly, our staff are not just great workers, but great people too, and it’s rewarding to know that they are returning to their families safely every day.

What do you think is necessary to improve safety culture in any organization? There are two main points: one is a long-term commitment to safety. A good safety culture is not something that happens overnight; it needs to be built over time and then maintained with consistency in all levels of an organization. That ties in closely to the second point, which is buy-in throughout the company. Each employee, from labourer to owner and everyone in between, has a responsibility for safety, and if they are committed to carrying out their roles, a positive safety culture is almost sure to follow.

Regional Safety Committee
Distinguished Progress Award

Lakeland Regional Safety Committee
– Robert Munro, Jennifer Keach

What does this award mean to you? This award represents the recognition for the massive amounts of volunteer efforts from our local leaders in safety! This shows that the efforts and time we have provided to raise awareness have made an impact on our community!

Why are you committed to safety in your industry? We are committed to safety in our industry as we have seen the effects on family, friends, and loved ones. There should be no loss at any cost!

What do you think is necessary to improve safety culture in any organization? To improve the safety culture in any organization it starts with great leadership! We need to empower those around us to have an effective safety culture. Each person needs to own their behaviour.

Call for 2017 SCSA Safety Awards Nominations
To nominate an individual, company, or committee, for an SCSA Safety Award, please visit www.scsaonline.ca/safety-awards and download the application package. Nominations will be open from October 1 to December 30, 2017.
What do you think is necessary to improve safety culture in any organization? To never let up and always continue to adapt to new safety technologies and procedures. Safety is constantly evolving and we need to keep up with the times.

**2016 Chairperson**
Stacie Beever,
Innovative Residential

What does this award mean to you? There are so many experienced industry representatives lending their support and guidance to the good work of the SCSA. Being around the entire SCSA team and seeing their commitment to safety training and efforts to bring safety education to youth and our community day-in and day-out is inspiring. Working with the Board of Directors and SCSA team was an incredible experience and I am grateful for the opportunity to have served alongside such a talented and dedicated group of people.

Why are you committed to safety in your industry? I’m committed to safety because I know we need more safety advocates and we need them in all industry sectors — not just construction. So, I choose to lead by example in the hopes that others will get involved in actively promoting a culture of safety too. I’d tell business owners, supervisors, and employees that they shouldn’t wait until an incident occurs to become safety advocates themselves — by then it’s too late. We’ll never achieve Mission Zero if that attitude prevails.

**2016 Board of Directors Recognition of Services**

**2016 Board of Directors Recognition of Services**

**2016 Board of Directors Recognition of Services**

---

**Safety Practitioner Award**
Brian Hilderman
R.H. Electric Ltd.
Yorkton Regional Safety Committee

What does this award mean to you? Team Award — shows we have a visible commitment to our Health & Safety program by everyone.

Why are you committed to safety in your industry? My commitment to safety is simple — I want everyone to work safely / injury free, at work and at home — Mission Zero is safety’s “Stanley Cup.”

What do you think is necessary to improve safety culture in any organization? Leadership and integrity from management down; to do as you say you do, not just having a “Safety Manual” sitting in a corner.

---

**Jason McLeod**
North Ridge Development Corporation
Saskatoon Regional Safety Committee

What does this award mean to you? It shows that I am helping to make Saskatchewan a safer place.

Why are you committed to safety in your industry? It is important that everyone has a safe place to work and knows they will return home each day.

What do you think is necessary to improve safety culture in any organization? To increase the employee and employer buy-in, which will only make work better for everyone.

Jeff Cochrane
Asil Enterprises Ltd.
Prince Albert Regional Safety Committee

What does this award mean to you? This award means a lot to me as I do my best to promote safety at the workplace.

Why are you committed to safety in your industry? I am committed to safety in my industry because accidents are preventable and we have to be diligent and aware at all times. With electrical, there are always potentially dangerous environments that we have to work in/around.

---

**Brian Hilderman**
R.H. Electric Ltd.
Yorkton Regional Safety Committee

“We need more safety advocates in all industry sectors. Business owners, supervisors, and employees shouldn’t wait until an incident occurs to become safety advocates themselves — by then it’s too late. We’ll never achieve Mission Zero if that attitude prevails.”

— Stacie Beever

---

**Jeff Cochrane**
Asil Enterprises Ltd.
Prince Albert Regional Safety Committee

What do you think is necessary to improve safety culture in any organization? Buy-in across all levels is necessary but it can be very difficult to achieve. Discuss safety stories with your team at all levels and bring in people that can speak to real safety incidents, near misses, and even safety wins because safety stories often offer lessons that people can relate to in a way that helps them understand the very real risks that exists if an individual, team member, or company does adopt a safety culture.
Five Years of Service
Ken Pickering, Globe-Elite Electrical Contractors LTD

What does this award mean to you? I am proud of this award and thank the SCSA for recognizing the contributions of the past. I am only one of many that worked hard at the beginning and throughout my time on the Board.

Why are you committed to safety in your industry? Safety is important to me because we at Globe-Elite Electrical Contractors LTD employ husbands, fathers, brothers, sisters and wives and we want everyone to go home at the end of each and every day to their families. Get home alive is more than a slogan here — it is a way of life.

What do you think is necessary to improve safety culture in any organization? Communication. Don’t just say it, live safety each and every day.

Five Years of Service
Glenda Barton, SaskPower
(no photo)

“Get home alive is more than a slogan here — it is a way of life.”
– Ken Pickering

2016-2017 SCSA Board of Directors

The SCSA would like to thank its former Board of Directors for their commitment to leading the organization’s growth and success over the years, and extends a warm welcome to the continuing, and newly-appointed, board members for the 2017 year!

2017 SCSA Executive Committee

<table>
<thead>
<tr>
<th>Chairperson</th>
<th>Past Chairperson</th>
<th>Vice-Chairperson</th>
<th>CHBA – SK Appointment</th>
<th>Member</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ryan Smotra</td>
<td>Errol Fisher</td>
<td>Jason Davidson</td>
<td>Chris Guérette</td>
<td>Carolyn Bagnell</td>
</tr>
<tr>
<td>Graham Construction &amp; Engineering Inc.</td>
<td>North Ridge Development Corporation</td>
<td>PCL Construction Management Inc.</td>
<td>Saskatoon and Region Home Builders’ Association</td>
<td>Mechanical Contractors Association of Saskatchewan</td>
</tr>
</tbody>
</table>

2017 BOARD OF DIRECTORS

Chris Guérette, Saskatoon and Region Home Builders’ Association
Carolyn Bagnell, Mechanical Contractors Association of Saskatchewan
Dana Paidel, ICON Construction
David Hagen, Chemco Electrical Contractors Ltd.
Dion Malakoff, International Brotherhood of Boilermakers Local 555
Errol Fisher, North Ridge Development Corporation
Gunnar Passmore, Saskatchewan Provincial Building & Construction Trades Council
Jason Davidson, PCL Construction Management Inc.
Jeff Sweet, International Brotherhood of Electrical Workers (IBEW) Local 2038
Keith Bird, RNF Ventures Ltd.
Mike Skrypnyk, Sheet Metal Workers’ International Local 296 Saskatchewan
Ryan Smotra, Graham Construction & Engineering Inc.
Vernon Hunt, Flynn Canada Ltd.

2017 REGIONAL SAFETY COMMITTEE REPRESENTATIVES

ESTEVAN
Len Mostoway, Border Insulators Inc.
Treena Hirsch, Hirsch Holdings Inc.

PRINCE ALBERT
Clayton Clark, Asii Enterprises Ltd.
Jeff Cochrane, Asii Enterprises Ltd.

REGINA
Milayna Goruick, Westridge Construction
Alexandra Chase, ICON Construction

SASKATOON
Pearl McNevin Williams, North Ridge Development Corporation
Jason McLeod, North Ridge Development Corporation

SWIFT CURRENT
Both worker and employer representative positions are vacant

YORKTON
Brian Hilderman, RH Electric Ltd.
Erin Heimbecker, EMW Industrial
**RRHBA Master Awards**

Each year, the Regina and Region Home Builders’ Association (RRHBA) Master Awards recognizes member excellence in the residential construction industry for the Regina and surrounding area. The SCSA was proud to be the Safety Award sponsor again this year and congratulates Zarkor Homes on achieving this prestigious award!

**RRHBA 2016 Safety Award Recipient**

Zarkor Homes

---

**SRHBA Bridges Awards**

Every year, the Saskatoon and Region Home Builders’ Association (SRHBA) hosts the Bridges Awards to recognize highest levels of achievement, excellence, and professionalism by residential construction companies in Saskatoon and its surrounding area. Congratulations to the following SRHBA member companies on receiving the SCSA-sponsored Safety Certification Award for becoming COR® certified in 2016.

**2016 SRHBA Safety Certification Award Recipients**

- **Baydo Development Corporation**
  (photo bottom left)

- **Montana Homes**
  (photo bottom right)

- **FloForm Countertops**
  (no photo)

---

**Construction Safety Awards**

(L-R) Collin Pullar, SCSA President; Shaheen Zareh, Zarkor Homes President

(L-R) Yufeng Wang, President and CEO of Baydo Development Corporation; Blake Schneider, SCSA Director of Operations

(L-R) Blake Schneider, SCSA Director of Operations; Edgar Dela Cruz, Montana Homes Production Manager

SRHBA Photo Credits: Heather Fritz Photography

---

(L-R) Collin Pullar, SCSA President, performs a Personal Protective Equipment (PPE) safety skit with Charlie Clark, Mayor of Saskatoon, and the SRHBA Bridges Award host, Trystan (DJ Anchor) Meyers at the 2017 SRHBA Bridges Awards Gala on February 11, 2017 at TCU Place in Saskatoon.
2016 OHS Inspections Show Improved Compliance on Saskatchewan Construction Sites

The Saskatoon and Region Home Builders’ Association (SRHBA), the Saskatoon Land Development Branch, WorkSafe Saskatchewan, and the Saskatchewan Construction Safety Association (SCSA) are reminding home builders and renovators to cover unguarded openings on worksites and to wear proper personal protective equipment.

In July of 2016, the Saskatoon City Council revised their policy on Residential Lot Sales, requiring homebuilders to complete mandatory builder training and safety certification in order to qualify for purchasing city-owned lots. Frank Long, Director of Saskatoon Land, believes the new criteria will help improve safety records in the residential sector. “Safety is a priority for the City of Saskatoon. Ensuring our builders and their trades are aware of and committed to safety in the work place will result in fewer injuries and job interruptions. This dedication to continuous improvement benefits the entire industry,” says Long.

Chris Guérette, CEO of the Saskatoon & Region Home Builders’ Association, echoes the importance of proper safety certification and practices in Saskatoon’s home building industry, which is why the SRHBA has included safety training as a requirement in their Certified Professional Home Builder Program. “When contractors are committed to the safety of their workers, everyone benefits. Consumers should be looking for professionals who have taken the time to undergo proper safety training — not only does it protect their investment, but it shows that the company values the safety of their workers and has put a real effort into preventing costly, and sometimes tragic, preventable incidents. I would encourage consumers to ask specifically about safety certification when they’re choosing a contractor, and to question the companies who have opted not to complete their safety training about why they made that choice,” says Guérette.

Each year, the Occupational Health and Safety (OHS) Division of the Ministry of Labour Relations and Workplace Safety (LRWS) conducts safety compliance inspections on nearly 170 residential construction sites throughout Saskatchewan.

Despite safety improvements in these areas, results from the 2016 inspections also showed a decrease in the rate of compliance with regulations for both uncovered openings in floors and building shafts as well as safe means of entering and exiting a building. In 2016, observed openings were at 30 per cent compared to 43 per cent in the year previous. Safe means of entering and exiting a building fell from 88 per cent in 2015 to 75 per cent in 2016.

The rate of workers adhering to regulations for shafts without barriers also dropped to a low nine per cent from 18 per cent.

“We are definitely happy to see an improvement to safety practices with regard to fall protection and other protective equipment that is often a worker’s last line of defence against an injury or worse,” says SCSA President, Collin Pullar. “More work needs to be done to ensure senior leaders are taking the safety of their workers seriously. Workers also need to adopt the mentality of controlling and eliminating hazards on site; this starts from the top,” added Pullar.

According to the Saskatchewan Workers’ Compensation Board (WCB), seven of the 31 fatalities recorded in 2016 occurred in the building construction sector.

“This improved compliance is still not a good news story,” says Shelly McFadden, the WCB’s Director of Prevention. “An improvement to a 60 per cent compliance rate means only 60 per cent of workers were wearing hard hats on the worksites that were inspected. A compliance rate of 64 per cent for wearing fall arrest where it is required is not acceptable. These should be zero-tolerance rules for supervisors to enforce. There should be 100 per cent compliance with wearing protective equipment. That is the law. Safe practice will save lives.”

According to the 2016 WCB Annual Report, Construction trades helpers and labourers had the third-highest number of total claims accepted in the province (885 claims).
If you are a contractor who wants to compete for high-risk work with SaskPower (such as construction), you will want to join ISNetworld and ensure you are Certificate of Recognition (COR®) certified.

In the spring of 2017, SaskPower will use an external company, ISNetworld (ISN) to help pre-qualify all contractors who compete on high-risk work, including construction or maintenance projects. Around 70 per cent of the contractors used by SaskPower already subscribe to ISN.

The new pre-qualification program in ISNetworld will assess and score safety management systems, safety history, and training conducted by companies. A key part of the assessment will include nationally-recognized Certificate of Recognition (COR®) certification* available through the Saskatchewan Construction Safety Association (SCSA) or the Heavy Construction Safety Association of Saskatchewan (HCSAS).**

This new qualifying process enables SaskPower to confirm a contractor’s credentials, establish a safety record, and ensure mandatory health, safety, and environment requirements are met in a cost-effective way. The ISN service provides an easy and efficient way to track and ensure that contractors meet all of the necessary requirements to complete high-risk work with SaskPower. COR ensures contractors have the base of knowledge and safety practices needed to reduce risk and is a major component of ISN grading.

If you’re not already signed up to ISNetworld, there’s still time. Beginning May 1, 2017, you will begin to see an ISN requirement in all of SaskPower’s high-risk Request for Proposals. As of October 1, 2017, it will be a mandatory requirement that prospective contractors have their subscription active, along with an acceptable grade in ISN.

For more information on ISN, please contact:

- ISN Customer Service Team
  Phone: (800) 976-1303
  e-mail: customerservice@isn.com
- SaskPower
  e-mail: isncontractadmin@saskpower.com

For information on the COR® program, please contact

- SCSA
  Phone: (800) 817-2079
  e-mail: scsaprograminfo@scsaonline.ca
- HCSAS
  Phone: (306) 585-3060
  e-mail: merrett@hcsas.sk.ca

*The Certificate of Recognition (COR®) program is an occupational health and safety program designation verifying that a company has a fully-implemented health and safety program that meets national standards. COR is nationally trademarked and is endorsed by participating members of the Canadian Federation of Construction Safety Associations (CFCSA), including the Saskatchewan Construction Safety Association (SCSA) and Heavy Construction Safety Association of Saskatchewan (HCSAS).

**SaskPower will accept CSA Z1000-14 or OHSAS 18001 as equivalents.
Slow Down Saskatchewan

The Regina Bypass Project is the largest transportation project in the province of Saskatchewan’s history and will have a major impact on economy and traffic safety.

The SCSA is proud to be a partner in the Slow Down initiative — an industry-led effort driven by the Regina Bypass Design Builders’ (RDBD) leadership that looks to engage drivers to reduce their speed and pay close attention to work zone signs as they travel through construction sites in the province.

This initiative aligns with the SCSA’s vision to create an environment that assists the public to gain a greater awareness and understanding of safety issues in the construction industry.

In June of 2016, RBDB sent out a media release announcing the Slow Down Signage Campaign, which features near life-sized images of real workers and their families on highway signs in the Regina Bypass construction zones. Regina Bypass project manager David Callander and his daughters are featured on the first Slow Down sign.

This important initiative of bringing prevention to a more visible and personal level with the public is growing as partnerships between RBDB, the SCSA, and other commercial construction, government, and safety groups in the province continue to develop. The overall goal of the Slow Down initiative is to ultimately change driver behaviour and make safety while driving through construction work zones a priority for all.

The Saskatchewan Ministry of Highways and Infrastructure has taken steps in recent years to improve safety in work zones including, simplified signage, rumble strips, and photo enforcement. By law in Saskatchewan, traffic must slow to 60 km/hr when passing highway workers or flaggers, within signed work zones or when passing equipment with its amber warning lights on. More information on traffic safety within work zones is available at www.highways.gov.sk.ca/workzone

“Our team supports the construction industry by reminding drivers that they need to slow down when entering work zones during roadway projects. Through education and awareness we can prevent many incidents that are caused by someone trying to save a few seconds or being distracted while driving.”

– Collin Pullar

Dave Callander, Regina Bypass Manager, and his two daughters are featured on the first Slow Down sign in Saskatchewan. Current “Slow Down” signage can be found posted on Highway 33 past Chuka Creek and on Highway 1 East just before Peavy Mart.
Sask Apprenticeship and Trades Certification: Train and Certify Your Workforce

Apprenticeship makes good business sense. In fact, this supply and demand training system has made good business sense since its inception in Saskatchewan more than 65 years ago.

Two of the Saskatchewan Apprenticeship and Trade Certification Commission’s (SATCC) main roles are training apprentices and certifying tradespeople. There are four compulsory trades — Plumber, Construction Electrician, Sheet Metal Worker, and Refrigeration Mechanic — in which tradespeople must be an apprentice or journeyperson in order to work in the trade. While we encourage employers to hire and train apprentices, we also remind employers that in non-compulsory trades, such as carpentry, where apprentice or journeyperson status is not required to work in the trade, they can still certify their existing tradespeople. It’s important to keep in mind that under both certification avenues, workplace safety is key.

Creating a safety mindset among apprentices occurs at technical training, where apprentices spend about 15 per cent of their training. Safety is a priority for instructors and one of the first topics covered in class. Instructors highlight safe procedures and the importance of wearing the correct equipment and using the right tools for the job at hand. They also insist that apprentices demonstrate safe work habits during the practical portion of technical training. This helps apprentices to model safe procedures and “do the right thing” when they return to their workplaces.

That being said, apprentices complete the vast majority — about 85 per cent — of their learning on the job. While safety is emphasized at technical training, apprentices only complete

We all have a role to play in creating a safe work culture. Employers clarify safety standards in the workplace, and then ensure their journeypersons, tradespeople, and apprentices are adhering to those standards. A thriving safety culture can help ensure that everyone puts safety first.
technical training after they have wrapped up their first year of employment. It requires buy-in and ownership from organizational leaders, all the way down to the newest workers.

Tradespeople are individuals who work in non-compulsory trades and have learned their skills on the job over many years, but have never tested their knowledge to obtain their Journeyperson Certificate. Tradespeople may be eligible to challenge the certification exam as trade qualifiers, depending on the number of on-the-job hours they’ve completed. This is the same certification exam that apprentices take once they’ve successfully completed all of their required technical training. These competencies and acknowledgement of on-the-job experience includes safety measures, which are vital to every job site and are a key component of the certification exam.

Saskatchewan’s workplace safety record is improving. According to the Saskatchewan WCB’s most recent annual report, our province’s time-loss injury rate dropped for the fourteenth straight year in 2016, from 2.07 per cent in 2015 to 1.86 per cent in 2016 — the lowest it has been in 64 years. The total injury rate also dropped — from 6.30 per cent in 2015 to 5.55 per cent in 2016.

There are competitive advantages to your organization, and to tradespeople, for obtaining Journeyperson certification.

The Journeyperson Certificate:

• acknowledges a tradesperson’s competency;
• ensures recognition of a tradesperson’s certification; and
• ensures you have staff qualified to oversee and train your apprentices effectively.

For more information, call the SATCC at 1-877-363-0536, or visit the Workers’ Trade Qualifiers webpage at: www.saskapprenticeship.ca/trade-qualifier-application-process and learn how to get started with the straightforward step-by-step application process.

Please share this information with your tradespeople and encourage them to pursue certification.
SCSA Spotlight – Advisory Services

When working toward achieving a company certification or individual designation, SCSA Safety Advisors are there to provide you with quality safety advice.

Everything from worksite visits to safety demonstrations; SCSA Safety Advisors actively assist you and your company with the implementation, monitoring, and improvement of your safety management system to achieve your safety goals.

Meet some of our SCSA Safety Advisors!

Mike Moore
Safety Advisor (Saskatoon Office)

“Companies that focus on safety have a higher degree of focus on other details of their business, like quality.”

Started working at the SCSA
October 2013

Regions you serve
Prince Albert — from Shell Lake and Big River, fanning over to Birch Hills.

Background in safety/construction
At 18 years old I went from working at a restaurant to pipeline construction in Alberta as a labourer. Upon completion of a stint on the pipeline, I came back to Saskatchewan and had a few jobs in construction including, power-lining, working for a flooring company, and on the utility crew at a local power plant. After working job-to-job in Saskatchewan, I moved to Alberta and put myself through an apprenticeship program to become a Journeyman red seal welder. I then spent seven years working in the oil patch doing custom fabrication and B-Pressure work. Like many others, I felt Saskatchewan calling me back. After completion of a top-to-bottom renovation of a home in Leduc I sold in 2008, I moved back to Saskatoon. After running a mobile welding/mechanics truck for a couple years I decided it was time to get off the tools and into another role in the blue collar realm. Utilizing the diverse experience of my past it was an easy decision to move into the safety field. Due to working on large and small projects and with many employers, union, and non-union environments, I could bring my real-world experience into assisting employers and employees to see the functional and positive aspects of safety. Not to mention being a sceptic in the past, I wanted to give myself the opportunity to become more educated in the workings of safety in industry. If I could see through the negative aspects of what I felt was going on in the safety field and get to the real point of what was trying to be achieved, then I would have something that I could work with in challenging corporate culture and taking part in educating and promoting positive change.

I did some industry investigation into which safety designation would “fit” best in achieving gainful employment in the safety field. After extensive research my decision was to take the National Construction Safety Officer (NCSO) program through the SCSA. Upon completion of the program, I started at a northern uranium mine as a Safety Officer for underground electricians. This was an enlightening experience and after a couple years up there I decided it was time to get engaged in a larger cause. This brought me to the SCSA in 2013. I have been passionately involved in what we do at the SCSA for the last three and a half years.

Favourite safety topic
Functional safety is my favourite safety topic because safety in the workplace should provide value and have a specific function. I don’t believe in doing paperwork for the sake of doing paperwork. The paperwork should document that a valuable function is being done. It is crucial that employers and employees understand the function of their safety processes; therefore making it functional.

Favourite safety demo
The Ladder Safety Demonstration is probably my favourite because it’s one of the most widely used tools in the construction industry and at home. I have noticed that many professionals do not know the Saskatchewan laws or the risks associated with ladder use. Many people have been injured while using ladders. I attribute this to improper ladder selection
or use. This demo addresses both of these issues while having good discussion with the crews about their specific ladder procedures.

**Favourite part of your job**
My favourite part of my job is the engagement with employees and supervisors and having the opportunity to spend time with community leaders in Saskatchewan. They are what generate positive change in Saskatchewan.

**A question you get asked a lot**
How much do your services cost? Many people ask what the costs are associated with Advisory Services because we are consultants for the construction industry. Anyone with a B11: Construction Trades, B12: Residential Construction or B13: Commercial, Industrial Construction WCB rate classification is a member of the SCSA and are welcome to contact a Safety Advisor for assistance with any safety-related matters free of charge.

**Challenges you see in construction safety**
Jargon. There is a lot of jargon used for safety in construction. It seems like there is no standardized language for a consistent message. The names of various hazard assessments are a great example of this: JHAs, PSIs, FLRAs, FHRAs, etc., the list goes on and the function is unknown until the form is analyzed.

Another challenge I see is that, in the words of a leader I know in the safety industry: “In the end, it all comes down to $.” Ok, it is ok for this to be true. The problem I see is that statements like that appear to put dollars and cents at the forefront of decision-making. This is a problem. Especially for people that may not have the vision to see how well-managed and responsible safety management will, in the long run, invariably lead to a more sustainable and profitable business.

This happens through understanding that sometimes sacrificing productivity for the sake of predictable safety outcomes is the responsible choice to make. This also applies in the tendering process. There are numerous examples of taking low bids without much consideration placed on the management of safety. It is a fact that companies that focus on safety have a higher degree of focus on other details of their business, like quality. These cost savings that are achieved out of the gate many times end up costing the general contractor or owner down the stretch in unplanned incidents, loss, or quality issues.

**Current goals as a Safety Advisor**
To continue to learn highly-effective strategies to manage safety in the office and in the field and pass this information off for others to utilize. Currently, I am going through the process of learning to teach my seventh class at the SCSA. I love stepping into the classroom to pass on legislative requirements, best practices from industry, and exercise critical thinking with the participants. Our training is useful and can be applied in the real world; this makes it a joy to teach.

**Recent accomplishments**
In the last six months I have been able to utilize our new manual building process to assist 15 companies in building Certificate of Recognition (COR®) and Small Employer Certificate of Recognition (SECOR®) compliant manuals to be implemented in their business. It is extremely rewarding knowing how much time and effort is being saved by companies utilizing this service.

---

**Rick Rieger**  
Safety Advisor (Regina Office)

“**I always tell those that doubt Mission: Zero that hindsight is twenty-twenty ... All injuries are predictable and preventable.**

**Started working at the SCSA**  
August 2014

**Regions you serve**  
Estevan/Weyburn (South East Sask)

**Background in safety/construction**
I have experience in framing and concrete work. Previously, I worked many years at a residential treatment centre where the importance of safety was a daily topic of discussion. I also have a degree in Physical Activity Studies-Fitness & Lifestyle, which focusses on healthy living.

**Favourite safety topic**
Can Mission: Zero be attained? There's always a good discussion around whether or not Mission: Zero is attainable — some people think it is, others think it is unrealistic. I always tell those who doubt Mission: Zero that hindsight is twenty-twenty and if you can go back in time, there are factors leading up to an incident. All injuries are predictable and preventable.

**Favourite safety demo**
The Fall Protection Safety Demonstration is my favourite because it gives a good visual and has a lot of impact on people. I think people are able to visualize themselves in the equipment that they use on a regular basis and see how their body would react in a fall. Also, with the scale that we use, they get to see the amount of force that would be applied to their body in the event of a fall.

**Favourite part of your job**
Meeting many interesting people who do interesting things. The diversity from seeing new Mosaic stadium being built at different

continued
Background in safety/construction
I worked eight years in construction and in related industries, such as carpentry, electrical, heavy equipment, safety training, and as a project safety coordinator. I’ve also held National Construction Safety Office (NCSO) and Construction Safety Supervisor (CSS) designations since 2014.

Favourite safety topic
Fall Protection is my favourite topic because I love working at heights but it is also very important for everyone to understand how to do the work safely. It is very important to me because my father had sustained serious injuries from a fall and had lost co-workers due to the same fall. I want to be able to help others prevent these types of incidents from occurring.

Favourite safety demo
The Eye Protection Safety Demo is my favourite because everyone gets very engaged and are usually very surprised by how their safety glasses will withstand an impact and their regular glasses will not provide much protection. I think it’s very important for people to understand how to tell if their glasses are Canadian Safety Association (CSA) approved and how they will protect them if used.

Favourite part of your job
Helping companies achieve their safety goals and reducing incidents because I have seen how a chronic injury can impact a worker and their family.

A question you get asked a lot
Why did I choose safety as a career? Because I have sustained an injury that prevents me from doing carpentry and I wanted be able to use my knowledge and experience to help others prevent injury in the workplace.

Challenges you see in construction safety
Individual’s willingness to adapt and learn new ways as industry standards for safety changes. It’s important that we all work together to educate as many people as we can to show them how they can accomplish their work but still do it safely.

Current goals as a Safety Advisor
To educate employers and employees on current legislations and help them through the process of developing health and safety programs and then implementing them in the field so that everyone has an understanding of the importance of safety in their workplace.

Recent accomplishments
Certified to present Eye Protection and Back Protection Safety Demonstrations.
When did your company become Certificate of Recognition (COR®) certified?
February 25, 1997

Why did your company decide to become COR certified?
We take pride in being innovative and ahead of the curve. In 1996, we wanted to reduce work-related injury, and in turn, our WCB rating. We needed a program that would help us improve our jobsite safety. We felt that we owed it to our employees to make a whole-hearted commitment to safety. We wanted to find a system that helped ensure that we were on the leading edge of the safety curve. We felt that COR was an important tool to get us and keep us there.

In your company, who participates directly in your COR program?
All of our shareholders, Senior Management, Project Managers, Site Supervisors, and onsite employees participate in our COR program. That participation takes on many facets from developing safe work practices and safe job procedures, to doing onsite hazard assessments and tool box meetings. Participation by everyone is a key to a successful COR safety program.

What are some things you hear managers, employees, customers, etc. saying after your company implemented the COR program?
Our managers and employees live it every day on the job. Our safety program is second nature to everyone in our company so there is not a lot of discussion directly about COR.

How do you promote your safety program within your company?
Twenty years in, I don't think we do promote our safety program anymore. Safety has become the expected norm in our company. Earlier on we had awards and incentives to encourage safe work. We find now that awards are not necessary. Our efforts aren't so much towards promotion, they are toward fine tuning our program. Our team lives it every day.

What areas of the COR program do you find most useful and why?
COR helped us in tracking trends allowing us to identify areas of our COR program that may require attention and upgrading.

Would you encourage others to get COR certified?
Yes I would. COR offers you the tools a company needs to start or improve your company safety program. The templates and processes are in place in the COR program. The COR program gives you a running start towards improving the safety culture of your company. Safety Audits are an important part of COR. Once you are up and running, the COR Audits give you a great snap shot of how you are doing.

What advice would you give to companies considering COR certification?
COR certification has become the norm in the construction industry. It is an easily accessible program. You need to view COR as the beginning not the end. Although it is a lot of work to attain your COR, it also takes continued attention to shape and enhance your safety program once COR is achieved.

Do you have any useful tips for developing a safety program that other companies would find useful?
Developing and maintaining a COR Safety Program is a marathon. It takes ongoing work and energy to maintain and improve your program. Success comes in small portions over an extended period of time. Buy-in at every level in the company is required.

What are some of the benefits your company has seen after implementing the COR program and becoming COR Certified?
Expectations around safety have risen in our company. We used to have to enforce safety on our sites. Now working safely is the expectation and the norm amongst our team and on our sites. Although we have seen few buyers of Construction Services mandating COR certified companies for their projects, we see the industry slowly moving in that direction.
The Saskatchewan Construction Safety Association (SCSA) and its members are known for their efforts in leading injury prevention and reduction in order to improve the overall health and safety of workplaces in the province. The Certificate of Recognition (COR®) program in particular is designed to help companies reduce the human and financial losses associated with accidents.

To assist companies in their progress toward achieving COR certification and to enhance the integrity of the program, the SCSA has implemented following updates to the registration process:

Companies registering for the COR program must achieve certification within 18 months by meeting the following milestones:

**Milestone #1**
- Complete minimum training standards and proficiencies required
- Ensure Health and Safety Manual is submitted, reviewed, and approved by the SCSA within 12 months of registration date

**Milestone #2**
- Schedule and complete a Baseline Audit
- Successfully achieve COR certification within 18 months of the registration date

The SCSA website has been updated with a real-time searchable directory of companies registered and certified in the COR program. As a company moves from registered to certified status in our system, this list will be automatically updated. If a company does not meet the milestones mentioned above, they will be removed from the directory. Visit [www.scosaonline.ca/news/scsa-cor-companies](http://www.scosaonline.ca/news/scsa-cor-companies) to view the current list.

Please note that these updates to the COR program reflect the SCSA’s ongoing commitment to continually improving programs for the purpose of reducing the financial and human costs associated with injuries in the workplace. For more information on these updates, please visit [www.scosaonline.ca/cor-updates](http://www.scosaonline.ca/cor-updates) or contact your nearest SCSA office.

### Frequently Asked Questions

**What updates were made to the Certificate of Recognition (COR®) program registration process?**

Everyone registering for the COR program will have to successfully achieve certification within 18 months.

**Achieving COR seems challenging. Is help available?**

Upon registration, the Saskatchewan Construction Safety Association (SCSA) Program Services department is available to help you register for your required classes and answer any questions you may have. In addition, each company is assigned an SCSA Safety Advisor at the point of registration. A Safety Advisor will be in contact with you and can help you in a number of areas, including the development of your Health and Safety Program and preparing for your Baseline Audit.

---

The COR® and SECOR® logos are available for use on your company signage, website, vehicles, promotional materials, letterhead and more!

Any COR or SECOR certified company interested in using these logos can request an application form by emailing scsaprograminfo@scsaonline.ca
What timeline should I follow to ensure I complete the training and submit the appropriate documents on time?

<table>
<thead>
<tr>
<th>Requirement</th>
<th>Suggested Timeframe</th>
</tr>
</thead>
<tbody>
<tr>
<td>4 COR courses completed</td>
<td>Within months 1-6</td>
</tr>
<tr>
<td>Self-Audit and Leadership for Safety Excellence (LSE)</td>
<td><strong>to accommodate review time and possible corrections</strong></td>
</tr>
<tr>
<td>Proficiencies submitted and approved</td>
<td>Within months 6-8</td>
</tr>
<tr>
<td>Health and Safety Manual submitted and approved</td>
<td><strong>to accommodate review time and possible corrections</strong></td>
</tr>
<tr>
<td>Contact the SCSA for Milestone #2 letter</td>
<td>After Milestone #1 letter requirements have been met; prior to Milestone #1 letter expiration date</td>
</tr>
<tr>
<td>Contact the SCSA to book a Baseline Audit</td>
<td>Within 12-13 months from registration date</td>
</tr>
<tr>
<td>Baseline Audit conducted</td>
<td>Within months 14-16</td>
</tr>
<tr>
<td>Corrective Action Plan submitted along with payment for Audit Invoice</td>
<td>Within months 17-18</td>
</tr>
</tbody>
</table>

I am currently registered for COR. How will this affect me?

We are contacting all companies who registered for the COR program prior to 2017 to advise them of the process updates. These companies will have 18 months from the point of contact to successfully achieve COR certification and will be required to meet the same milestones. Please note that it will take our staff time to work through the list of companies. If you have not yet been contacted, your current letter of registration is valid until that time.

I am not interested in staying in the COR program. What happens if I want to opt out?

If you no longer wish to be in the COR program, there will be a six-month waiting period before you can re-apply.

I have completed my training with proficiencies and recently had my Health and Safety manual reviewed and approved; how do I get the Milestone #2 letter?

Companies who have successfully completed the required training with proficiencies and have had their Health and Safety Manual successfully pass an administrative review by the SCSA are required to contact SCSA Program Services to request the Milestone #2 letter. Milestone #2 letters must be requested prior to the expiration date indicated on the Milestone #1 letter.

What happens if I can’t complete the training or submit my Health and Safety Manual by the Milestone #1 deadline (12 months from registration date)?

Should a company fail to achieve the training, proficiencies, and Health and Safety Manual requirements outlined in the Milestone #1 letter, there will be a six-month waiting period before they are eligible to re-apply to the COR program.

When is the best time to book our Baseline Audit?

Baseline Audits are typically booked 2-3 months in advance. Once the above noted minimum requirements have been met, it is best practice to complete and submit the provided Site Assessment Form to the SCSA as soon as possible to ensure an audit spot.

What happens if I can’t have my Baseline Audit conducted by the Milestone #2 deadline?

Should a company fail to achieve COR Certification as outlined in the Milestone #2 letter, there will be a 6-month waiting period before they are eligible to re-apply to the COR program.

Who can I contact if I have additional questions regarding my COR registration?

Please contact SCSA Program Services in Regina at 306-525-0175 or in Saskatoon at 306-652-0907 or email scsaprograminfo@scsaonline.ca. You can also visit www.scsaonline.ca/cor-updates

How long are Milestone #2 letters valid for?

As soon as the Milestone #1 letter requirements noted above have been met, the company should contact the SCSA to request the Milestone #2 letter. This letter will be valid for the remaining time of the overall 18-month registration timeline. The overall 18-month COR Certification deadline is indicated on the original Milestone #1 letter.
Ask the Auditor

An SCSA Audit is a structured process used to verify the performance of a health and safety management system through comparison to an industry standard. The SCSA National Standard Safety Program Evaluation Tool; often referred to as the Audit Tool, is a document designed to record, measure, and present the results of a safety audit. The questions for this edition of the Ask the Auditor are taken from Section 9.0: Inspections of the Audit Tool.

**Audit Tool Section 9.0: Inspections**

**What is an Inspection?**

An observational tour of the workplace for the specific purpose of identifying unsafe acts and unsafe conditions and determining the levels of compliance with established Safe Work Practices, Procedures, Site and Company rules.

**What is the difference between Hazards Assessments and Inspections?**

Hazard assessments look at tasks and work processes to find potential hazards. Inspections look at the bigger picture and take sites, conditions, equipment, and behaviours into account.

**What is the difference between Informal and Formal Inspections?**

- **Informal, ongoing inspections** are performed by everyone on the job. These are basically keeping an eye out for any new hazards while working. Often these are not documented.

- **Formal, planned inspections** happen on a regular schedule, are documented, and have both supervisors/management and workers performing the inspections together. On these sheets, problems must be identified, prioritized, have a corrective action, and state by whom and when the corrective action was implemented.

**9.1 Is there a written policy for inspections?**

The company Inspection Policy should set out the objectives of the inspection process, give direction, and state responsibilities and frequency of inspections. Each company must have a succinct and easily-comprehendible Inspection Policy.

9.2 Does the policy include frequency of inspections?

The policy must clearly state the frequency of inspections. With this, the company is set up to enforce and track the inspection process. It is up to the company to determine the inspection schedule. While companies that have many small jobs may wish to stick to a more open schedule and randomly choose which sites to inspect (e.g. 3rd week of every month, or 2 inspections/month, etc.), other companies that stay on projects for longer periods of time may have completely different schedules that run closer to the jobsite requirements.

9.3 Is the required frequency being met?

It is imperative that inspections happen regularly and meet or exceed Inspection Policy requirements. The documentation must reflect the requirements set out in the policy.

9.4 Is there a form or checklist used for inspections?

Documentation must demonstrate that people are conducting inspections as directed. A checklist is great for ensuring items aren’t looked past or forgotten. Open-ended forms are useful in case something is seen that isn’t found on the form. A combination of both is typically the most effective; however, it is up to the company to decide what best suits them. Forms should include:

- the hazard description;
- a priority index;
- a corrective action for each problem identified;
- the time/date the corrective action was put in place; and
- name(s) of the individual(s) who completed the corrective action
9.5 Are the supervisors performing inspections as required?
Records must show that supervisors are involved in the inspection process. Supervisors are considered those that work directly with workers and supervise their daily jobs. They have a bigger responsibility for ensuring hazards are mitigated which is why they must be part of the inspection process. In smaller companies, the same people may be both supervisors and senior management, which is ok.

9.6 Are worker’s involved in the inspection process?
Records must show that workers are involved in the inspection process. Workers have the right to know the hazards of their workplace and have a responsibility to be aware and understand the risk associated with their work. This is an opportunity to work in cooperation with workers to increase safety culture. Documentation must reflect that workers are involved.

9.7 Are all areas inspected as required?
All spaces carry hazards for employees. Ensure that areas such as yards, offices, basements, storage facilities, etc. are not being excluded from the inspection process. Hazards such as ergonomics, paths of travel, lifting, stacking of boxes/tools/equipment, or overheating electronics, are just a couple examples of hazards that may be found in offices/storage/yards, etc. This is a legislated requirement.

9.8 Are identified deficiencies corrected in a timely manner?
Records must indicate when corrective action has been taken. This means that corrective actions must have, at minimum, a date attached to their completion. In some cases the time it is corrected may be appropriate as well. The goal is to prove the deficiency was corrected quickly enough to prevent a potential incident. This is how the inspection loop is closed; therefore showing follow up and due diligence of the company.

9.9 Does senior management participate / review the inspection process?
Senior management must, at minimum, be reviewing and signing the inspections so that they are aware of hazards in their workplace and for their employees. Better practice is to have senior management participate periodically throughout the year so they experience the same work conditions as workers.

9.10 Are inspection reports posted and / or communicated to appropriate personnel?
In accordance with employees’ legislated “right to know” the hazards in their workplace, inspection reports must be made available for everyone. They can be posted on a wall, sent in a communication, etc. Best practice is to review inspections during Tool Box Talk / Safety Meetings.

When reviewing the Inspection portion of the safety management system, consider the following:
• Is the frequency appropriate for your company? Busy times versus slow times of year may require different frequencies.
  – Avoid generic forms or ‘hand me downs,’ except as reference when building your own.
• How well do employees understand the inspection process and why they occur?
• Is the documentation clear, concise, and easy to follow? Do people know what to do with the documentation once the inspection/corrective actions are completed?

E-Audit Tool Now Available
The SCSA Electronic Audit Tool is now available! Email scsaprograminfo@scsaoonline.ca to request the E-Audit Tool package to use for your upcoming internal COR® maintenance audit.
Welcome New COR Companies

Certificate of Recognition (COR) program certification is awarded to companies who have demonstrated ability in the development and implementation of an effective health and safety program. Congratulations to the following companies for achieving COR program certification:

- All-Rite Mechanical Ltd.
- Belterra Corporation
- Cameo Environmental Inc.
- Elite Metal Builders Ltd.
- Fab-All Welding Ltd.
- Geo Electric Ltd.
- JRA Construction Services Ltd.
- Loraas Disposal Services Ltd.
- Metro Mechanical Inc.
- MPE Engineering Ltd.
- Points North Freight Forwarding Inc.
- Prime-Tech Telecom Services Ltd.
- Quakes Oilfield Construction Ltd.
- Rising Edge Technologies Ltd.
- Ryko Telecommunications Inc.
- Silverado Demolition Operation Inc.
- Southland Roofing Inc.
- Sunbelt Rentals of Canada, Inc.
- Super Save Fence Rentals Inc. / Super Save Toilet Rentals Inc.
- TLC Construction Ltd.
- Triple A Directional Drilling Ltd.
- Walker Projects Inc.
- Welldone Mechanical Services Inc. – Regina

Do you want to gain a competitive edge as a high-performance company? Visit www.scsaonline.ca/programs to learn how to get COR® certified!
SCSA Program Statistics

November 1, 2016 to April 30, 2017

23
New COR Certified

2*
New COR Equivalency

12
New SECOR Certified

61
New NCSO Certified

21
New HSA Certified

39
Re-certified COR Companies

7
Re-certified SECOR Companies

Total Certifications to Date

363
COR Certified

81*
COR Equivalency

98
SECOR Certified

1,099
NCSO Certified

584
HSA Certified

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

Call the SCSA today 1-800-817-2079

Book Safety Demonstrations for Your Company!

Sunbelt Rentals of Canada, Inc.

Super Save Fence Rentals Inc. / Super Save Toilet Rentals Inc.

TLC Construction Ltd.

Triple A Directional Drilling Ltd.

Walker Projects Inc.

Welldone Mechanical Services Inc. – Regina
Re-certified COR Companies

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

Allan Foundations Ltd.
Athabasca Basin Security
Athabasca Catering Ltd. Partnership
Balzer’s Canada Inc.
Breck Construction – Royco Scaffolding Inc.
Athabasca Catering Ltd. Partnership
Chinook Scaffold Systems Ltd.
Custom Drywall Services Inc.
Hirsch Construction Ltd.
Humboldt Electric Ltd.
Industrial Corrosion Control Ltd.
(Commercial Sandblasting & Painting)
JNE Welding

AGI Projects [2011]
Allan Foundations Ltd. [2013]
Athabasca Basin Security [2013]
Athabasca Catering Ltd. Partnership [2013]
Balzer’s Canada Inc. [1999]
Banff Constructors Ltd. [1996]
Bill’s Trucking Company Ltd. [2008]
Breck Construction – Royco Scaffolding Inc. [2003]
Cara Dawn Transport Ltd. [2013]
Carnduff Horizontal Directional Drilling Ltd. [2014]
Chinook Scaffold Systems Ltd. [2014]
City Of Estevan [2005]
Con-Tech General Contractors Ltd. [2013]
Custom Drywall Services Inc. [2010]
Delco Automation Inc. [2013]
Federated Co-operatives Limited – Petroleum Facilities [2013]
Fuller Austin Inc. [1997]
Ground Effects Environmental Services Inc. [2005]
Hirsch Construction Ltd. [2011]
Humboldt Electric Ltd. [2001]
IEI Industrial Electric & Instrumentation Ltd. [2010]
Industrial Corrosion Control Ltd. (Commercial Sandblasting & Painting) [1998]

COR® is a registered trademark of members of the Canadian Federation of Construction Safety Associations.
John Kmita Ltd.
Keller Foundations Limited
Leeville Construction LTD

Marquardt Mechanical
Pryme Concrete Construction Inc.
Safway Services Canada, ULC

SaskTel Services Operations Department
Troy Life & Fire Safety Ltd.
Western Urethane 1995 Ltd.

JA Tech Inc. [2011]
JNE Welding [2008]
John Kmita Ltd. [2007]
Kap’s Construction Ltd. [2011]
Keller Foundations Limited [2002]
Koncrete Construction Group [1997]
Leeville Construction LTD [2014]
Marquardt Mechanical [1998]
Nixon Electric Service Ltd. [2011]
Noble Construction Corp. [2011]
Northern Strands Co. Ltd. [2013]
Pryme Concrete Construction Inc. [2011]
QSI Interiors Ltd. – Saskatoon [2005]
Safway Services Canada, ULC [2013]
SaskTel Services Operations Department [2011]
Schneider Electric [2010]
Surtest Oilfield Services Ltd. [2014]
Tron Construction & Mining Limited Partnership [2008]
Troy Life & Fire Safety Ltd. [2013]
Western Urethane 1995 Ltd. [2001]
Welcome New SECOR Companies

Small Employer Certificate of Recognition (SECOR®) program certification recognizes employers with nine or less workers who have achieved the objective of creating and implementing a health and safety program that meets national industry standards. Congratulations to the following companies for achieving SECOR program certification:

- Anderson's Mechanical Insulation
- Armadillo Walkway Repairs Inc.
- DCD Contracting Ltd.
- E-Tech Utilities Ltd.
- GM Asphalt Ltd.
- Jug’s Trucking Ltd.
- KSG Construction Management Ltd.
- Lumsden Area Electrical Services – 101102292 Saskatchewan Ltd.
- Overhead Door of Prince Albert
- R & B Custom Works Inc.
- River Consulting & Inspection
- RMK Contracting

Re-certified SECOR Companies

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

- Anderson’s Mechanical Insulation [2014]
- Armadillo Walkway Repairs Inc.
- DCD Contracting Ltd.
- E-Tech Utilities Ltd.
- GM Asphalt Ltd.
- Jug’s Trucking Ltd.
- KSG Construction Management Ltd.
- Lumsden Area Electrical Services – 101102292 Saskatchewan Ltd.
- Overhead Door of Prince Albert
- R & B Custom Works Inc.
- River Consulting & Inspection
- RMK Contracting

- Aaron Gratias Welding Ltd.
- Flame Tech Combustion Services Inc. [2007]
- Impulse Inspection Ltd. [2014]
- Mirus Engineering [2014]
- Paramount Plantscapes Ltd. [2014]
- Rob’s Concrete Pumping Ltd. [2011]
- Tomahawk Inspection Inc. [2011]
- Tomahawk Inspection Inc. [2011]
Congratulations New NCSOs!

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

Trevor Anholt
Darius Bell
Eric Berg
Harry Bourne
Justin Brooks
Wesley Cameron
Randy Chorney
John Connelly
Gerry Cooke
Derek Cordes
Jim Cymbalisty
Jeremy Cyr
Larry Daigleault
Ryan Decker
Debby-Lee Donat
Anthony Epple
Jun Fan
Joel Goy
Ryan Grzinic
Shaun Gullacher
Joseph Gumlakc Sr.
Deidre Haley
Riley Hancock
Terry Hoge
Patrick Hunt
Sergii Ilchenko
Craig Johnson
Ernest Kirchman
Crystal Kowalchuck-Trapp
Debbie LaCasse
Justin Lesperance
Laura Lodge
Craig Lynch
Sheldon MacKay
Scott Mahoney
David Melenchuk
Darrell Mills
Anthony Newcomb
Neal Nicholson
Chad Osask
Riece Padar
Chris Parnitsky
Shane Partridge
Susan Pittoff
Valeska Procysk
Joshua Regier

Congratulations New HSAs!

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

Harry Bourne
Louise Broberg
Lindsay Cairns
Lin Carr
Larisa Doucette
Michael Escott
Haley Godwin
Kendra Greeyes
Dawn Hall
Tamara Juke
Tanya Lawson
Lisa Levesque
Domenic Mastromatteo
Nicholas Mastromatteo
Jason McComas
David Melenchuk
Shira Morrison
Jared Orynik
Kevin Parker
Lana Perrault
Himanshu Vaid

Hazard Assessment Booklets

Before you start working, perform and complete a Hazard Assessment! The SCSA has COR-compliant Hazard Assessment Booklets (HAB) available to assist you in maintaining a safe and productive worksite. Get your projects done on time, on budget, and with zero injuries. Contact your nearest SCSA office to order your HAB booklet. The cost of each booklet is $4 for Members, $6 for Supporter Members, and $8 for Non-Members. You can also visit www.scsaonline.ca/resources to download the booklet for free.
### Classroom Course Schedule

**July – December 2017**

<table>
<thead>
<tr>
<th>Date</th>
<th>City</th>
<th>Subject</th>
</tr>
</thead>
<tbody>
<tr>
<td>July 13</td>
<td>North Battleford</td>
<td>Aerial Work Platform</td>
</tr>
<tr>
<td>July 20</td>
<td>Saskatoon</td>
<td>Safety Awareness</td>
</tr>
<tr>
<td>July 26</td>
<td>Yorkton</td>
<td>Safety Awareness</td>
</tr>
<tr>
<td>July 27</td>
<td>Regina</td>
<td>Safety Awareness</td>
</tr>
<tr>
<td>August 17</td>
<td>Saskatoon</td>
<td>Safety Awareness</td>
</tr>
<tr>
<td>August 22</td>
<td>Yorkton</td>
<td>Safety Awareness</td>
</tr>
<tr>
<td>August 24</td>
<td>Regina</td>
<td>Safety Awareness</td>
</tr>
<tr>
<td>September 14</td>
<td>Saskatoon</td>
<td>Safety Awareness</td>
</tr>
<tr>
<td>September 22</td>
<td>Regina</td>
<td>Safety Awareness</td>
</tr>
<tr>
<td>October 13</td>
<td>Saskatoon</td>
<td>Safety Awareness</td>
</tr>
<tr>
<td>October 27</td>
<td>Regina</td>
<td>Safety Awareness</td>
</tr>
<tr>
<td>November 24</td>
<td>Saskatoon</td>
<td>Safety Awareness</td>
</tr>
<tr>
<td>December 1</td>
<td>Regina</td>
<td>Safety Awareness</td>
</tr>
<tr>
<td>July 24</td>
<td>Regina</td>
<td>Contractor Training</td>
</tr>
<tr>
<td>August 8</td>
<td>Saskatoon</td>
<td>Contractor Training</td>
</tr>
<tr>
<td>September 5</td>
<td>Regina</td>
<td>Contractor Training</td>
</tr>
<tr>
<td>September 11</td>
<td>Saskatoon</td>
<td>Contractor Training</td>
</tr>
<tr>
<td>October 12</td>
<td>Regina</td>
<td>Contractor Training</td>
</tr>
<tr>
<td>October 19</td>
<td>Saskatoon</td>
<td>Contractor Training</td>
</tr>
<tr>
<td>November 23</td>
<td>Regina</td>
<td>Contractor Training</td>
</tr>
<tr>
<td>November 30</td>
<td>Saskatoon</td>
<td>Contractor Training</td>
</tr>
<tr>
<td>December 20</td>
<td>Regina</td>
<td>Contractor Training</td>
</tr>
<tr>
<td>July 5</td>
<td>Saskatoon</td>
<td>Safety Awareness</td>
</tr>
<tr>
<td>July 12</td>
<td>LaRonge</td>
<td>Safety Awareness</td>
</tr>
<tr>
<td>July 12</td>
<td>North Battleford</td>
<td>Safety Awareness</td>
</tr>
<tr>
<td>July 13</td>
<td>Regina</td>
<td>Safety Awareness</td>
</tr>
<tr>
<td>July 18</td>
<td>Regina</td>
<td>Safety Awareness</td>
</tr>
<tr>
<td>July 19</td>
<td>Saskatoon</td>
<td>Safety Awareness</td>
</tr>
<tr>
<td>July 25</td>
<td>Yorkton</td>
<td>Safety Awareness</td>
</tr>
<tr>
<td>July 27</td>
<td>Prince Albert</td>
<td>Safety Awareness</td>
</tr>
<tr>
<td>July 27</td>
<td>Saskatoon</td>
<td>Safety Awareness</td>
</tr>
<tr>
<td>July 31</td>
<td>Regina</td>
<td>Safety Awareness</td>
</tr>
<tr>
<td>August 8</td>
<td>Regina</td>
<td>Safety Awareness</td>
</tr>
<tr>
<td>August 9</td>
<td>Saskatoon</td>
<td>Safety Awareness</td>
</tr>
<tr>
<td>August 16</td>
<td>Saskatoon</td>
<td>Safety Awareness</td>
</tr>
<tr>
<td>August 17</td>
<td>Regina</td>
<td>Safety Awareness</td>
</tr>
<tr>
<td>August 21</td>
<td>Yorkton</td>
<td>Safety Awareness</td>
</tr>
<tr>
<td>August 28</td>
<td>Regina</td>
<td>Safety Awareness</td>
</tr>
<tr>
<td>August 30</td>
<td>Saskatoon</td>
<td>Safety Awareness</td>
</tr>
<tr>
<td>September 6</td>
<td>Saskatoon</td>
<td>Safety Awareness</td>
</tr>
<tr>
<td>September 7</td>
<td>Regina</td>
<td>Safety Awareness</td>
</tr>
<tr>
<td>September 20</td>
<td>Saskatoon</td>
<td>Safety Awareness</td>
</tr>
<tr>
<td>September 21</td>
<td>Regina</td>
<td>Safety Awareness</td>
</tr>
<tr>
<td>September 25</td>
<td>Saskatoon</td>
<td>Safety Awareness</td>
</tr>
<tr>
<td>September 28</td>
<td>Regina</td>
<td>Safety Awareness</td>
</tr>
<tr>
<td>October 3</td>
<td>Saskatoon</td>
<td>Safety Awareness</td>
</tr>
<tr>
<td>October 10</td>
<td>Regina</td>
<td>Safety Awareness</td>
</tr>
<tr>
<td>October 17</td>
<td>Saskatoon</td>
<td>Safety Awareness</td>
</tr>
<tr>
<td>October 19</td>
<td>Regina</td>
<td>Safety Awareness</td>
</tr>
<tr>
<td>October 24</td>
<td>Saskatoon</td>
<td>Safety Awareness</td>
</tr>
<tr>
<td>October 26</td>
<td>Regina</td>
<td>Safety Awareness</td>
</tr>
<tr>
<td>November 2</td>
<td>Saskatoon</td>
<td>Safety Awareness</td>
</tr>
<tr>
<td>November 7</td>
<td>Regina</td>
<td>Safety Awareness</td>
</tr>
<tr>
<td>November 14</td>
<td>Saskatoon</td>
<td>Safety Awareness</td>
</tr>
<tr>
<td>November 15</td>
<td>Regina</td>
<td>Safety Awareness</td>
</tr>
<tr>
<td>November 22</td>
<td>Regina</td>
<td>Safety Awareness</td>
</tr>
<tr>
<td>November 23</td>
<td>Saskatoon</td>
<td>Safety Awareness</td>
</tr>
<tr>
<td>November 27</td>
<td>Saskatoon</td>
<td>Safety Awareness</td>
</tr>
<tr>
<td>December 4</td>
<td>Regina</td>
<td>Safety Awareness</td>
</tr>
<tr>
<td>December 12</td>
<td>Saskatoon</td>
<td>Safety Awareness</td>
</tr>
<tr>
<td>December 14</td>
<td>Regina</td>
<td>Safety Awareness</td>
</tr>
<tr>
<td>December 19</td>
<td>Regina</td>
<td>Safety Awareness</td>
</tr>
<tr>
<td>December 20</td>
<td>Saskatoon</td>
<td>Safety Awareness</td>
</tr>
<tr>
<td>July 11</td>
<td>Regina</td>
<td>Frame Scaffold Awareness</td>
</tr>
<tr>
<td>August 24</td>
<td>Saskatoon</td>
<td>Frame Scaffold Awareness</td>
</tr>
<tr>
<td>September 13</td>
<td>Regina</td>
<td>Frame Scaffold Awareness</td>
</tr>
<tr>
<td>October 2</td>
<td>Saskatoon</td>
<td>Frame Scaffold Awareness</td>
</tr>
<tr>
<td>October 31</td>
<td>Regina</td>
<td>Frame Scaffold Awareness</td>
</tr>
<tr>
<td>November 30</td>
<td>Saskatoon</td>
<td>Frame Scaffold Awareness</td>
</tr>
<tr>
<td>December 13</td>
<td>Regina</td>
<td>Frame Scaffold Awareness</td>
</tr>
<tr>
<td>July 11</td>
<td>Regina</td>
<td>Hoisting and Rigging Safety Awareness</td>
</tr>
<tr>
<td>August 14</td>
<td>Saskatoon</td>
<td>Hoisting and Rigging Safety Awareness</td>
</tr>
<tr>
<td>August 30</td>
<td>Regina</td>
<td>Hoisting and Rigging Safety Awareness</td>
</tr>
<tr>
<td>October 4</td>
<td>Saskatoon</td>
<td>Hoisting and Rigging Safety Awareness</td>
</tr>
<tr>
<td>November 1</td>
<td>Regina</td>
<td>Hoisting and Rigging Safety Awareness</td>
</tr>
<tr>
<td>December 11</td>
<td>Saskatoon</td>
<td>Hoisting and Rigging Safety Awareness</td>
</tr>
<tr>
<td>July 5 &amp; 6</td>
<td>Regina</td>
<td>Leadership for Safety Excellence</td>
</tr>
<tr>
<td>July 10 &amp; 11</td>
<td>LaRonge</td>
<td>Leadership for Safety Excellence</td>
</tr>
<tr>
<td>July 12 &amp; 13</td>
<td>Saskatoon</td>
<td>Leadership for Safety Excellence</td>
</tr>
<tr>
<td>July 18 &amp; 19</td>
<td>Estevan</td>
<td>Leadership for Safety Excellence</td>
</tr>
</tbody>
</table>

---

**SCSAONLINE.CA**

**REGINA OFFICE** | **498 HENDERSON DRIVE** | **S4N 6E3** | **T: 306.525.0175** | **F: 306.525.1542** | **1.800.817.2079**

**SASKATOON OFFICE** | **2606 KOYL AVENUE** | **S7L 5X9** | **T: 306.652.0907** | **F: 306.652.0923** | **1.800.817.2079**
Schedule

July 19 & 20 ............ Regina
July 24 & 25 ............ Saskatoon
July 31 & August 1 .... Regina
August 9 & 10 .......... Saskatoon
August 16 & 17 ......... Regina
August 22 & 23 ........ Prince Albert
August 23 & 24 .......... Saskatoon
August 30 & 31 ........ Regina
September 6 & 7 ...... Saskatoon
September 11 & 12 .... Regina
September 20 & 21 .... Saskatoon
September 25 & 26 .... Regina
October 2 & 3 .......... Saskatoon
October 11 & 12 ...... Regina
October 18 & 19 ...... Saskatoon
October 23 & 24 ...... Regina
October 30 & 31 ...... Saskatoon
November 8 & 9 ...... Regina
November 15 & 16 .... Saskatoon
November 20 & 21 .... Regina
November 27 & 28 .... Saskatoon
December 6 & 7 ....... Regina
December 13 & 14 ..... Saskatoon

Occupational Health Committee
Training Level 1
July 4 ................... Regina
July 18 ................. Saskatoon
August 9 ............... Regina
August 31 ............. Saskatoon
September 19 .......... Regina
September 25 ........ Saskatoon
October 17 ............ Regina
October 23 ............ Saskatoon
November 16 .......... Saskatoon
November 29 .......... Regina
December 19 .......... Saskatoon

October 12 ............. Saskatoon
November 9 .......... Regina
December 6 .......... Saskatoon

Small Employer
Safety Management
July 6 ................... Regina
July 27 ................. Saskatoon
August 28 .......... Regina
September 28 ....... Saskatoon
October 10 .......... Regina
November 7 .......... Saskatoon
December 13 ......... Regina

Safety Administration
July 13 .................. Regina
August 10 .......... Saskatoon
September 6 ........ Regina
September 27 ......... Saskatoon
October 25 .......... Regina
November 6 .......... Saskatoon
November 30 .......... Regina
December 14 .......... Saskatoon

WHMIS 2015 Train The Trainer
July 4 ................. Saskatoon
July 12 .............. Regina
July 25 .............. Saskatoon
August 2 .......... Regina
August 14 .......... Saskatoon
August 21 .......... Regina
September 5 ....... Saskatoon
September 14 ....... Regina
September 26 ...... Saskatoon
October 2 .......... Regina
October 18 .......... Saskatoon
October 24 .......... Regina
November 8 .......... Saskatoon
November 14 ....... Regina
November 29 ........ Saskatoon
December 6 ......... Regina
December 11 ....... Saskatoon
December 18 ....... Regina

Safety Auditor Training
July 10 & 11 ........ Saskatoon
July 17 & 18 ........ Regina
August 2 & 3 .......... Saskatoon
August 14 & 15 .... Regina
August 21 & 22 .... Saskatoon
September 13 & 14 .. Saskatoon
September 18 & 19 ... Regina
October 4 & 5 .......... Saskatoon
October 18 & 19 ..... Regina
November 1 & 2 ...... Saskatoon
November 15 & 16 ... Regina
November 20 & 21 ... Saskatoon
December 6 & 7 ..... Saskatoon
December 11 & 12 .... Regina

Safety Management
July 10 .................. Regina
July 24 ................. Saskatoon
August 8 ............... Regina
August 29 .......... Saskatoon
September 5 .......... Regina
September 19 .......... Saskatoon
October 3 .......... Regina
October 17 .......... Saskatoon
October 30 .......... Regina
November 9 .......... Saskatoon
November 27 .......... Regina
December 5 .......... Saskatoon
December 20 .......... Regina

Powered Mobile Equipment
Safety Evaluators Course
July 19 ............ Regina
July 26 .......... Yorkton
August 29 ............. Saskatoon
September 20 .... Regina

Schedule is subject to change. For the most current information and to register for a course, visit www.scsaonline.ca or contact your nearest SCSA office.
SCSA Regional Safety Committees

Enjoy breakfast or lunch as you discuss safety topics and network with other safety professionals in the construction industry! The SCSA Regional Safety Committees (RSCs) are responsible for promoting safety in the construction industry and advancing the objectives of the Saskatchewan Construction Safety Association at a regional level. RSCs are active in identifying regional and trade-specific health and safety training needs, as well as developing solutions to safety problems in the construction industry, particularly at a local level.

The committees are comprised of representatives from construction and trade associations along with worker members to provide a communication link between member employers and the SCSA’s Board of Directors. The current committees are established in the following centres throughout Saskatchewan: North Battleford (sub-committee), Regina, Moose Jaw, Swift Current, Saskatoon, Prince Albert, Yorkton, Esterhazy (sub-committee), Estevan, and Lloydminster. To view the RSC representatives by region, visit: www.scsaonline.ca/about-us/regional-safety-committees

To attend an RSC meeting, please call the SCSA office in either Regina 306.525.0175 or Saskatoon 306.652.0907 or email scsainfo@scsaonline.ca to RSVP.

2017 Regional Safety Committee Meeting Dates

<table>
<thead>
<tr>
<th>Lakeland</th>
<th>North Battleford</th>
<th>Estevan</th>
<th>Swift Current</th>
<th>Regina</th>
<th>Prince Albert</th>
<th>Moose Jaw</th>
<th>Esterhazy</th>
<th>Yorkton</th>
<th>Saskatoon</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tue, Sep 12</td>
<td>Wed, Sep 6</td>
<td>Tue, Aug 22</td>
<td>Wed, Aug 23</td>
<td>Thu, Aug 17</td>
<td>Thu, Aug 17</td>
<td>Fri, Aug 18</td>
<td>Wed, Aug 23</td>
<td>Thu, Aug 24</td>
<td>Thu, Aug 24</td>
</tr>
<tr>
<td>Tue, Nov 14</td>
<td>Tue, Nov 7</td>
<td>Tue, Nov 14</td>
<td>Wed, Nov 15</td>
<td>Thu, Nov 16</td>
<td>Thu, Nov 16</td>
<td>Fri, Nov 17</td>
<td>Wed, Nov 22</td>
<td>Thu, Nov 23</td>
<td>Thu, Nov 23</td>
</tr>
</tbody>
</table>

Did You Know?

If your company is registered with the Saskatchewan Workers’ Compensation Board and falls under the CLASS B – BUILDING CONSTRUCTION rate class, you are automatically a member of the SCSA! SCSA Members and Supporter Members receive preferred pricing on classroom training year-round. The SCSA equips more than 10,000 workers each year with the education and training they need to achieve their organization’s safety goals.

To learn more, call: 1.800.817.2079 or email: scsainfo@scsaonline.ca