Message from Your SCSA President

This year, the Saskatchewan Construction Safety Association (SCSA) celebrated 20 years of industry-driven commitment to safety as an association. In conjunction with this very special celebration, we hosted an evening of honour gala to formally recognize 20 notable leaders in the building construction industry. We honoured them for their vision and commitment to helping building our association and address the economic, social, and other impacts of preventable injuries and fatalities on Saskatchewan worksites. We took this occasion as a time to recognize their accomplishments and recommit to fulfilling our shared goal of making devastating human losses in the construction industry a thing of the past.

Over this last year, we have seen more companies turn safety into their strategic asset to gain a competitive edge. Companies are increasing in their confidence to deliver projects on time, and on budget, with fewer work interruptions caused by minor or major injuries on their worksites. Employees, companies, and customers are not only seeing the financial merits of operating safer companies, they are demanding it! Whether it's a consumer considering a renovation or building project, or a procurer scoping out work for a major infrastructure project, the question of whether a contractor has a strong safety management system in place, including one that meets national standards: Certificate of Recognition (COR™), is becoming more commonplace.

The 2015 year was both a challenging and positive time of growth for your SCSA and its industry members. Despite the fluctuations in business activity from the industrial, commercial, and residential sectors, payroll for the building construction industry as a whole is still expected to reach a record $2.26 billion – more than five times what it was only 15 years ago! We are already seeing brisk activity in the construction industry with some of the largest infrastructure investments in our province’s history, including the $1.88 billion for the Regina Bypass project and the $285.2 million for the Children’s Hospital in Saskatoon.

“We are already seeing brisk activity in the construction industry with some of the largest infrastructure investments in our province’s history”

With the increased demand for highly professional and efficient labour in the Saskatchewan building construction industry, recruiting, retaining, and protecting our skilled workers has become more important than ever. In the past year alone, the SCSA has doubled its efforts to continually improve in the areas of program development and promotion, attracting and developing our talent, and expanding our partnerships to better serve a continuously growing industry. This summer, we opened a new and much improved office and classroom space in Saskatoon, allowing us to be more effective in delivery of services to our members and clients.

We are looking forward to an exciting new year where we can continue to serve and assist you in becoming a more efficient, profitable, and safer company by protecting your most valuable asset: your workers.

“Employees, companies, and customers are not only seeing the financial merits of operating safer companies, they are demanding it!”

Stay safe and all the best,

Collin Pullar
SCSA President
The SCSA Annual Safety Awards recognize individuals, companies and safety committees throughout Saskatchewan for their contributions and commitment toward health and safety in the construction industry, as well as their involvement with the SCSA. Award categories include:

**Corporate Leadership in Safety Award**
This award is given to a member company recognizing its dedication and outstanding contribution to the enhancement of health and safety in their region. One company from each of the (8) SCSA Regional Safety Committees are eligible for this award.

2014 Winners:
- Logan Stevens Construction (2000) Ltd. – Yorkton Region
- North Ridge Renovations Ltd. – Saskatoon Region

**Safety Practitioner Award**
This award is given in recognition of 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 Regional Safety Committee in their region. One individual from each of the (8) SCSA Regional Safety Committees are eligible for this award.

2014 Winners:
- Brian Hilderman – Yorkton Region
- Jennifer Keach – Lakeland Region
- Pearl McNevin Williams – Saskatoon Region

**Regional Safety Committee Distinguished Progress Award**
This award is given to a Regional Safety Committee in the province to recognize its dedication and outstanding contribution to the promotion and improvement of health and safety in the construction industry. One Regional Safety Committee in the province is eligible for this award.

2014 Winners: Estevan Region

The SCSA will present these awards at the SCSA Annual General Meeting. All award recipients will also receive recognition in various SCSA online and offline publications.

An information package containing award details and nomination forms can be downloaded from the SCSA website www.scsaonline.ca.

All nomination questionnaires, forms, and letters must be fully completed, signed, and submitted to SCSA Executive Assistant, Ashley Alves ashleya@scsaonline.ca on or before December 31, 2015.
Celebrating 20 Years of Industry-Driven Commitment to Safety in Saskatchewan

Before becoming a separate entity in 1995, the Saskatchewan Construction Safety Association (SCSA) started as part of the Saskatchewan Construction Association. Workers and employers from across the residential and commercial spectrum were able to collaborate and grow the vision of changing business culture in the province, and now 20 different trade and labour associations make up the backbone of the SCSA today.

This year, the SCSA celebrated its 20th anniversary with a gala to formally recognize and honour the volunteer contributions of past chairs and board members (one for each year of our existence).

This select group of business leaders made a substantial impact on more than 9,000 Saskatchewan companies, $2 billion in payroll, and more than 40,000 employees in the residential, commercial, and industrial construction sectors in Saskatchewan.

The SCSA would like to again thank these honourees for their vision, deep commitments, and sacrifices that helped to shape the Association and the Saskatchewan construction industry over the past 20 years.
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 training and advice. Everything from classroom training, worksite visits, to performing 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.

Laura Lodge
SCSA Safety Advisor

How long have you worked at the SCSA?
Since October, 2014

What regions do you serve?
Regina, Yorkton, Esterhazy

What is your background in safety/construction?
My first experience in residential construction was back in British Columbia. I moved to Saskatchewan in 2012, where I worked for a commercial drywall company. After that I worked heavily again in residential construction as a labourer, finisher, carpenter, almost anything they needed! While working there, safety became a big focus for the company. I developed and implemented a safety program, received my Health and Safety Administrator (HSA) designation, and worked on completing my Occupational Health & Safety (OHS) Practitioner certificate.

What is your favourite safety topic?
The strategic case for safety, as it helps workers and companies view safety as an asset instead of a hindrance. When embraced, safety can really help an organization grow and create a positive company culture.

What is your favourite safety demo?
The Eye Protection demo!

What is your favourite part of your job?
Helping clients to understand that safety doesn’t need to be elaborate or complex. I enjoy helping them simplify their program, while meeting legal and moral obligations.

What is a question(s) you get asked a lot?
Who does this (they point to the Hazard Assessment) go to?

What are some challenges you see in construction safety?
Fall hazards — open pits, no rails on stairs or at top of stairs. Hard hats — a lot of guys think that as long as it is on the site and you wear it to your truck that’s ok.

What are your current goals as a Safety Advisor?
Working towards my Canadian Registered Safety Professional (CRSP) designation and becoming a certified external auditor.

What is one of your recent accomplishments?

Patrick Hunt
SCSA Safety Advisor

How long have you worked at the SCSA?
Since July, 2015

What regions do you serve?
Regina, Yorkton and Esterhazy

What is your background in safety/construction?
I have 12 years’ experience in the Telecommunications and Electrical field where I worked as a mentor, trainer, supervisor, superintendent, and Project Manager.

What is your favourite safety topic?
Ladder safety, fall arrest

What is your favourite safety demo?
The Eye Protection demo

What is your favourite part of your job?
When I explain a fact to someone and you see their face when they learned something new

What is a question(s) you get asked a lot?
Who does this (they point to the Hazard Assessment) go to?

What are some challenges you see in construction safety?
Fall hazards — open pits, no rails on stairs or at top of stairs. Hard hats — a lot of guys think that as long as it is on the site and you wear it to your truck that’s ok.

What are your current goals as a Safety Advisor?
To become as knowledgeable as possible to be able to give great guidance to our members at the construction site and on their safety manuals.

What is one of your recent accomplishments?
Certified to teach Fall Protection Awareness Training
Michael Remando  
SCSA Safety Advisor

How long have you worked at the SCSA?  
Since August, 2014

What regions do you serve?  
Humboldt/Melfort

What is your background in safety/construction?  
I began my career in construction as a scaffolder. My first day on the job was at a potash mine, so we were always quite safety-orientated. After doing that for ten years, I decided to venture into safety and I’ve been practicing in this field for over three years now.

What is your favourite safety topic?  
The three basic rights of Canadian workers (Right to Know, Right to Participate, and Right to Refuse) and minimum specification Personal Protective Equipment (PPE).

What is your favourite safety demo?  
The Eye Protection and Back Strain demos because they relay so much information that cannot be conveyed in any other way.

Each of our demos has a take-home message. We don’t want safety to be left at the gate at the end of the day. We’ve got to be held at a higher standard and relay quality information for everyone. I look at it like we are the new “safety busters” and with each demo people will be brought closer to safety.

What is your favourite part of your job?  
Converting a non-believer

What is a question(s) you get asked a lot?  
An explanation of Summary Offence Ticketing (SOT).

What are some challenges you see in construction safety?  
Staying current with technology.

What are your current goals as a Safety Advisor?  
My goal is to get to as many people as I can safety compliant so that all youth have a fair chance at having a safe work day while working in a safety-sensitive position.

What is one of your recent accomplishments?  
Every day I step into the field I believe I’m making a difference.

The SCSA has completed the review and finalized the changes to the Fall Protection Awareness Training course.

We have recertified our Safety Training Technicians and Safety Advisors for delivering the course in its new form.
To serve you better, we have launched a new and improved website to make finding safety information and signing up for safety training quick, easy, and accessible on a variety of internet-connected devices!

Some of the new features of scsaonline.ca include:

• A powerful search engine to quickly find what you’re looking for by keyword

• A user-friendly classroom course lookup database — generate a PDF of your classroom course schedule selection to save and share with others

• An interactive classroom calendar that allows you to search for courses by topic and/or location — simply click on the dates of the month to view and register for all SCSA instructor-led courses offered throughout the province.

• A responsive design to ensure you can access all of the website’s content and features on your laptops, smartphones, and tablets

• Photo galleries to showcase our (SE)COR™ companies as well as our CSO and HSA designees!

If you have any questions, concerns, or suggestions, please send us an email at comm@scsaonline.ca. Your feedback is important for helping us continually improve the functionality and design of our website and other communications.
Ramping Up Injury Prevention: Targeted Intervention Program

The Targeted Intervention Program is a joint initiative between the Saskatchewan Occupational Health and Safety (OHS) Division at the Ministry of Labour Relations and Workplace Safety, and the Saskatchewan Workers’ Compensation Board, to address the workplace injury rate within Saskatchewan, which ranks second highest in Canada.

In October of 2013, OHS began focusing its inspection efforts on Saskatchewan’s most injury-prone workplaces. Although progress has been made in reducing lost time incident rates, OHS recognizes that more needs to be done in order to make a more drastic impact, and reach their objective of reducing injuries by 25 per cent in the province.

In collaboration with its industry partners — WCB and the SCSA — OHS refocused its efforts in May 2015 to bring greater attention to injury prevention and compliance issues within the residential construction sector. Its targeted intervention strategy includes increased inspections in this particular sector as injury rates prove to be 220 per cent higher in comparison to the rest of the building construction industry.

Currently, 230 firms in Saskatchewan have 15 or more injuries on a regular basis equating to about 34 per cent of all injuries in the province. These are the companies that will be targeted through inspections and meetings with the employer to encourage them to develop and maintain an effective safety management system.

To watch a series of interviews from safety leaders in the province on the Targeted Intervention Program, produced by the Ministry of Labour Relations and Workplace Safety (including one featuring SCSA President, Collin Pullar), visit: bit.ly/20WH9vX

Did you know?
- Out of 45,000 employers in Saskatchewan – appx. 0.5% or 230 firms have 15 or more injuries on a regular basis
- Every incident is predictable and preventable

Reduce costly workplace injuries

SCSA Advisory Services staff are trained to assist companies in identifying and addressing hazards that lead to injury in the workplace. The Certificate of Recognition (COR™) and Small Employer Certificate of Recognition (SECOR) programs offered by the SCSA are occupational health and safety program designations verifying that a company has a fully-implemented health and safety program that meets national standards.

Through a process of training, program development, and implementation, companies can build a safer, more effective, organization. Employers have found that an evaluation of their health and safety program is an effective way to identify weaknesses that can be corrected. This leads to fewer injuries and fewer job interruptions; contributing to a more productive and profitable company.

To learn more about the COR or SECOR programs, email scsaprograminfo@scsaonline.ca


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WCB Announces Premium Rates for 2016

On December 2, 2015, the Saskatchewan Workers’ Compensation Board announced the premium rates for 2016. The changes in rates for Building Construction code members from 2015 to 2016 are as follows:

<table>
<thead>
<tr>
<th>Rate Code</th>
<th>Industry</th>
<th>2015 Premium Rate</th>
<th>2016 Premium Rate</th>
<th>Change from 2015 to 2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>B-11</td>
<td>Construction Trades</td>
<td>$1.63</td>
<td>$1.57</td>
<td>- 3.7%</td>
</tr>
<tr>
<td>B-12</td>
<td>Residential Construction</td>
<td>$3.09</td>
<td>$2.82</td>
<td>- 8.7%</td>
</tr>
<tr>
<td>B-13</td>
<td>Commercial/Industrial Construction</td>
<td>$2.43</td>
<td>$2.15</td>
<td>-11.5%</td>
</tr>
</tbody>
</table>

Continuous improvements in safety has a major impact on premiums, both in the short and long term. The SCSA would like to thank and congratulate all of the safety leaders that have made a concerted effort to improve safety in their workplaces and communities; including the SCSA Board of Directors for their leadership, and the SCSA staff, for their efforts to support the goal of reducing costly injuries in our province.

Did you know?

WCB data indicates that COR™ companies have fewer time-loss injuries than the rest of the industry. A COR certified company can experience reduced financial costs associated with accidents, including WCB premiums, which can affect a company’s bottom line. A good safety record can enhance your reputation in the industry!

For more information on WCB premium rates, visit: www.wcbsask.com/employers/rate-setting
On June 11, 2015 — 51 Saskatchewan organizations demonstrated their commitment to Mission: Zero by signing the Saskatchewan Health and Safety Leadership Charter — joining the SCSA, and more than 380 business, government, union, and community leaders in the province who have also signed the Charter over the past five years.

In May 2008, Mission: Zero was established as a response to Saskatchewan having the second highest workplace injury rate in Canada. The initiative is a call to action to join other workers and employers across the province who make it their mission to have zero injuries, zero fatalities, and zero suffering in their workplaces.

“There’s an attitude you hear sometimes that injuries are inevitable. I don’t believe that. Leaders who sign the Charter don’t believe that. It’s time we stand together and create a cultural change — in our organizations and in our communities.”

Gord Moker, Safe Saskatchewan CEO

Mission: Zero is the primary focus of WorkSafe Saskatchewan — a partnership between the Saskatchewan Workers’ Compensation Board and the OHS Division at the Ministry of Labour Relations and Workplace Safety. WorkSafe Saskatchewan is also a founding partner in Safe Saskatchewan, which is a provincial coalition that leverages the Health and Safety Leadership Charter as a core strategy for reducing the number and impact of injuries in the province.

Since WorkSafe Saskatchewan began its work in 2002, the province has seen a decrease in the workplace injury rate by nearly 50 per cent. The injury rate in 2002 went from an all-time high of 4.95 per cent in 2002 down to 2.41 at the end of 2014.

With initiatives such as Mission: Zero, the foundation for a cultural shift in the way Saskatchewan business, government, union, and community leaders view safety and injury prevention is changing. To learn more about the Saskatchewan Health and Safety Leadership Charter, visit: www.worksafesask.ca

Left to right: Collin Pullar, SCSA President and Gord Moker, Safe Saskatchewan CEO
The SCSA is in the process of updating its training courses and resources to reflect the changes to the original Workplace Hazardous Materials Information System (WHMIS) requirements in Canada that will incorporate the Globally Harmonized System of Classifying and Labelling Workplace Chemicals (GHS) — an internationally agreed-upon hazard communication system developed by the United Nations.

WHMIS is a system of combined federal, provincial, and territorial legislation and regulations that first became law in 1988. The main components of WHMIS are hazard identification and product classification, labelling, safety data sheets, and worker education and training. The GHS defines and classifies the hazards of chemical products, and communicates health and safety information on labels and material safety data sheets – referred to as Safety Data Sheets (SDSs). Originally named WHMIS 1988, the system will be referred to as WHMIS 2015 once GHS is incorporated.

Anyone currently certified with the SCSA WHMIS Train-the-Trainer course (all certifications are valid for three years) will continue to maintain their certification until the date of expiry. Once implemented, the new SCSA WHMIS 2015 Train-the-Trainer course will be offered for those wishing to newly certify or recertify.

### Some of the Benefits of Aligning WHMIS with GHS

- Provides an internationally comprehensible system for hazard communication
  - Hazard classification criteria are more comprehensive which improves ability to indicate severity of hazards
  - Standardized language (hazard and precautionary statements)
  - Standardized SDS format and more comprehensive requirements
- More efficient import and export of hazardous products
  - Physical hazard criteria are consistent with the Transport of Dangerous Goods (TDG regulations)
  - Reduces costs and the need for standardized testing and evaluation
  - Encourages safe transport, handling, and use

### Transition from WHMIS 1988 to WHMIS 2015

Both the amended Hazardous Products Act and the new regulations are currently in force, meaning that suppliers may begin to use and follow the new requirements for labels and SDSs for hazardous products sold, distributed, or imported into Canada. Saskatchewan workplaces and other countries have already adopted GHS in into their hazard classification, labeling and communication laws for workplaces. While the new system contains new international hazard classifications and labelling requirements, the responsibilities for workers, supervisors and suppliers will remain the same.

Saskatchewan requirements for employers and workers can be found in the Occupational Health and Safety Regulations, 1996 Part XXII. While legislative changes are underway to include provisions for the transition period from WHMIS 1988 to WHMIS 2015, employees will be permitted to use WHMIS controlled products under the following conditions:

1. When an employer receives products with only WHMIS 1988 labels and MSDSs, employees may use the products if they have received training in the requirements of WHMIS 1988
2. When an employer receives products with both WHMIS 1988 and WHMIS 2015 labels as well as MSDSs and SDSs, employees may use the products if they have received training in either WHMIS 1988 or WHMIS 2015

A multi-year transition plan to update provincial, federal and territorial occupational health and safety WHMIS regulations will take place from now until May 31, 2017. Until this time, suppliers will be permitted to use either WHMIS 1988 or WHMIS 2015 to classify and label product hazards. Beginning June 1, 2017 and ending in May 31, 2018, both distributors and suppliers importing products for their own use are also permitted to continue using either WHMIS 1988 or WHMIS 2015.

The Canadian Centre for Occupational Health and Safety (CCOHS) is offering a free e-course and other resources to explain the expected changes to WHMIS after the adoption of GHS. For a free basic introduction to the expected changes, take the free CCOHS e-course, here: [http://ccohs.ca/products/courses/whmis_ghs_intro/](http://ccohs.ca/products/courses/whmis_ghs_intro/)

### Sources:
- Lyth, J. (2015, Fall). WHMIS after GHS. We Build.
Implementation Timeline (WHMIS 1988 to WHMIS 2015)

<table>
<thead>
<tr>
<th>Phase</th>
<th>Timing</th>
<th>Manufacturers and Importers</th>
<th>Suppliers</th>
<th>Distributors</th>
<th>Employers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Phase 2</td>
<td>June 1, 2017 to May 31, 2018</td>
<td>WHMIS 2015</td>
<td>WHMIS 1988 &amp;/or WHMIS 2015</td>
<td>WHMIS 1988 or WHMIS 2015</td>
<td></td>
</tr>
<tr>
<td>Phase 3</td>
<td>June 1, 2018 to Nov 30, 2018</td>
<td>WHMIS 2015</td>
<td>WHMIS 2015</td>
<td>WHMIS 1988 or WHMIS 2015</td>
<td></td>
</tr>
<tr>
<td>Completion</td>
<td>Dec 1, 2018</td>
<td>WHMIS 2015</td>
<td>WHMIS 2015</td>
<td>WHMIS 2015</td>
<td></td>
</tr>
</tbody>
</table>


Expert Articles: We Build Magazine

The SCSA is regularly featured in the Saskatchewan Construction Association’s quarterly We Build magazine. We Build is circulated to a wide range of business owners, industry and community leaders, Federal members of parliament, and other provincial representatives throughout Saskatchewan. The publication showcases key issues and opinions in Saskatchewan’s construction industry.

Recently, the SCSA was featured in three different expert articles for the Fall 2015 issue, including “Safety Management: The Proxy for Organizational Success,” authored by SCSA President, Collin Pullar.

This piece discusses the following three distinct performance areas construction industry leaders have worked hard in to turn safety management into their strategic advantage:

• Demonstrated Leadership Commitment
• Development of Knowledge and Expertise; and
• Employee Engagement

“It became apparent that the value of safety and managing safe work practices was not just a socially responsible endeavor but also a strategic business investment benefitting shareholders and the organization as a whole … safety management in itself is a great proxy for successful management and a dedication to high-performance.”

Collin Pullar, SCSA President
We Build (Fall 2015)

Visit www.scsaonline.ca/resources to read this, and other expert articles, featuring the SCSA!
The SCSA is proud to be an eligible third-party training institution in the Canada-Saskatchewan Job Grant program. Through this program, employers in the province are empowered to select individuals and the type of training required to meet their workforce needs.

To access a Job Grant, employers must contribute at least one third of the training costs. The remaining two-thirds, up to a maximum of $10,000, are funded throughout the Job Grant. Tuition fees, learning materials, examinations, and other training costs are covered under the Grant.

Note: The maximum government contribution to a Canada-Saskatchewan Job Grant is $10,000 per trainee.

If you meet the requirements list, complete the Job Grant Eligibility Checklist form online at www.economy.gov.sk.ca/job-grant-checklist and submit it to your local Labour Market Services Office to start the application process. To find your local Labour Market Services office in Saskatchewan, visit: www.economy.gov.sk.ca/lms-offices

### Eligibility Checklist

- Employers are registered in SK or a business operating in SK
- Employers confirm that the trainee will be employed upon completion of training and job is located in SK
- The trainees chosen are Canadians or permanent residents
- Training offered by an external, third party training agency
- Training is a minimum 25 hours in length, completed within 52 weeks
- Training is not used to maintain a worker’s existing professional designation
- Eligible funding for reimbursement consists of
  - ✔ Tuition fees;
  - ✔ Mandatory student fees;
  - ✔ Textbooks, software and other required materials; and,
  - ✔ Examination fees
- Employer is contributing a minimum 1/3 of total eligible training costs. Small employers (employers up to 50 employees) may be able to apply trainee wages towards a portion of their contribution
- The grant will not replace an employer’s existing investments in training
COR™ Spotlight – City of Estevan

When did The City of Estevan become Certificate of Recognition (COR™) certified?
March 23, 2005

Why did your company decide to become COR certified?
To ensure that all standards were met to protect our employees and improve our safety program.

In your company, who participates directly in your COR program?
Every employee is responsible for safety.

What areas of the COR program do you find most useful and why?
The 3-year COR audits and the audit tool are extremely beneficial. They provide a checklist to ensure we have all the components required to have an effective safety program. It also ensures compliance and addresses any shortcomings we may have to improve upon as well.

For new companies considering COR certification, what advice would you give to them?
I would not think twice about the decision, there are so many benefits from COR certification.

Do you have any useful tips for developing a safety program that other companies would find useful?
Safety programs regardless of the size are a vital component to the operation of any workplace. It is important to involve everyone in your organization from the top level to the ground level. Having a strong safety culture and making safety a value is a key in any organization.

Lead by example and have a shared vision. Create an environment for success! Preventing harm in the workplace, keeping employees healthy and safe at work, and reducing the number and severity of incidents is the heart of a safety program.

How do you promote your safety program within your company?
By involving everyone from their first day of employment! Having regular tool box meetings, regular worksite inspections, regular safety training, safety demonstrations, and celebrating North American Occupational Safety and Health (NAOSH) week.

COR™ is a registered trademark of the Canadian Federation of Construction Safety Associations (CFCSA)
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 Ask the Auditor are taken from Section 12.0: Records & Statistics of the Audit Tool.

Audit Tool Section 12.0: Records & Statistics

Health and safety program management is a dynamic and constantly evolving process. You must maintain records. These records provide ready reference to program activities and results. They provide the information necessary to assess the program, to make necessary modifications, and to plan for future activities. In addition, some records are required by Occupational Health and Safety legislation.

12.3 Are health and safety activity statistical reports generated on an on-going / regular basis and readily available?

Appropriate statistics must be available that measures the frequency and severity of recordable injuries.

Although statistics are used as a yardstick to measure safety performance, safety evaluations will provide a more accurate picture of a company’s overall performance.

Summaries of safety-related reports provide management with an overview of their program’s activities and results. Examining summaries will help in determining trends and setting priorities for future safety program measures. The information compiled in summaries provides raw numbers that need to be converted into standardized indicators for the purpose of measuring safety performance.

The injury frequency rate and injury severity rates are two commonly used health and safety performance indicators.

Injury Frequency Rate is defined as the number of recordable injuries per 200,000 employee-hours of exposure. A recordable case is an injury incident which results in one or more lost work days other than the day of the accident. The following formula is used to calculate the injury frequency rate:

\[
\text{Injury Frequency Rate} = \frac{\text{No. of recordable cases} \times 200,000}{\text{No. of employee-hours of exposure}}
\]

Injury Severity Rates are defined as the number of workdays lost per 200,000 employee-hours of exposure. The following formula is used to calculate the injury frequency rate:

\[
\text{Injury Severity Rates} = \frac{\text{No. of workdays lost} \times 200,000}{\text{No. of employee-hours of exposure}}
\]

12.4 Does the company compare health and safety performance from year-to-year?

Statistics must provide sufficient information to compare safety performance year-to-year.

It is common practice that the frequency and severity rates are calculated on a monthly basis and then transferred over to a yearly injury summary for year-to-year statistical tracking. It is highly recommended that SCSA resource materials available on the SCSA website are utilized to ensure all statistics criteria are being met.

When verifying documentation for Records & Statistics, ask yourself the following:

- Is a summary of safety program activities developed and maintained?
- Are accident frequency/severity rates calculated regularly for recordable injuries?
- Is sufficient information produced to identify needs or trends?
- Was a corrective action plan developed based on the most recent audit?
- Was it communicated and implemented?

E-Audit Tool Now Available

The SCSA Electronic Audit Tool is now available! Email scsaprograminfo@scsaonline.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:

- Arc Line Construction Ltd.
- Ardel Steel
- Big Rock Vac Services Ltd.
- Bullee Consulting Ltd.
- City of Yorkton – Environmental Services
- Clark Roofing (1964) Ltd.
- Cormode & Dickson Construction (Southern SK) Ltd.
- Eltek Supply & Service Inc.
- Empire Foundations Inc.
- A & B Concrete Pumping (2007) Ltd.
- All-Brite Electric Co. Ltd.
- Allmar Inc.
- Ambassador Mechanical Corp.
- Arc Line Construction Ltd.
- Ardel Steel
- Big Rack Vac Services Ltd.
- Bullee Consulting Ltd.
- C P Distributors
- Capital Petroleum Service Ltd.
- Century West Homes Ltd.
- City of Yorkton – Environmental Services
- City of Yorkton – City Hall
- City of Yorkton – Community Development Parks & Recreation – Parks & Arena
- Clark Roofing (1964) Ltd.
- Cormode & Dickson Construction (Southern SK) Ltd.
- Corey Holdings
- Eagle Construction
- Eltek Supply & Service Inc.
- Empire Foundations Inc.
- FabTec MFG Ltd.
- Geo Electric Ltd.
- Harvard Property Management
- High Hill Welding Services Ltd.
- Innovative Piling Solutions Ltd.
- Insul Fibre Ltd.
- ISL Engineering & Land Services
- Mammoet Canada Western Ltd.
- MPM Construction Services Ltd.
- N.L. Construction Inc.

SCSA Program Statistics

<table>
<thead>
<tr>
<th>Category</th>
<th>Count</th>
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<tbody>
<tr>
<td>New COR Certified</td>
<td>44</td>
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<tr>
<td>New COR Equivalency</td>
<td>10*</td>
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<tr>
<td>New SECOR Certified</td>
<td>15</td>
</tr>
<tr>
<td>New CSO Certified</td>
<td>168</td>
</tr>
<tr>
<td>New HSA Certified</td>
<td>61</td>
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<tr>
<td>Re-certified COR Companies</td>
<td>60</td>
</tr>
<tr>
<td>Re-certified SECOR Companies</td>
<td>19</td>
</tr>
</tbody>
</table>

Total Certifications to Date

- 341 COR Certified
- 78* COR Equivalency
- 84 SECOR Certified
- 875 CSO Certified
- 514 HSA Certified

*Out-of-province companies who initially received COR™ certification from another Canadian Federation of Construction Safety Associations (CFSCA) member
Welcome New COR Companies continued

National Refrigeration (Ainsworth Inc.)
Noble Well Services
Pro Canada West Energy Inc.
Reimer Custom Homes & Commercial Inc.
Saskatoon Fire and Flood Ltd.
Saskatchewan Research Council
Shoemaker Drywall Supplies
SMS Equipment Inc.
TP Contracting Ltd.
Trail Appliances Ltd.
Triple M Daylighting Ltd.
Westwood Electric Ltd.
Zarkor Construction Ltd.

Insul Fibre Ltd.
ISL Engineering and Land Services
Mammoet Canada Western Ltd.
MPM Construction Services Ltd.
N.L. Construction Inc.
National Refrigeration (Ainsworth Inc.)
Reimer Custom Homes & Commercial Inc.
Saskatoon Fire and Flood Ltd.
TP Contracting Ltd.
Triple M Daylighting Ltd.
Westwood Electric Ltd.
Zarkor Construction Ltd.
Trail Appliances Ltd.
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:

- ATL Heritage Services Corp.
- Chimo's Drilling & Excavating Ltd.
- CLW Holdings Inc.
- Fort Richmond Construction Inc.
- Foster's Electric Ltd.
- JDK Contracting Ltd.
- KC Ventures & Sales Ltd.
- Keys Welding Service Ltd.
- Mid City Electric (1979) Ltd.
- Precision Design Inc.
- Shardi Services (2012) Ltd.
- Sim-con Oilfield Equipment Ltd.
- SSW Communications Ltd.
- TK Industrial Cleaning Solutions Inc.
- Thiessen Oilfield Services

The (SE)COR™ logo is available for use on your company signage, website, vehicles, promotional materials, letterhead and more! Any (SE)COR certified company interested in using the (SE)COR logo can request an application form by emailing scsaprograminfo@scsaonline.ca
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:

Aecon Industrial Western Inc. (2012)
Alliance Energy Limited (1996)
Amec Foster Wheeler Environment & Infrastructure (2006)
Associated Asbestos Abatement Ltd. (2009)
Associated Mining Construction Inc. (2012)
Carmont Construction Ltd. (2003)
Century Roofing & Sheet Metal Ltd. (2011)
Chase 14 Welding Ltd. (2012)
CIMS Limited Partnership (1997)
Coram Construction (1997)
Crete-Tek Contracting Ltd. (2003)
Dancin Oilfield Service Ltd. (2009)
Dennis’ Welding Ltd. (2009)
Double K Excavating Ltd. (1999)
Dunmac General Contractors Ltd. (1998)
Dynamo Electric (2005)
EllisDon Corporation (2012)
Goodman Steel Ltd. (2003)
Graham Design Builders LP (2009)
Harris Oilfield Construction Ltd. (2009)
Icon Construction Ltd. (2006)
Insulation Applicators Ltd. & System Scaffolding (2000)
Integrated Tower Solutions (2012)
KMS Construction Ltd. (2011)
Ledcor Construction Ltd. (2012)
MacEwen Constructors Inc. (2006)
Mera Development Corp. (2012)
Meridian Development Corp. (2012)
Miller Well Servicing Ltd. (2009)
Morsky Development Corp. (2012)
Mudjatik Thyssen Mining (2012)
Norseman Inc. (2012)
Nu-Fab Building Products (2012)
PCL Construction Management Inc. (1997)
P Machibroda Engineering Ltd. (2003)
Prowell Stimulation Services Ltd. (2012)
P S Electric Ltd. (2009)
Quality Wireline Services Ltd. (2009)
Rely-Ex Contracting Inc. (2003)
RNF Ventures Ltd. (1997)
Simplex Grinnell (2008)
Skyway Canada Limited (1997)
Re-certified COR Companies continued

Tartan Industrial Contractors LTD. (2012)
Team Industrial Services Inc. (2012)
Thyssen Mining Construction of Canada (2012)
True Torq Power Tongs & Downhole Rentals (2012)
VCM Construction Ltd. (2009)
Venables Machine Works Ltd. (2012)
Wright Construction Western Inc. (1997)
W S Industrial Construction Services Ltd. (2012)

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:

Emerald Boiler & Pressure Vessel Inspections Inc. (2009)
Finn Construction (2012)
Guaranteed Refrigeration Services Ltd. (2012)
Noresask Pumping Inc. (2012)
Network Recycling Inc. (2009)
Rand Marketing Inc. (2009)
Sascal Instruments Services Inc. (2009)
Stronghold Welding Ltd. (2012)
Talon Industries Ltd. (2012)
Transit Technical Services Ltd. (2005)
Triple H Oilfield Maintenance (2009)

Cool Zone Oilfield Services Ltd. (2012)
DG Industrial Ltd. (2012)
Douglas Reinforcing Ltd. (2012)
Emerald Boiler & Pressure Vessel Inspections Inc. (2009)
Finn Construction (2012)
Guaranteed Refrigeration Services Ltd. (2012)
Noresask Pumping Inc. (2012)
Network Recycling Inc. (2009)
Rand Marketing Inc. (2009)
Sascal Instruments Services Inc. (2009)
Stronghold Welding Ltd. (2012)
Talon Industries Ltd. (2012)
Transit Technical Services Ltd. (2005)
Triple H Oilfield Maintenance (2009)
Want to become a successful and valued safety professional in your company? Contact us at scsainfo@scsaonline.ca for more details on how you can achieve an HSA or CSO certificate!
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:

Paul Duret
Marcy Gebhart
Kathy Glynn
Jacquelyn Goosen
Anna Green
Kieran Greening
Chelsea Grunow
Penny Grunow-Hunt
Abdi Gure
Kirstin Hanson
Andrea Harrabek
Donna Heinrichs
Kenneth Hicks
Lynn Howlett
David Hughes
Naomi Johnson-Hennessey
Amanda Jones
Deb Kachluba
Robyn Laurans
Candace Leach
Darren Ledoux
Brooke LePage
Mark Malloy
Ory McClelland
Cassandra Neher
Darwin Nichols
Jessica O’Beirne
Joseph Ogolla
Susan Poirier
Mikaela Prediger
Naureen Rahman
Kyle Remus
Maria Ruszkowski
Kelly Sawchuk
Kelsey Schroepfer
Victoria Scudder
Jason Serviss
Chuck Sherburne
Brian Stranaghan
Alesha Taylor
Cheryl Wanner
Patricia Waters
Nicole Waugh
Melissa Williamson
Kimberly Wood
Rhonda Wright
Barbara Yee

New HSA Designations

CSO to NCSO

The SCSA is pleased to announce that it will be making changes to our Construction Safety Officer (CSO) process to ensure its compliance with national standards — National Construction Safety Officer (NCSO).

The Canadian Federation of Construction Safety Associations (CFCSA) is currently looking to standardize individual Construction Safety Associations’ CSO programs to improve national reciprocity.

Part of this process will be to establish core competencies for a construction safety professional and a national exam that tests for these competencies. Additional alignment will include adoption of a standardized title — NCSO — as well as standardized training requirements and standard national administrative processes in the awarding and ongoing maintenance of NCSO designations.

The goal is to begin the alignment to a national program starting January 1, 2016. As part of this national alignment, the SCSA will be changing and adapting various processes and requirements over the next year in order to meet the CSO/NCSO standards.

NOTICE OF PRICE INCREASE

At the SCSA, it is our mission and priority to provide quality safety training and advice to construction employers and employees that will lead to reduced human and financial loss associated with injuries in the construction industry.

For over 20 years, the SCSA has worked hard to provide quality training at a reasonable price and is committed to maintaining a superior standard for all of its products and services.

Effective January 1, 2016, the association will be implementing the following pricing structure for all instructor-led training:

<table>
<thead>
<tr>
<th>Member Status</th>
<th>1 – Day</th>
<th>2 – Day</th>
</tr>
</thead>
<tbody>
<tr>
<td>Members</td>
<td>$50</td>
<td>$100</td>
</tr>
<tr>
<td>Supporters</td>
<td>$100</td>
<td>$200</td>
</tr>
<tr>
<td>Non-members</td>
<td>$300</td>
<td>$500</td>
</tr>
</tbody>
</table>

*Prices are for all instructor-led courses plus GST

If you have any questions regarding this pricing structure, feel free to contact your local office in Regina (306) 525.0175 or in Saskatoon (306) 652.0907.

We thank you for your continued support of the SCSA and look forward to serving you in the new year.
### Aerial Work Platform Awareness
- January 22: Saskatoon
- February 5: Regina
- March 4: Regina
- March 24: Regina
- April 15: Regina
- May 6: Regina
- June 3: Saskatoon
- June 24: Regina

### Basic Training Techniques
- January 11 & 12: Regina
- January 27 & 28: Saskatoon
- February 16 & 17: Saskatoon
- February 22 & 23: Regina
- March 16 & 17: Saskatoon
- March 28 & 29: Regina
- April 12 & 13: Saskatoon
- May 4 & 5: Regina
- May 9 & 10: Saskatoon
- May 30 & 31: Regina
- June 6 & 7: Saskatoon

### Claims Management
- January 27 & 28: Regina
- February 1 & 2: Saskatoon
- March 21 & 22: Regina
- April 6 & 7: Saskatoon
- May 2 & 3: Regina
- May 18 & 19: Saskatoon
- June 20 & 21: Regina

### Confined Space/Respiratory Protection Awareness
- January 12: Regina
- January 20: Saskatoon
- February 3: Regina
- February 11: Saskatoon
- February 24: Regina
- March 1: Saskatoon
- March 15: Regina
- March 23: Saskatoon
- April 5: Yorkton
- April 13: Regina
- April 18: Saskatoon
- May 12: Regina

### Contractor Training
- January 21: Saskatoon
- February 2: Regina
- February 29: Saskatoon
- March 16: Regina
- March 31: Saskatoon
- April 26: Regina
- May 10: Saskatoon
- June 8: Regina
- June 22: Saskatoon

### Fall Protection Awareness
- January 5: Regina
- January 7: Saskatoon
- January 14: Regina
- January 18: Saskatoon
- January 21: Regina
- January 21: Yorkton
- January 25: Regina
- January 26: Prince Albert
- January 28: Saskatoon
- February 2: Regina
- February 3: Kindersley
- February 3: Saskatoon
- February 10: Regina
- February 11: Saskatoon
- February 22: Regina
- February 22: Saskatoon
- February 29: Regina
- March 3: Saskatoon
- March 9: Regina
- March 14: Saskatoon
- March 17: Regina
- March 22: Saskatoon
- March 23: Regina
- March 28: Regina
- March 30: Saskatoon
- March 30: Yorkton
- April 4: Saskatoon
- April 5: Regina
- April 12: Regina
- April 14: Saskatoon
- April 18: Regina
- April 19: Saskatoon
- April 25: Regina
- April 27: Saskatoon
- May 2: Saskatoon
- May 5: Regina
- May 9: Saskatoon
- May 11: Regina
- May 16: Regina
- May 17: Saskatoon
- May 24: Saskatoon
- May 30: Regina
- June 2: Saskatoon
- June 6: Saskatoon
- June 9: Regina
- June 14: Saskatoon
- June 15: Regina
- June 20: Saskatoon
- June 23: Regina
- June 27: Regina
- June 29: Saskatoon

### Frame Scaffold Awareness
- January 18: Saskatoon
- February 18: Regina
- March 8: Saskatoon
- April 19: Regina
- May 12: Saskatoon
- June 14: Regina
- June 27: Saskatoon

### Hazard Recognition
- March 18: Saskatoon
- June 3: Regina

### Hoisting & Rigging Awareness
- January 13 & 14: Saskatoon
- February 3 & 4: Prince Albert
- February 8 & 9: Regina
- March 23 & 24: Saskatoon
- April 27 & 28: Regina
- June 8 & 9: Saskatoon

### Leadership for Safety Excellence
- January 6 & 7: Regina
- January 11 & 12: Saskatoon
- January 18 & 19: Regina

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**Saskatoon Office**
- 2606 KOYL AVENUE
- S7L 5X9
- T: 306.652.0907
- F: 306.652.0923

**Regina Office**
- 498 HENDERSON DRIVE
- S4N 6E3
- T: 306.525.0175
- F: 306.525.1542

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**SCSAONLINE.CA**
Schedule

January 25 & 26 .................................................. Saskatoon
January 26 & 27 .................................................. Moose Jaw
February 3 & 4 .................................................. Regina
February 8 & 9 .................................................. Saskatoon
February 17 & 18 ............................................... Regina
February 24 & 25 ............................................... Saskatoon
February 24 & 25 ............................................... Yorkton
March 2 & 3 .................................................... Regina
March 2 & 3 .................................................... Prince Albert
March 9 & 10 ................................................... Saskatoon
March 14 & 15 ................................................... Regina
March 16 & 17 .................................................. Kindersley
March 21 & 22 ................................................... Saskatoon
March 30 & 31 ................................................... Regina
April 4 & 5 ........................................................ Saskatoon
April 11 & 12 .................................................... Regina
April 20 & 21 ................................................... Saskatoon
April 27 & 28 ................................................... Regina
May 2 & 3 ........................................................ Regina
May 9 & 10 ........................................................ Regina
May 16 & 17 .................................................... Saskatoon
May 18 & 19 .................................................... Regina
May 30 & 31 .................................................... Saskatoon
June 6 & 7 ........................................................ Regina
June 15 & 16 .................................................... Saskatoon
June 22 & 23 .................................................... Regina
June 27 & 28 .................................................... Saskatoon
May 11 .......................................................... Regina
June 28 .......................................................... Saskatoon

Safety Administration
January 25 .................................................. Saskatoon
January 16 .................................................. Regina
March 7 ........................................................ Saskatoon
March 22 .................................................... Regina
April 14 ........................................................ Saskatoon
May 4 ........................................................ Regina
May 16 ........................................................ Saskatoon
June 13 ........................................................ Regina
June 30 ........................................................ Saskatoon

Safety Auditor
January 13 & 14 ............................................. Regina
January 20 & 21 ............................................. Saskatoon
February 10 & 11 ........................................... Regina
February 22 & 23 ........................................... Saskatoon
February 29 & March 1 ................................ Regina
March 9 & 10 ................................................ Saskatoon
March 16 & 17 ................................................ Yorkton
March 28 & 29 ................................................ Saskatoon
April 6 & 7 ...................................................... Regina
April 13 & 14 ................................................ Kindersley
April 18 & 19 ................................................ Saskatoon
April 25 & 26 ................................................ Regina
May 11 & 12 ................................................... Saskatoon
May 16 & 17 ................................................... Regina
June 1 & 2 ....................................................... Saskatoon
June 8 & 9 ....................................................... Regina
June 20 & 21 ................................................... Saskatoon
June 29 & 30 ................................................... Regina

Safety Management
January 11 .................................................. Regina
January 19 .................................................. Saskatoon
February 1 ................................................... Regina
February 8 ................................................... Saskatoon
February 9 ................................................... Yorkton
February 24 ................................................ Kindersley
February 25 ................................................ Regina
March 2 ........................................................ Regina
March 14 .................................................... Regina
March 24 .................................................... Saskatoon
April 11 ........................................................ Saskatoon
April 13 .................................................... Regina
May 5 ........................................................ Saskatoon
May 9 ........................................................ Regina
May 24 .................................................... Saskatoon
June 1 ........................................................ Regina
June 13 .................................................... Saskatoon
June 28 .................................................... Regina

Small Employer Safety Management
January 14 .................................................. Saskatoon
February 4 ................................................... Regina
March 7 ...................................................... Saskatoon
March 29 ................................................... Regina
April 25 .................................................... Saskatoon
May 24 .................................................... Regina
June 23 .................................................... Saskatoon

WHMIS Train-the-Trainer
January 13 .................................................. Regina
January 19 .................................................. Saskatoon
February 1 ................................................... Regina
February 9 ................................................... Saskatoon
February 23 ................................................ Regina
February 25 ................................................ Kindersley
February 29 ................................................ Saskatoon
March 15 .................................................... Saskatoon
March 21 .................................................... Regina
April 5 ......................................................... Saskatoon
April 13 .................................................... Prince Albert
April 14 .................................................... Regina
April 20 .................................................... Yorkton
April 26 .................................................... Saskatoon
May 2 ......................................................... Regina
May 11 ....................................................... Saskatoon
May 24 .................................................... Regina
June 7 ......................................................... Saskatoon
June 14 .................................................... Regina
June 29 .................................................... Saskatoon

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.
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