



**SASKATCHEWAN  
CONSTRUCTION SAFETY  
ASSOCIATION**

Fall 2020

# Safety ADVOCATE

## INSIDE THIS ISSUE

Regina Bypass Partners Awarded SCSA's Inaugural President's Award	1
The increasing importance of diversity and inclusion in business: SCSA President Colin Pullar	4
Corporate Leadership in Safety AwardAlumaSafway's integrated people- and analytic-driven safety culture recognized	6
Greater efficiency: North Ridge Developments' key takeaway from the pandemic	8
Regional Safety Distinguished Progress Award Swift Current Regional Safety Committee has deep roots in local community	10
Adopting a Serious Injury & Fatality Framework	11
The Certificate of Recognition (COR®) Program	12
New HSA and NCSO	13
COR® and SECOR® Anniversaries	13
2019 SCSA Awards	14
Learn with the Saskatchewan Construction Safety Association	15

[www.scsaonline.ca](http://www.scsaonline.ca)

## REGINA BYPASS PARTNERS AWARDED SCSA'S INAUGURAL PRESIDENT'S AWARD

By Jess Paul for the SCSA

Opened to the public in 2019, the newly constructed Regina Bypass was the result of more than five million hours of construction over four years with only one time-loss incident. SCSA President Colin Pullar says there is no question that the Regina Bypass Partners are the perfect fit for the association's inaugural President's Award for Outstanding Safety Leadership. The project's safety record, however, is not the main reason for recognizing the partners with the award, Pullar admits.

"As a team, they learned how to become more innovative, how to plan exceptionally well, and how to build a team. They had thousands of people and hundreds of contractors that had to work from the same song sheet. When that came together, they really started to see great performance, and their safety record was one of the most recognizable elements of that success." Pullar said.

Perhaps the association's most prestigious honour, the President's Award is presented to an individual or company with exceptional involvement in the promotion and practice of construction safety and recognizes outstanding efforts and work that advances the betterment of safety practices province-wide. The winner also demonstrates excellent safety practices and outstanding leadership in construction. The President's Award will not necessarily be presented annually, but only under certain circumstances.



*Alisdair Dickinson*



Photo credit Regina Bypass

“We would present the President’s Award in really unique circumstances. We want to recognize teams that have done something extraordinary – not so much the size of a project, but the complexity of it,” Pullar said. “The Regina Bypass project was certainly complex. In this case, the complexity came from the size, the scope, the visibility of the project, the politics, and of course, the sheer number of partners, contractors, and workers. I think this was a great display of the types of things that others can aspire to.”

The largest transportation infrastructure project in the province, planning for the Regina Bypass started in the 1990s with a general location approved in 2004. The procurement process started in 2013 and construction was complete by the fall of 2019. The project is also largest of its kind in Saskatchewan to be completed by a public-private partnership (P3). The Regina Bypass Partners consists of Graham, Parsons Canada Ltd., Carmacks Enterprises, and Vinci Canada.

The Regina Bypass Partners entered into a public-private partnership with Saskatchewan’s Ministry of Highways and Infrastructure in 2015. The Bypass team was in charge of the design, construction, and financing of the project, and will manage its operation and maintenance until 2049, at which time it is handed over to the province in “new-like” condition.

Pullar says Regina Bypass Project Director and Graham Construction Human Resources VP Alisdair Dickinson was the key driver in the project’s ultimate success.

“Alisdair Dickinson was the person who really engaged and said, ‘I am championing this project’. He lead the meetings, he was the supervisor, and while he had a large budgets to look after, he always made people the centre of it acknowledging, ‘if we don’t get this right, the rest of it will fail,’” Pullar said. “He really understood that safety is an integration between really strong business and the importance of people. You cannot have one without the other.”

Dickinson is a civil engineer by trade who has worked in the construction industry for the last twenty-five years (fifteen in his native United Kingdom and ten in Canada). He attributes the project’s overall success and incredible safety record to two things: people and the continuity of people in all positions throughout the duration of a project.

“One of the most important things in the construction world is continuity. If you have continuity of a team through a bid to execution, that’s an incredibly valuable thing, then the knowledge transfer is first hand as opposed to second or third hand. The complexity of this project came from the size, the environment, and trying to pull so many people together at such a fast pace. If you focus on building a team from the start, leadership isn’t about one person or even two or three people, it’s present at all different levels,” Dickinson noted in a recent conversation with Pullar.

He continued, “I have seen quite a lot of construction in different parts of the world. One thing that is common through

it all is people. You have to make sure everybody’s on the same page and wants the same thing. Everybody wants to be on time and on budget, but you will find there are other motivators and key drivers for people, which are important to them and need to be understood.”

“Getting all the contractors in the same room supported the fact that the job was only going to be successful if everybody was successful. Everybody was equally as important, so the expectations we had for everybody was the same. We had many open discussions about the importance of our safety culture, our expectations, and how everyone needed to be on board with it. Our team was very protective of this culture and we held people accountable. Once we got to the point where everyone was driving that culture, that is when we started to see success.”

“Once we had everyone aligned, we became a movement. You cannot just turn a switch and create a culture. You need to set some behaviours, identify

qualities you are looking for, and create an environment where that can flourish,” Dickinson concluded.

Pullar says the project is a great business story for anyone financing or insuring public projects with similar political risks.

“If I were financing a project and knew that there’s a kind of care and attention, my sense of risk drops off and my confidence goes up,” Pullar said.

He is also proud the association has created this award because of what it recognizes.

“It’s all those elements that you don’t normally think of on the front end. That is the measurement of success: how many new things can we learn? And the fact that you do learn them can change the rest of your business,” Pullar said.

Learn more about the Regina Bypass Partners: [reginabypass.ca](http://reginabypass.ca)

## FAST FACTS\*

The new Regina Bypass cost **1.8 billion dollars** and was completed with 5 million hours in four years with only one-time loss injury. The project included the construction of:

**60 km**  
of 4-lane highway.

**40 km**  
of greenfield 4-lane highway

**20 km**  
of brownfield 4-lane highway to be resurfaced

**12**  
new overpasses

**55 km**  
of new service roads

**2**  
new all movement intersections

**2**  
bridges crossing Wascana Creek

The project also includes **30 years** of regular maintenance, reconstruction and snow removal. At the end of the 30-year period (2049), the entire Bypass will be handed over to the province in “like-new” condition.

\*Source: Regina Bypass Partners

# THE INCREASING IMPORTANCE OF DIVERSITY AND INCLUSION IN BUSINESS: SCSA President Colin Pullar

By Jess Paul for the SCSA



During the throes of the COVID pandemic, events unfolding on television and social media brought long-standing issues of systemic racism across North America to the surface in ways no one could have imagined. While the world was locked down, we were glued to our screens as news and images of senseless deaths and killings of Indigenous and Black people across North America unfolded before our eyes. SCSA President Colin Pullar says the last six months have been a time of great reflection.

"During COVID, we have become witness to things that have gone on for a long time, but now it's in our faces, and our children are asking us questions about race and racism, issues of diversity, and interactions with authority," Pullar said in a recent interview, admitting that he was initially angry and struggled with what to do and how to reply on both a personal and a professional level.

"In the moment I said, 'What am I supposed to do as a leader to bring attention to this important issue?' I felt conflicted. Clearly, I am a Black person in a role of leadership in



Collin Pullar

Saskatchewan and there aren't that many CEOs here like me," he admitted.

Pullar said his reflection led him to want to do something positive and concrete to create lasting and substantial change in the industry. After talking to family, friends, board members and colleagues, everyone asked him the same question: "How do I make this better?"

"Business really has the ability and does influence social policy. As leaders, we have a unique opportunity to do things government can't do in this type of environment – like embrace being different and unique, while driving change and innovation," Pullar said, adding this work must start with a focus on diversity and inclusion.

As Global management consultants McKinsey & Company note, "Companies have increasingly begun to regard inclusion and diversity as a source of competitive advantage, and specifically as a key enabler of growth." A recent report from the Canadian Construction Association (*The value of diversity and inclusion in the Canadian construction industry: A business case*) concurs: "[a] thoughtful and practical cultural shift toward diversity and inclusion can drive bottom-line profit by sparking innovation, increasing productivity, reducing turnover, improving safety, increasing market share and customer base, and enhancing reputation ... Anyone involved in Canada's construction industry – from the jobsite to the boardroom and everywhere in between – can benefit from a broader understanding of the impact diversity and inclusion has on the industry, and the important role they play."

Pullar says there are some key ways businesses and organizations can increase diversity and focus on inclusion. First, they need to examine their operations and have open and honest conversations about any lack of diversity and take the time to examine its root causes. If there is a lack of diversity, there needs to be a plan in place to address it not just in terms of representation at all levels in a company or organization, but with a plan that will ensure people are included and able to bring what Pullar calls "their whole selves" to work. In order for that

to happen, diversity and inclusion must go hand-in-hand.

"If people don't feel like they're included or valued, if they are not being brought into the board room to speak and bring ideas, and if they're not encouraged, sponsored, or networked, they are never going to be able to bring the business to the next level. They will be a good employee, but they will not be able to get you over the next bar," Pullar said, adding if work is a place people dread where they cannot be their whole selves, they will be less likely to contribute and participate.

"Teams that are that are exceptional versus good engage everybody. They tend to have different thinkers, people from different backgrounds and they find a way to enjoy and appreciate that. It comes out in performance. A close look at the team from Regina Bypass Partners, who were recognized with the SCSA's inaugural President's Award this year, shows that when they began including more people in their safety meetings, that's when the innovation started to show up."

Pullar says a business plan that focuses on diversity and inclusion will also include mentorship, sponsorship, and the creation of diverse talent pools.

"When we pull all those feelings back and have authentic conversations about still having challenges attracting Indigenous people, newcomers and women to our industry, we need to ask ourselves some hard questions," Pullar said. "Are we creating the channels to make this happen? If we don't have a pool of talent to draw from, what are we doing to create the pools? Are we watching out for people stuck in middle management and sponsoring them so they can navigate up the career ladder? Are we including people in our networks, are we mentoring others, and getting mentored by others?"

Investors are also starting to look at diversity and inclusion.

"If I am going to invest in your company, I might ask what inclusion looks like in it. If everyone looks the same and talks the same, not a lot of diversity," Pullar said. "If I want to compare that to a competing company that has embraced those things,

what's the growth potential between one versus the other, and ability to move in to other markets, try new things, and be innovative?"

Finally, Pullar says simply being friendly, kind and interested in the people on your team can make a world of difference in terms of people feeling included.

"Make sure all of that person is included in your thought process and be interested. For example, if somebody has a child, ask about them," Pullar said, "I can live vicariously through them, taste food through them, visit countries around the world because that's where their families are from. In terms of drawing the commitment and loyalty to the business, those things tend to encourage it."

Stay tuned for more on diversity and inclusion in the workplace as Pullar and SCSA Board Member and Great Plains Contracting General Manager John Desjarlais host further conversations on the topic in the near future.

#### Further reading:

The Canadian Centre for Diversity and Inclusion  
ccdi.ca

The value of diversity and inclusion in the Canadian construction industry: A business case Canadian Construction Association  
cca-acc.com/wp-content/uploads/2020/01/CCA\_13413\_Business\_Case\_EN.pdf

McKinsey & Company  
mckinsey.com/featured-insights/diversity-and-inclusion

# CORPORATE LEADERSHIP IN SAFETY AWARD— AlumaSafway’s integrated people- and analytic-driven safety culture recognized

By Jess Paul for the SCSA



AlumaSafway Scaffolders

Justin Lasnier started his job as the Regional EHS Manager for AlumaSafway in Saskatoon in 2018. From a political studies degree at the University of Saskatchewan to work in scaffolding in the Alberta oil fields, plus numerous safety certifications, a Masters’ degree in Occupational Health & Safety and running his own safety business, Lasnier has experienced industry safety culture from a number of perspectives. To say he was impressed with AlumaSafway’s approach

to safety when he first started would be an understatement.

“Human life is more important than everything else and that’s communicated at all levels from our President and everybody else. The whole company works together: workers, supervisors, management, and the administrative team,” Lasnier said. “It is a real team effort and it’s clear from the moment you walk into our office or onto a jobsite that everyone values and understands the need for a strong safety culture.”

A leading provider of specialized services to the industrial, commercial and infrastructure markets, AlumaSafway delivers access and scaffolding systems, insulation, coatings, industrial services and related solutions throughout Canada and the world.

The company’s comprehensive, integrated, people- and data-driven safety culture has earned AlumaSafway the SCSA’s 2019 Corporate Leadership in Safety Award. This award is presented to a member company

in recognition of its dedication, outstanding contribution, commitment and leadership to support the association’s mission and vision in an effort to enhance health and safety in the workplace.

AlumaSafway’s approach to safety is robust and responsive. All employees have access to an integrated, digital safety system that collects data from workers in real time and helps management and supervisors not only identify trends and prevent future

incidents, but develop new subject matter for training and education programs.

The company has five programs that are its foundational pillars of safety:

- 1. Employee Intervention System (EIS)** – An employee-driven program developed to prevent accidents before they happen. Workers follow these steps: see, intervene/suggest, write it down and hand it in. Giving feedback is hard, accepting feedback can be difficult also. The EIS program is done in the spirit of helping each other.
- 2. Supervisor Observation System (SOS)** – Peer-to-peer observation and review to promote proactive ownership, accountability and positive leadership development at the supervisor level.
- 3. Management Safety Review (MSR)** – This interactive tool engages management to develop and promote safety leadership by completing observations that encourage a thorough understanding of safety processes in the field.
- 4. Gold Link Audit System** – An in-depth and multilevel internal evaluation of a jobsite’s safety management system and processes. Through inspection, interview and documentation review, action items are assigned and delegated to responsible parties and then tracked.
- 5. Learning Network** – A state-of-the-art, web-based learning management system where employees can easily access education and training on compliance, regulatory issues, and potential career paths.

Lasnier, who was born and raised in Quebec and is a member of the Moosomin First Nation in Saskatchewan, says together these programs ensure everyone in the company plays a key role in building a dynamic and responsive safety culture.

“One of the first ways to build a responsive safety culture is by laying a strong foundation through effective and early communication of roles and responsibilities. Our safety culture is quite clear that if there is an unsafe act happening, there needs to be an intervention and there’s a clear process for how that is supposed to happen,” Lasnier said. “At the orientation stage, employees are given clear authority through the stop-work obligation program

to report anything they observe that could be unsafe. From day one, before any work begins, they are aware of the program and their rights.”

Lasnier says all employees are given a laminated stop-work obligation card that they keep on their person. This card gives them the authority to stop work if something isn’t safe and empowers them to bring in a supervisor to review or assist in solving the issue.

“Employees’ at-risk observations are tracked, collected, and stored electronically – I can pull them up separated through management, supervisors, employees,” Lasnier said. “This data is captured in real time and provided back to employees so they know that we are building their training based on what they are telling us.”

Finally, Lasnier says building a strong safety culture requires trust, inclusivity, and adhering to a “no-blame” philosophy.

“People need to feel respected and heard. It’s not about disciplining somebody for reporting unsafe practices. In a conversation, I want to point out what someone is doing right, but I also want to make sure they commit to me that going forward, for example, they will tie off or wear safety glasses and there is a commitment made to each other.”

AlumaSafway’s safety culture is also reinforced through daily safety meetings, digital newsletters, and other low-cost initiatives.

“Not all programs require significant financial investment,” Lasnier said. “Our branch has a Wall of Fame for company employees that identify high numbers of at-risk behaviours. It’s become quite the friendly competition. The winners’ efforts are shared with the company and celebrated by everyone.”

*Learn more about AlumaSafway’s award-winning approach to safety: <https://alumasafway.com/who-we-are>*

# GREATER EFFICIENCY: NORTH RIDGE DEVELOPMENTS' KEY TAKEAWAY FROM THE PANDEMIC



While COVID-19 pandemic was initially disruptive of the construction industry, North Ridge Developments Vice President of Operations Errol Fisher is thankful for cooperation in the industry and the unforeseen silver linings of the situation, including greater efficiency in the Saskatoon-based homebuilding business.

In March, the world realized the severity of the COVID-19 virus as the true scale of the pandemic unfolded before our eyes. Employees were laid off or sent home to work, kids were sent home from school. Public spaces, restaurants, and many businesses closed their doors to pause, hunker down, and wait it out.

During this time, however, the construction industry remained open for business. The industry nimbly assessed one of the largest environmental health threats Saskatchewan had faced since the Spanish Flu in 1918.

Thanks to association leadership and industry collaboration, many companies were able to quickly develop and adopt new safety protocols that allowed them to continue to operate, albeit at a much slower pace. There were layoffs throughout the industry. North Ridge Developments was not immune to this trend and trimmed its workforce.

"It was a very difficult time for everyone with so much uncertainty. The first thing many companies (including ours) needed to

address was the fact that things had slowed down quite significantly and administrative offices had to be closed. With less money coming in the door, there was quite simply less money to pay people, so we had to lay people off," Fisher said, adding that some employees requested voluntary layoffs if they could not work from home, while others were hired back quite quickly.

With a slimmer workforce and more for everyone to do, finding efficiencies became a key priority. Two things Fisher has noticed in the time since the pandemic hit that have led to greater efficiency include the way people in the industry communicate and that people are more respectful of others' time.

With wholesalers facing new guidelines as well and offering curb side pick up, Fisher noted sub-trades are forced to text or email orders in advance, instead of standing and waiting in line in a shop.

"I've talked to plumbing suppliers who say they would often have sub-trades coming in with a handwritten list, but you simply can't do that anymore," Fisher said. "You need to text ahead and generally your order is ready when you arrive. It's a lot quicker and much more organized."

Fisher says changes within the business also included significantly reducing the amount of time spent when turning over homes to new owners.

"Pre-pandemic, a walk-through of the home and instructions on how to operate it would take up to an hour and a half," Fisher said. "Now with needing to reduce potential contact, it's quite often we simply hand over the keys and give them a quick rundown on operation. Most people have been home owners before and know how to operate their homes anyway and they can always follow up by phone or email."

With fewer employees, Fisher says he's also wearing a lot more hats than normal.

"Some of these jobs I've done before, while others are new to me. You get a real appreciation of what other people do, and you also get to find out some of the things that may not be getting done," he said.

"This has given me an opportunity to really observe our business's operations from the ground up. You're able to catch things you may not have noticed before and make changes that lead to greater efficiency in the office," Fisher said, noting that one early change included a change from having only Site Supervisors sign off on invoices to having it reviewed by the Construction Manager periodically to eliminate complacency. "A different set of eyes on different parts of the business can catch a lot of things and save a lot of money in the end."

# Regional Safety Distinguished Progress Award Swift Current Regional Safety Committee has deep roots in local community

Every year the SCSA Board of Directors presents one Regional Safety Committee (RSC) with the organization's Distinguished Progress Award. This award is given in recognition of a committee's dedication and outstanding contribution to support the SCSA's mission and vision in an effort to improve health and safety in the construction industry.

The 2019 award is presented to the Swift Current Regional Safety Committee – the committee's second such award in as many years.

The SCSA's Regional Safety Committees are responsible for improving safety at the grassroots level. They promote safety in the construction industry and advance the objectives of the organization at a regional level. They are active in identifying regional and trade-specific health and safety training needs, as well as developing solutions to safety problems in the 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 Board of Directors.

Vice-Chair of the SCSA Board of Directors and Manager at Graham Construction Ryan Smotra says the board was most impressed with the Swift Current Regional Safety Committee's extensive efforts to engage in their local community.

"Some of the most impressive engagement they are doing is through their Facebook page where they communicate with the industry about what they are doing and what's going on in the community, all while promoting safety," Smotra said in a recent interview. "They are connecting with the City of Swift Current and the community at large, not just through social media, but also through their website, local advertising, radio interviews, and committee luncheons and events. They are really getting the word out there."



Ryan Smotra, Vice-Chair SCSA and Bobbie Legere

One of the SCSA's key goals is to promote safety throughout the province of Saskatchewan.

"Our Regional Safety Committees help us get that message into all communities and keep lines of communication open between contractors and other groups participating within our industry. The more people find out about the safety committees, the more apt they are to get involved," Smotra said.

"This committee's work allows us to get valuable feedback from the industry, gives industry an opportunity to engage with the board of directors, and promotes safety throughout the province. The further you can educate, engage, and create that culture not just within individual companies, but within the province, that's a massive benefit."

Smotra says the SCSA's Board of Directors is impressed by the Swift Current RSC's level of engagement, especially considering these committees are volunteers run.

"Committee Chair Bobbi Legere has done a great job leading these efforts. I can't say enough good things about the work that she has done. She has really taken this work to heart and continues to get the message out there to improve safety for everyone in the region. It's been truly impressive and we want to thank her committee for all their efforts on this front," Smotra said.

"The Swift Current Regional Safety Committee continues to do an outstanding job promoting safety in our industry and the region, in turn, keeping the people of Saskatchewan safe and ensuring they go home to their families every night."

Learn more: [scsaonline.ca/about-us/regional-safety-committees](http://scsaonline.ca/about-us/regional-safety-committees)

# ADOPTING A SERIOUS Injury & Fatality Framework

By Jess Paul for the SCSA

Over the last twenty-five years, some frustrating trends have started to emerge in workplace injury and fatality statistics both in the United States and Canada, specifically, a rise in workplace fatalities. These trends have forced safety leaders to rethink the traditional approach to serious injuries and fatalities and to start examining existing data with a new set of eyes. The result: a new framework for dealing with serious injuries and fatalities (SIF).

According to The Campbell Institute (a centre for environmental, health, and safety excellence within the United States' National Safety Council), statistics on serious injury and fatality rates in the United States show a 95% decrease in the total injury rate (TIR) from 1993 to 2016. While this number is encouraging, the total number of recorded fatalities over that same time period perplexed experts and safety leaders, as it showed an increase.

Here in Saskatchewan, approximately 2,400 workers across all industries are seriously injured and 42 are killed on the job every year. Unlike south of the border, recent statistics show both TIR and fatality rates on the rise. As a result, WorkSafe Saskatchewan partnered with the Saskatchewan Workers Compensation board and the provincial Ministry of Labour Relations & Workplace Safety to develop a provincial *Fatalities & Serious Injuries Strategy (2019-21)*. According to the strategy, while the TIR has been improving for more than a decade, recent analysis shows "the current trend in work-related fatalities is increasing and the provincial TIR indicator is showing a leveling, or even an increase."

"Unfortunately, workplace fatality rates haven't slowed, and they even started creeping up. These trends have really caught everybody's eye as a safety professional," Berg Electric Corporate Safety Director Shelley Brown said in a recent interview. Brown previously worked with construction giant AECOM as part of the team that implemented the company's Serious Injury & Fatality Framework.

Headquartered in California, Brown is now working to implement a similar framework at Berg Electric.

"As an industry, we are doing well at preventing injuries, but we are still having these catastrophic events. Even though companies have significant experience, and they are reporting, auditing, and doing all the right things, there's a catastrophic situation that came out of the blue. This is when SIF started being developed," Brown explained. "With SIF, we are trying to think about outcomes or nearly realized accidents, investigating those circumstances with the idea you do something to remove the likelihood of those circumstances coming together again."

Brown says an SIF framework is designed to prevent serious injuries and fatalities by examining existing data from a different perspective.

"As safety professionals, we try to get as much information from our organizations about the types of incidents that they are having and traditionally we have asked for information around the outcome: 'Was it a first aid? Did you get treatment?' SIF is asking us to look at the potential outcome. 'You may have been in a vehicle accident and walked away with minor whiplash, but you could have been killed if these very small things were different,'" Brown said. "Instead of stopping at the actual outcome of the incident, you are now imagining how it could have been worse or how it could have been different and then using that space to evaluate and correct for it."

Brown notes that the traditional hierarchy of how safety incidents are analyzed did not take potential outcomes into account.

"Traditionally, the thought was that the more reports on non-injury accidents and near miss events we generate, the less likely we are to have a serious incident. What the research is telling us now, is within all those different safety reports, there is a series of accidents that could have been far worse than they actually were. It's a small

subset of incidents, but if you spend some time investigating, it may uncover some bigger risks that you may not have been aware of," Brown explained. "SIF encourages safety professionals to look at those events through the lens of severity and likelihood and to use an investigation process like a root cause analysis to go deeper."

Brown says there are plenty of resources for companies interested in implementing SIF.

"Talk to people in your industry who have done it and ask where they started in order to understand where you need to go. The Campbell Institute at the National Safety Council has great resources," Brown said. "I also think your risk assessment process trains you to imagine those outcomes. Making sure you're doing risk assessment tasks and having those early conversation before you do work around potential consequences and the control measures you put into place is invaluable."

Who should implement SIF?

"I think it's a question of 'are you really good or have you just been getting lucky?' I think a lot of times people just can't answer that question confidently," Brown noted. "While we have been very successful in lowering injury rates, SIF gives us a completely different set of tools needed to deal with high consequence events, preventing more workers from getting seriously injured or killed on the job."

Learn more: WorkSafe Saskatchewan: <http://www.worksafesask.ca/prevention/serious-injuries-and-fatalities/>

The Campbell Institute: <https://www.thecampbellinstitute.org/research/>

# The Certificate of Recognition (COR®) Program

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 management system 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). The objective of COR is to provide companies with the knowledge and tools to develop effective health and safety management systems to identify weaknesses that can lead to costly workplace injuries and incidents.

COR is the national standard in safety recognition in the safety industry and its objective is to reduce incidents and their associated human and financial costs. COR certification is now frequently required as a pre-qualification and/or condition of contract by public and private buyers of construction across Canada. A significant number of industry-leading Saskatchewan companies are COR certified.

## Small Employer Certificate of Recognition (SECOR®) Program

The Small Employer Certificate of Recognition (SECOR®) program is a process whereby a company with (9) or less employees (including sub-contractors) develops and maintains an effective health and safety management system. The SECOR program is designed to help companies reduce the human and financial losses associated with accidents. SECOR program certification recognizes employers who have achieved their objective of creating and implementing a health and safety management system that meets industry standards. Small employers often use SECOR certification as a stepping-stone to achieving Certificate of Recognition (COR®) certification.

## The SCSA would like to welcome the following companies to the COR and SECOR Program

### COR Companies (April 1, 2020- August 31, 2020)

- Canem Systems Ltd.
- City Of Melfort
- Ehrenburg Homes Ltd.
- Meadow Lake Properties Ltd.
- Melhoff Electric (77) Ltd.
- NexGen Mechanical Inc.
- Pipemaster Oilfield Services Inc.
- Reinhardt Plumbing, Heating & Air Conditioning Ltd.

### SECOR Companies (April 1, 2020- August 31, 2020)

- BGE Indoor Air Quality Solutions Ltd.
- Concrete Cowboys Cement Disposal Inc.
- Down Welding Ltd.
- Forsite Consultants Ltd.
- JNG Electric Ltd.
- Judge Rentals Ltd.
- K-Light Recycling
- Lead Energy
- RH Plumbing and Heating Ltd.
- Sisson Electric Inc.
- Tremblay Construction
- Unified Systems Inc.

### Re-Certified COR Companies (April 1, 2020- August 31, 2020)

- CandorBuild Construction Corp. [2017]
- Comtech [2011]
- Deneschuck Homes Ltd. [2014]
- Energy City Overhead Door (2011) Inc. [2011]
- GFL Environmental inc. [2005]
- Gibson Welding Ltd. 2011]
- Golder Associates Ltd. [2008]
- Keller Foundations Limited [2002]
- Leeville Construction Ltd. [2014]
- Lydale Construction (1983) Co. Ltd. [2008]
- Nixon Electric Service Ltd. [2011]
- Pagnotta Industries Inc. [2014]
- Peak Mechanical Partnership Ltd. [2005]
- Prairie Crane Inc. [2014]
- Restorex Disaster Restoration [2017]
- Southland Roofing Inc. [2017]
- Supreme Steel LP-Supreme Steel GP Corp et al. [2008]
- Tarnes Electric Ltd. [2008]
- Team Power Solutions [2011]
- Top Shot Concrete Inc. [1995]
- Triple A Directional Drilling Ltd. [2017]
- Tron Construction & Mining Limited

### Partnership [2008]

- Vertex Professional Services Ltd. [2017]
- Walker Projects Inc. [2016]
- Westside Refrigeration, Heating & Air Conditioning Inc. [2014]

### Re-Certified SECOR Companies (April 1, 2020- August 31, 2020)

- Aaron Gratias Welding Ltd. [2014]
- Amped Welding Inc. [2017]
- Armadillo Walkway Repairs Inc. [2017]
- Overhead Door of Prince Albert [2017]
- R. Ness Contracting Ltd. [2017]
- River Consulting & Inspection [2017]
- Weasdog Contracting Ltd. [2017]

# New HSA and NCSO

## Health and Safety Administrator (HSA) Program

The objective of the Health and Safety Administrator (HSA) program is to provide formal training for an administrator of a health and safety program, who does not possess a minimum of three years construction field experience. Certification indicates to employers that the participant has knowledge in various health and safety management skills and principles. This knowledge positions the individual to provide support in the administration of a company's health and safety program.

## Congrats to the following new HSA:

- Dallas Lowe

## National Construction Safety Officer (NCSO) Program

The objective of the National Construction Safety Officer (NCSO) program is to combine formal training with an individual's personal field experience. The NCSO designation meets the national standard requirements and verifies that a person has met the training, practical application, years of experience and written performance measurements set out by the Canadian Federation of Construction Safety Associations (CFCSA). Persons who achieve the NCSO certification are a valuable resource to management in the administration and implementation of a company's health and safety management system. This entry-level certification indicates a practical knowledge of various construction safety management skills and principles. Individuals may or may not have extensive safety experience.

## Congrats to the following NCSOs:

- David Bryden
- Kieran Greening
- Chris Greif
- Christopher Hahn
- Jeremie Lavoie
- Lonnie Mackenzie
- Phil Matechuk
- Jigneshkumar Patel
- Amanda Rotzien



# COR® and SECOR® Anniversaries

The SCSA proud to honour the long-standing COR and SECOR certified companies who have effectively maintained their safety management systems over the years.

## April 1, 2020 - August 31, 2020 Advocate List -COR Anniversary Milestones

### 25 Year Anniversaries

Top Shot Concrete Inc.

### 20 Year Anniversaries

Insulation Applicators Ltd. & System Scaffolding

### 15 Year Anniversaries

Dynamo Electric

GFL Environmental Inc.

Peak Mechanical Ltd.

### 10 Year Anniversaries

Tesco Electric Ltd.

AC Power Contractors Ltd.

Miners Construction Company Ltd.

Asiil Enterprises Ltd.

Alpine Interior Systems (2016) Ltd.

Pow City Mechanical Partnership



# 2019 SCSA Awards

Winning is a great way to promote a company or build a career. Thank you to all those that applied for the SCSA Constructing Safety Leadership Awards and please watch for the 2020 awards.

## Safety Practitioner and Safety Leader Awards

The Safety Practitioner and Safety Leader Awards are presented to individuals – in recognition of their dedication, outstanding contribution, and commitment to safety. The Safety Practitioner and Safety Leader Award Winners make a positive impact on the safety culture of the province.

Congratulations to Dennis Callaghan from Town & Country Plumbing, Heating & Electrical Regina Sask on winning the Safety Practitioner Award.

[photo Dennis Callaghan]

Congratulations to Mathew Thacker with Lydale Construction on winning the Safety Leader Award.

[photo Mathew Thacker]

For more information about SCSA Awards please visit: <http://www.scsaonline.ca/safety-awards>



# Learn with the Saskatchewan Construction Safety Association

## The SCSA offers the following instructor-led online and classroom courses:

- Safety Management
- Contractor Training
- Claims Management
- Safety Auditor Training
- Leadership for Safety Excellence
- Confined Space and Respiratory Protection
- OHC Level 1
- Basic Training Techniques
- Frame Scaffold Awareness
- System Tube and Clamp Scaffolding Awareness
- Aerial Work Platform
- Fall Protection Training
- Hoisting and Rigging Safety Awareness
- Hazard Recognition
- Safety Administration

## The following computer-based training is also available:

- 4100 Back Safety: Lift Well, Live Well - Online Theory Only
- 4101 Slips, Trips & Falls: Taking the Right Step - Online Theory Only
- 4102 PPE: Don't Start Work Without It - Online Theory Only
- 4103 Eye Protection: See the Whole Picture - Online Theory Only
- 4104 Arc Flash: Live To Tell - Online Theory Only
- 4105 Hand Protection - Online Theory Only
- 4106 Heat Stress - Online Theory Only

- 4108 Ladders - Online Theory Only
- 4109 Aerial Lifts - Online Theory Only
- 4110 Defensive Driving - Online Theory Only
- 4111 Asbestos Awareness: Understanding Risk - Online Theory Only
- 4112 Bucket Trucks: Extending Your Safety - Online Theory Only
- 4114 Confined Space Entry - Online Theory Only
- 4118 Construction Electrical Safety: Current Control - Online Theory Only
- 4120 Contractor Safety: It's Everybody's Business - Online Theory Only
- 4128 Fire Safety - Online Theory Only
- 4136 Lockout/Tagout - Online Theory Only
- 4143 Rigging Operations - Online Theory Only
- 4144 Rigging: Equipment Basics - Online Theory Only
- 4148 Solving Conflict: For Managers, Supervisors, and Team Leaders - Online Theory Only
- 4149 Stairways & Ladders - Online Theory Only
- 4151 Time Management - Online Theory Only
- 4152 Trenching & Shoring - Online Theory Only
- 4160 Machine Guarding: Safeguard Your Future - Online Theory Only
- 4162 Scaffold Safety - Online Theory Only
- 4163 Fall Protection - Online Theory Only
- 4164 Hearing Protection: Sounds Good to Me - Online Theory Only
- 4165 Incident Investigation: Getting Started - Online Theory Only
- 4166 Incident Investigation: Forming Effective Team and Gathering Information - Online Theory Only
- 4167 Incident Investigation: Analyzing Facts and Causes - Online Theory Only
- 4168 Incident Investigation: Recommend, Communication and Follow-up - Online Theory Only
- 4170 Respirator Safety: A Sure Fit - Online Theory Only
- 4171 Diversity: Respect at Work - Online Theory Only
- 4175 Mold Awareness - Online Theory Only
- 4176 Winter Safety - Online Theory Only
- 4179 Asbestos: Do Not Disturb - Online Theory Only
- 4182 Forklifts: Understanding the Risks - Online Theory Only
- 4183 Power Hand Tools - Safety is in Your Hands - Online Theory Only
- 4184 Strains & Sprains: Avoiding the Pain - Online Theory Only
- 4187 Workplace Violence: Looking Out For Each Other - Online Theory Only
- 4194 Environment Matters: Environmental Awareness - Online Theory Only

For full course descriptions and schedules please visit <http://www.scsaonline.ca/courses/classroom-training>



SASKATCHEWAN  
CONSTRUCTION SAFETY  
ASSOCIATION



# Regional Safety Committees

The Regional Safety Committees are responsible for promoting safety in the construction industry and advancing the objectives of the SCSA at a regional level. They 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.

To attend an RSC meeting near you, please call 1.800.817.2079 or email [scsainfo@scsaonline.ca](mailto:scsainfo@scsaonline.ca)



Constructing  
**Safety**  
Leadership

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[SCSAONLINE.CA](http://SCSAONLINE.CA)

## About the SCSA

The Saskatchewan Construction Safety Association (SCSA) is an industry-funded, membership-based, non-profit organization that provides cost-effective, accessible safety training and advice to employers and employees in the construction industry throughout the province to reduce the human and financial losses associated with injuries. Registered March 22, 1995 the SCSA is, and has been since inception, committed to injury prevention. Serving almost 10,000 member companies, with business offices in both Regina and Saskatoon, the major business units of the association are Advisory Services, Business Development, Corporate Services, Program Services and Training. The mission of the SCSA is Constructing Safety Leadership and the vision is to create the Safest Construction Environment in Canada.

**Return undeliverable copies to:**  
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ADVOCATE

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