



**SASKATCHEWAN  
CONSTRUCTION SAFETY  
ASSOCIATION**

Fall/Winter 2023

# Safety

## ADVOCATE

### LEADERSHIP EXCELLENCE GET TO KNOW THE WINNERS OF THE 2023 SCSA AWARDS

Each year, the Saskatchewan Construction Safety Association recognizes and celebrates member companies and individuals throughout Saskatchewan for their efforts in promoting the SCSA's mission and vision.

#### INSIDE THIS ISSUE

Leadership Excellence	1
The CFCSA	5
Keep Your Footing	8
Instructor Led Training Schedule	12
New COR® and SECOR® Companies and Anniversaries	14
Structural Integrity	18
Ground Disturbance for Construction	21
Member Profile: Western CML Cleaners	22

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



#### Ram Steel - Corporate Leadership in Safety Award Winner

This year's Corporate Leadership in Safety Award Winner is Ram Steel Ltd. with Chris Paposi and Garrett Prosofsky accepting the award on behalf of the company.

Paposi, health and safety manager, looks after Ram Steel's company health and safety program, building a safety culture within the organization. Safety is close to Paposi's heart after the loss of a close friend in an accident. He joined Ram Steel in 2022 and got to work on safety right away. "I have developed a few programs that we've started to push forward

through the company based on observations out in the field for supervisors and getting buy-in from employees," says Paposi.

Paposi sees the work that Ram Steel's staff does to keep their work sites safe every day. He points to staff's care and attention to housekeeping on sites as an indicator of safety and their commitment to it. "We do a lot of work with overhead cables, and they're always overhead and above and out of walkways. Housekeeping is always neat and tidy in that aspect."

He also notes that in their high-risk and inherently dangerous work as a mechanical company, he still sees good safety practices within Ram Steel's teams. "We're also getting positive feedback from out in the field which is excellent to see," says Paposi.

Garrett Prosofsky, president of Ram Steel, is seeing the progress Paposi is making in safety first hand. "Since he started, safety is growing and new procedures and policies are required. He's doing a good job of overseeing all the sites," says Prosofsky. He says Paposi's work played a big part in why Ram Steel won their award this year.

"There's always new risks out there, and to win like that sets us apart," he says. Prosofsky is proud of Ram Steel's commitment to safety, and says that an award win like this shows their employees that they care and the company wants to complete projects safely.

Paposi is humbled by the award and credits the team at Ram Steel for the win. "It's a great achievement for myself and the company. It's more than just a team. They treat everybody as a family," he says. "At the end of the day, we all have families and we want to go to work, do our job the best we can and go home safely. This award will help convey that message."



**Dustin Brears, Credence Construction - Safety Leader Award Winner**

Dustin Brears, from Yorkton's Credence Construction is this year's Safety Leader Award Winner

Born and raised in Yorkton, Brears has been working in safety for 20 years. He joined an industrial company out of high school and earned his construction safety officer certification and then became a certified health and safety consultant before achieving his Canadian Registered Safety Professionals (CRSP) designation.

Brears is one of the owners of Credence Construction, a company he co-founded in 2019. "We have a really good leadership group. Our ownership group is 13 people and everybody buys into safety. From the day we started the company, they realized how important it is not only to our people and our staff and us as a company but also our clients," says Brears.

Credence wasted no time in building their safety program and becoming COR® certified. Brears says that their commitment to safety came from the top naturally and that it's a culture built from day one.

In his role at Credence, he is responsible for safety at the corporate level. He develops and manages the safety program for the company, but the entire leadership team is safety focused. "They take it to heart. It's not an option at our company so everyone buys into it," says Brears.

From annual fundraising events for charity to employee lunches that highlight safety, Credence shows leadership in the community. Brears shares, "Word spreads through our clients that you can trust these guys and they're going to do the job right and safe."

Over his 20-year career, Brears has been a part of many safety groups and attended many regional meetings. He has seen the change in attitudes toward safety. When Brears first started, he saw ball caps and running shoes on worksites, and now he sees PPE. "I have seen the transition where companies have really bought into it. It's a career highlight seeing it improve so much in the local area and being a part of that."

In addition to his work with Credence, Brears is also a Yorkton city councillor and deeply involved with the local and provincial search and rescue organizations. His health and safety experience is essential in working with volunteer teams that go out to look for loved ones in all conditions, anywhere in the province.

Brears is proud to be part of the SCSA and sees the value in the training it offers. "SCSA has always been the go-to for Leadership for Safety Excellence because they teach the Saskatchewan regulations and they teach it from a trade perspective so the team comes out understanding how it applies to their world."



**Kevin Lavoie, Supreme Steel - Safety Practitioner Award Winner**

Kevin Lavoie is this year's Safety Practitioner Award Winner. Lavoie has worked as a safety supervisor for Supreme Steel for the last 18 years and has worked in safety since 2000.

"I'm extremely honoured. I have had a successful career and people have noticed it. On the journey I got to work with a lot of great people and a lot of great companies," he says. "Every day I'm learning something from everyone."

His journey into safety started early in his career, after working in a few industries and seeing companies ask workers to do things that put them at risk. "I'd seen a lot of people get hurt from work activities when I was younger and we've all seen people unable to return back to the workforce," he says. "I wanted to make a difference and see everyone get home every day. I didn't want to hear any more stories that people have injured themselves or died at work."

Lavoie's commitment to continuous learning is evident. He's earned several certifications and designations over the years, and has not stopped learning. "I try to get as much information as I can because if you stop learning then you really don't have anything to provide to other people," says Lavoie. "You have to keep up with the learning or you'll fall behind."

Today, Lavoie understands what it means to create a safe workplace. "We all have to work together. A safety program isn't just a company. It's with the workers too. If the workers buy in then the whole program will be successful."

He credits the SCSA with much of his education in safety, too. "I started off with someone from the association bringing me in and telling me about safety. I was mentored and coached and took all the courses. They've given me the tools that I needed to become a good safety person. Without the association I probably wouldn't have been where I am right now."

**Our mission**  
**Promote safety within the construction environment and lead the development of a safety culture through education, consultancy and building awareness towards safer communities.**

**Our vision**  
**The SCSA is an important voice driving a business culture of physical and mental safety for all and the centre of excellence for construction safety training programs.**



Humboldt Electric, Finalist for Corporate Leadership in Safety



Breck Construction, Finalist for Corporate Leadership in Safety



Tarnes Electric, Finalist for Corporate Leadership in Safety

## The SCSA also recognizes the following:

### Corporate Leadership in Safety

- 1st Finalist - Humboldt Electric
- 2nd Finalist (tie) - Breck Construction & Tarnes Electric

### Safety Leader

- 1st Finalist - Bob Watson of Wright Construction Western
- 2nd Finalist - Candice Johnson of Clean Harbors
- Honourable Mention - Jamie Beherns of Con-Tech General Contractors

### Safety Practitioner

- 1st Finalist - Mark Supel of Wright Construction Western
- 2nd Finalist - Kim Paproski of Cameo Environmental
- Honourable Mention - Bobbi Dawn Legere of Silverline Construction

**Thank you to all the nominees, finalists and winners for their dedication to making construction safer across Saskatchewan. The time, effort and attention you give to safety is very much appreciated - on your site and beyond.**



CFCSA 2023 AGM in Winnipeg

# THE CFCSA

## SHARING CONSTRUCTION SAFETY RESOURCES AND BUILDING SAFETY HARMONIZATION FROM THE BOTTOM UP

As a construction employer, you'll recognize at least one of these important construction safety organizations helping you to work safer:

- Saskatchewan Construction Safety Association
- BC Construction Safety Alliance
- Alberta Construction Safety Association
- ASP Construction Association sectorielle paritaire
- Construction Safety Association of Manitoba
- Construction Safety Nova Scotia
- Heavy Construction Safety Association of Saskatchewan
- Infrastructure Health & Safety Association
- Manitoba Heavy Construction Association
- New Brunswick Construction Safety Association
- Newfoundland & Labrador Construction Safety Association
- Northern Construction Safety Association
- Northern Safety Network Yukon

But if you printed each of these names on trading cards and sealed them in a wax pack, the wrapper would read "CFCSA: The Canadian Federation of Construction Safety Associations."

The name may not be familiar to everyone, but as a united umbrella organization, the CFCSA represents a formidable force. The CFCSA shepherds national programs such as the COR® accreditation standard, and the National Construction Safety Officer (NCSO®) and National Health and Safety Administrator (NHSA™) designation programs. In addition, the association promotes awareness of construction health and safety practices and programs, facilitates information sharing, and collaboratively produces workplace health and safety training, standards and information resources.



CFCSA 2023 AGM representatives from construction safety associations across Canada

The CFCSA meets annually and the chairperson is typically the head of the construction safety association scheduled to host the next annual meeting. Standing committees meet throughout the year.

Sean Scott, immediate past chair of the CFCSA, notes that the organization takes on the difficult problems of harmonization of safety regulations across the country.

“Construction safety regulations are primarily issued at the provincial or territorial level, so it’s a challenge to get those jurisdictions to harmonize regulations,” says Scott. “As a national organization we look at the large picture and advocate for that type of harmonization, and help our members operating in different provinces to navigate the remaining differences.”

“Working with our partners in the CFCSA to ensure our programs meet harmonized national safety standards delivers value back to our local industry,” says Edward Pyle, vice president of the SCSA. “For our members in Saskatchewan construction, achieving COR® or an individual safety designation allows them to prove their

commitment to safety not only meets a high standard but it will be recognized beyond provincial borders.”

Mike McKenna, executive director of the BC Construction Safety Alliance, notes that the CFCSA has also endorsed a harmonized audit approach for COR® certification. Similarly, a memorandum of understanding between CFCSA members provides a simple path for companies who are COR® certified in their home jurisdiction to apply to have that certification recognized in any other jurisdiction, at no cost. This allows companies to bid on any project requiring COR® certification in a jurisdiction in which they don’t have a permanent base of operations.

“The CFCSA exists to make safety simpler for all of its members,” he says. “There’s a real benefit for employers who work across jurisdictions.”

Jackie Manuel, chief executive officer of the Newfoundland & Labrador Construction Safety Association, says that information sharing between associations provides the greatest benefit to local members.

“The early sharing of COVID-19 resources by larger construction safety associations who had in-house epidemiologists benefitted more than just construction companies here,” she says. “Our website became the go-to source for working during a pandemic for many employers in the province.”

When road contractors were asked to perform night work on a provincial highway project for the first time in the province’s history, Manuel quickly sent out a query to CFCSA members across Canada who already had experience with the practice.

“Safe work practices and procedures related to night work on a highway already existed,” she says. “Our contractors were quickly able to adapt them to their specific circumstances.”

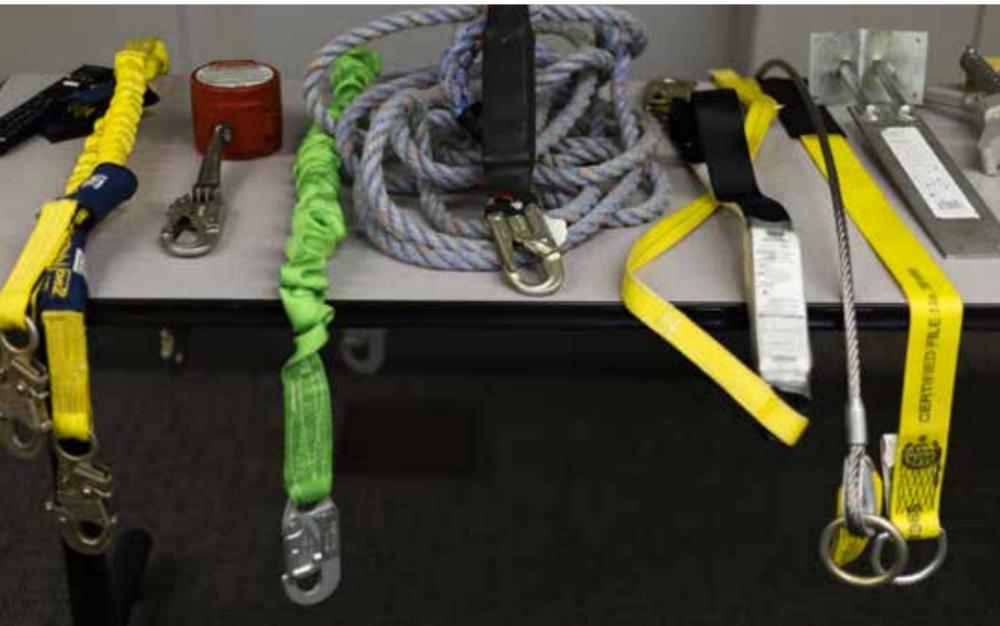
Roy Silliker, CEO of the New Brunswick Construction Safety Association and current CFCSA chair, says that sharing of information resources has helped his organization to stretch its budget.

“One of the biggest benefits is the ability to get materials, programs, and toolbox talks that have been developed in other jurisdictions free of charge,” he says. “That allows associations such as ours to get resources that we may not be able to develop due to lack of funding. Any time we’re looking at doing something new or different we survey our sister associations in the CFCSA to see if they’ve tried it, done it or have materials for us to work with.”

CFCSA member organizations understand that — even if safety regulations aren’t perfectly aligned across all jurisdictions — a fall is a fall wherever it occurs.

“But when CFCSA members talk to each other and share best practices, they tend to become the accepted regulatory standard in each jurisdiction in which they operate,” Scott says. “That helps to build regulatory harmonization from the bottom up.”

*For more information, visit [www.cfcsa.ca](http://www.cfcsa.ca).*



# KEEP YOUR FOOTING

## AVOID SLIPS, TRIPS AND FALLS

As winter sets in, we should be even more careful when it comes to slips, trips and falls—but we should be aware of these risks year-round. SCSA Analytics show that there is an increased risk of injuries in the construction industry during fall and winter.

Changing weather conditions, an urgency to finish projects before snowfall and reduced daylight are all contributing factors that can cause slips, trips and falls. With awareness of the potential hazards created by cooler weather, maintaining a pace of work that doesn't compromise safety and addressing lighting conditions, sites can avoid the risks that come with the season.

Every construction site has additional considerations to keep in mind when it comes to preventing slips, trips and falls, depending on the type of project, the necessary equipment, upkeep of the work area and what needs to be done at heights. We'll explore these further in this article.

### The difference between slips, trips and falls

#### Slips

Slips occur due to insufficient traction or friction between your footwear and the surface you're working on, causing a fall backward. Slippery surfaces like ice, water, oil, loose gravel, or worn-out flooring are common causes.

**In Saskatchewan, slips, trips and falls are one of the leading causes of injuries at work.**

On the construction site, keep an eye out for hazards like frosty mornings, sneaky black ice, sleek waxed floors, spills of any kind, perpetually wet areas, and the lurking culprits of loose dirt, scattered debris, or unsecured mats. Even smooth, painted surfaces have a knack for surprise slides.

#### Trips

Trips occur when your foot makes contact with an obstacle or drops to a lower level unexpectedly, leading to a loss of balance and causing a fall forward. Uneven surfaces or objects obstructing a walking path are common causes of trips.

Watch out for trip triggers like uneven stairs and walkways or doorways that add an unexpected dip to your step. Other possible hazards include wrinkled carpets or mats, snow-covered ice ruts, areas where lighting is poor, open cabinet drawers, cables or cords crossing your path, and materials on the floor where they shouldn't be.

#### Falls

Many slips and trips end up in a fall, with even a brief fall having the potential for serious injury. The primary cause of severe injuries resulting from slips, trips, and falls is falling onto a floor, walkway, or another surface.

Falls on worksites frequently occur when coming down from equipment or a platform to the ground or stepping into an unmarked hole. Accidents can also happen when using an unbalanced ladder or a makeshift extension, leaning off a ladder or platform, and slipping off an edge or side of a work surface.

#### A serious matter

Falls make up 24 per cent of all serious injuries in Saskatchewan workplaces and are a common issue across the construction industry. According to the Saskatchewan Workers' Compensation Board (WCB), falls to the floor, a walkway or other surface are among the top five causes of serious injury for commercial and industrial construction claims. For construction trades, falls from ladders and falls on the same level are among the top causes of serious injury.

Residential construction sees falls from ladders as the top cause, while falls from scaffolds, staging or platforms are also common. Therefore, it's essential to take action to prevent slips, trips and falls.

#### Take action on your worksite

Preventing an accident before it happens is always the goal when it comes to safety on the construction site. Here is some advice to help your team avoid slips, trips and falls all year round.

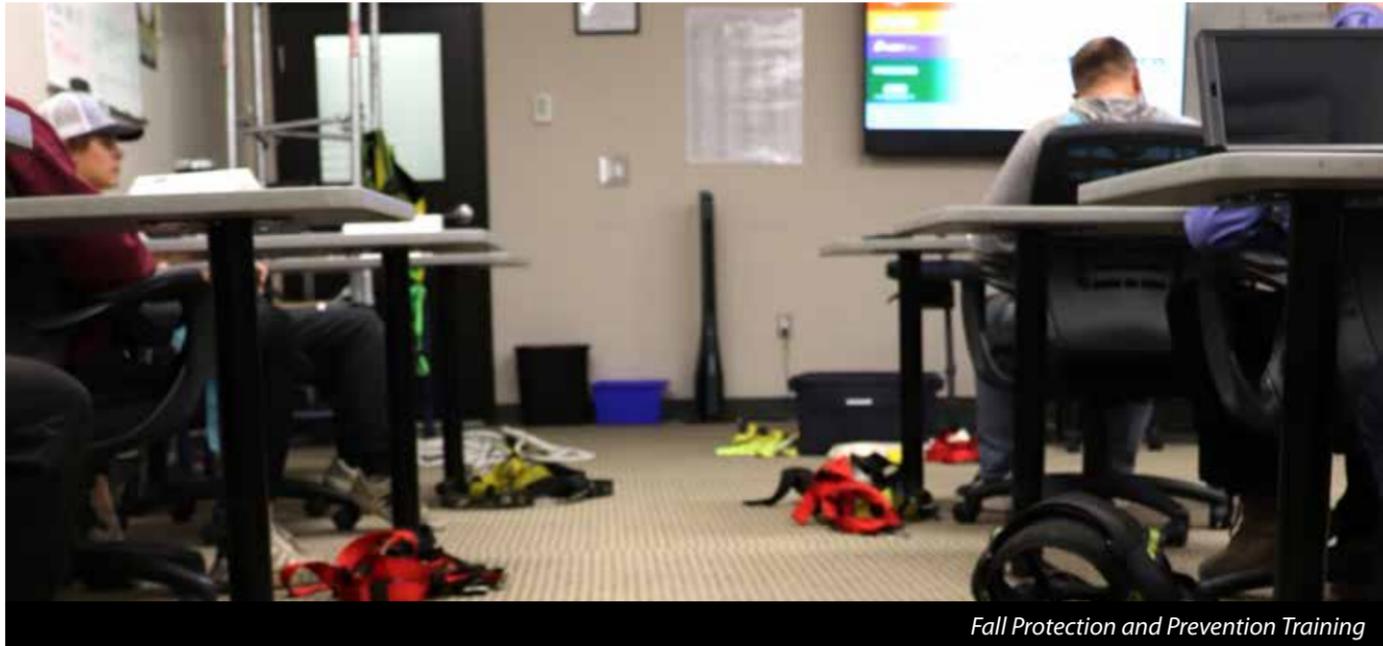
#### Housekeeping

Housekeeping is the number one problem on construction sites with many workplace incidents attributed to poor housekeeping – including slips, trips and falls. To avoid hazards, a worksite has to be maintained through the day. Developing a good housekeeping

#### An ounce of prevention

Here are some general steps to help prevent slips, trips and falls in your workplace from WorkSafe Saskatchewan:

- Check your worksite for any potential hazards, taking your time to pay attention to your surroundings.
- Have good lighting and do outdoor work during daylight.
- Use a flashlight when entering dark areas.
- Take shorter strides and have feet pointing slightly outwards to improve balance.
- Clean up all spills immediately.
- Wear proper-fitting footwear that is appropriate for the work you are doing.
- Keep one hand free to balance or break a fall.
- If mats are necessary, use pressure-sensitive adhesive to keep them from moving.
- Paint smooth floors with sand set in the mixture.
- Use handrails when using stairs.
- Always close filing cabinets or storage drawers when not in use.
- Cover cables and cords that cross walkways, and remove any obstacles and clutter.
- Use your hands to provide three-point contact when getting in and out of vehicles, equipment or climbing ladders.
- When working above 1.2 metres, wear a safety harness or personal protective equipment (PPE).
- Always use a ladder or step ladder to reach high shelves (never stand on a chair or box).
- Make sure your ladders, platforms or other equipment are in safe working condition.
- Use guardrails and warning devices for open sides, edges and openings.



Fall Protection and Prevention Training

program handles clean up during the shift, day-to-day cleanup, waste disposal, removal of unused materials and inspection to ensure cleanup is complete. A clutter-free and spill-free work area helps reduce incidents, improve morale and productivity.

#### Ladders

Step ladders and extension ladders also present common hazards on worksites. To prevent falls, select the right ladder for the task, ensure proper setup and safe climbing practices. Place stepladders at a right angle to the work area and check that all ladder feet are on a firm, level and non-slippery surface. Face the ladder when climbing up or down, avoiding overreaching or shifting. Keep the body centered between the side rails, maintain a firm grip and always use both hands when climbing.

Extension ladders need to be set up at a safe angle, positioned one foot back for every three or four feet up. If possible, these ladders are best used for access and not as working platforms. Secure and protect the base, engaging ladder locks before climbing. Maintain three-point contact when climbing up and down, keeping the hands free of tools or other equipment. Be aware that high winds and debris or loose materials around the ladder can present additional hazards.

#### Heights

When working at heights, fall protection is essential for safety. Your company needs to have a fall protection system when workers are working at a height of three meters (ten feet) or more, or if there is a possibility of injury if a worker can fall at any height. This includes work above operating machinery, fluids or hazardous substances and objects.

Fall protection plans take into account the risk of falls before the work begins on any site. A fall arrest system consists of a full body harness and a lanyard with a shock absorber, with the fall arrest equipment attached directly to an adequate support or connected

to an anchored lifeline. Your team needs training to understand and recognize fall hazards as well as how to inspect and use the proper protective equipment.

#### Stairways and scaffolds

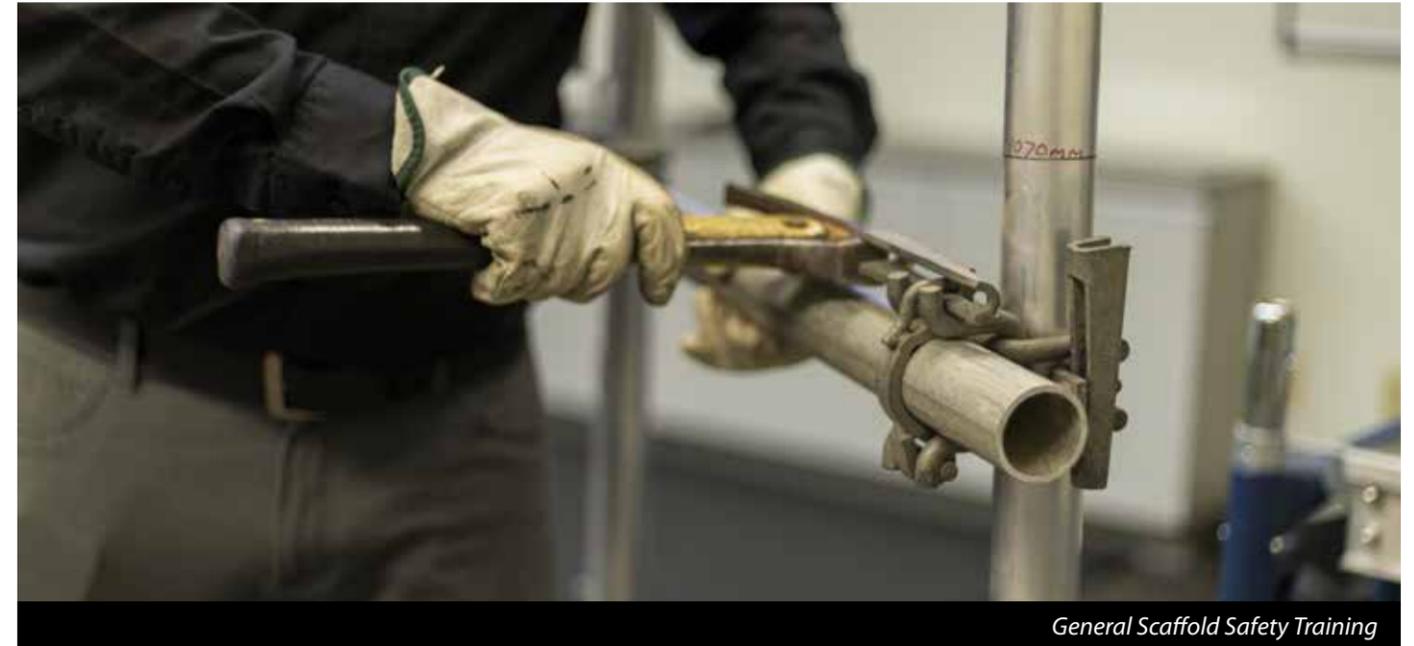
Slips, trips and falls are also common on stairways and scaffolds. Temporary stairs and handrails are often found on worksites, and there are things you can do to make them safe. When entering the site, inspect the stairs, including headers, footers, and handrails, to ensure their structural integrity. Look out for any cracked or missing components that could compromise the stability of the stairs and collapse under heavy loads. Confirm proper securing at both the header and base, avoiding installation over floor openings. Never modify a temporary stairway without proper qualifications and permission, and always be cautious of snow or ice buildup on the stairs.

Scaffolds can also present hazards if not used properly. Injuries from falls are possible when the scaffold's base is undermined; ties, guardrails, planks, toe boards or braces are removed; if the scaffold is damaged by cranes or vehicles; it's overloaded, or if the scaffold is used for unintended purposes. It's crucial for your team to collectively monitor and report any concerns related to scaffold safety, ensuring compliance with regulations during erection, use and dismantling.

#### Aerial lifts

Just like scaffolds and stairs, aerial lifts require proper care and attention to prevent accidents. Always follow the manufacturer's operating instructions and guidelines for maintenance. Only trained users should be operating lifts, and operator controls should be at the platform level, always accessible to the operator.

Wheels should be locked and outriggers with adequate sole plates should always be used.



General Scaffold Safety Training

Before use, always ensure the platform is working properly and has the correct capacity for the job. As well, it should only be used on firm, level surfaces, and there should be no obstructions or electrical wires overhead. Never overload the platform, and keep other workers away when the platform is raised or lowered. When using a bucket lift, a safety harness is essential. Never walk on the boom when entering or leaving the bucket, and never overload the bucket.

#### Openings and shafts

Floor openings and building shafts also present possible sources of injury on the worksite. Openings need a securely installed covering that is capable of supporting a load of 360 kilograms per square metre, and a guardrail and toeboard. Any work platform within or at the opening of a building shaft must be designed by a professional engineer to withstand the maximum anticipated load and must be constructed, erected, and used according to that design.

If no work platform is present at the level of a doorway or opening in a building shaft, a solid barrier needs to be installed extending from the bottom of the opening to a minimum height of two metres. This barrier should be capable of preventing workers or loose materials from falling into the shaft. Additionally, at least one warning sign indicating the presence of an open building shaft needs to be placed on the barrier.

#### Winter

Winter brings its own set of hazards when it arrives, creating a new set of challenges every year including increased slips, trips and falls. Proper footwear and remaining vigilant about de-icing walking surfaces are good first steps for preventing injuries. Surfaces and equipment should be inspected for ice, especially scaffolds, ladders, and similar surfaces as they accumulate ice well before ground surfaces.

As well, many types of roof materials can become very slick from ice accumulation, or even from a light frost—and snow on the roof can present another hazard. Even the lightest and fluffiest snow can become extremely heavy once packed together. Any finished structure may be able to handle a significant amount of snow, but capacity may be less during construction. If there is an issue with the weight of snow, or if winter conditions weren't anticipated in the original schedule, work with the project's architects and engineers to develop safety standards.

#### Stay safe out there

Addressing hazards immediately and taking steps to prevent slips, trips and falls are the best way to stop accidents before they happen. Be sure to report near misses, and ensure everyone knows how to complete their job tasks safely, wherever they are working. Open communication goes a long way in ensuring that your workplace is safe no matter the weather.

The SCSA is an excellent source for training, advice and resources on how to keep your workplace and your team safe throughout the changing seasons. Whether you have new employees needing training, current team members requiring a refresher, or need help with your company's safety program and policies, we can help you protect your team.

Visit [scsaonline.ca](https://www.scsaonline.ca) for more information on safety training, programs and more.

# Instructor Led Training Schedule January to June 2024

## Aerial Work Platform Safety Awareness – Half Day Training Prince Albert

January 24 March 6

## Instructor Led Online Training

January 5 April 11  
February 2 June 10  
March 1

## Basic Training Techniques

### Instructor Led Online Training

January 11 & 12 April 29 & 30  
Jan 31 & Feb 1 May 28 & 29  
March 7 & 8 June 25 & 26  
April 8 & 9

## Confined Space Monitoring & Entry

### Regina Saskatoon

February 22 January 9  
April 23 March 28  
June 4 May 9

### Instructor Led Online Training

January 30 April 8  
February 20 May 21  
March 14 June 21

## Contractor Training

### Instructor Led Online Training

January 18 April 5  
February 9 May 9  
March 11 June 4

## Effective Claims Management

### Instructor Led Online Training

January 18 April 4  
February 13 May 8  
March 14 June 3

## Fall Protection & Prevention

### Regina

January 25 May 8  
February 21 May 24  
March 19 June 3  
April 9 June 18

### April 24

### Saskatoon

January 10 May 2  
February 7 May 13  
March 7 May 30  
April 2 June 12  
April 16 June 27

### Prince Albert

January 25 March 7

### Instructor Led Online Training

January 4 April 10  
January 16 April 25  
January 31 May 6  
February 13 May 23  
February 27 June 5  
March 13 June 19  
March 27

## General Scaffold Safety Training

### Regina Saskatoon

January 15 February 12  
March 12 April 24  
May 16 June 19

## Ground Disturbance for Construction

### Regina Saskatoon

May 13 April 8  
June 17

### Instructor Led Online Training

January 29 April 29  
February 28 June 6  
March 21

## Leadership for Safety Excellence

### Regina Saskatoon

February 14 & 15 January 16 & 17  
April 10 & 11 March 12 & 13  
June 5 & 6 May 6 & 7

### Prince Albert

February 7 & 8

### Instructor Led Online Training

January 3 & 4 April 23 & 24  
January 29 & 30 May 16 & 17  
February 27 & 28 May 21 & 22  
March 26 & 27 June 17 & 18

## OHC Training Level 1

### Regina

March 5  
May 23

### Saskatoon

February 5  
April 10  
June 20

### Prince Albert

February 29

### Instructor Led Online Training

January 15 May 1  
February 20 June 11  
March 19

## Safety Administration

### Instructor Led Online Training

January 25 April 25  
February 23 May 31  
March 22 June 28

## Safety Auditor Training

### Regina Saskatoon

January 23 & 24 February 21 & 22  
March 20 & 21 April 17 & 18  
May 21 & 22 June 25 & 26

### Instructor Led Online Training

January 9 & 10 April 2 & 3  
February 7 & 8 May 1 & 2  
March 5 & 6 June 11 & 12

## Safety Management

### Instructor Led Online Training

January 8 April 1  
February 5 April 30  
March 4 June 10

## WHMIS 2015 Train the Trainer

### Instructor Led Online Training

January 17 April 16  
February 6 May 16  
February 29 June 13  
March 26



**SAFETY TRAINING**  
**PREVENT INJURIES, PROTECT YOUR TEAM**  
**AND KEEP PROJECTS ON TRACK**

## INSTRUCTOR LED ONLINE AND IN PERSON

Leadership for Safety Excellence • Fall Protection & Prevention  
Confined Space Monitoring & Entry • Ground Disturbance for Construction  
General Scaffold Safety • Safety Auditor and more

## ON DEMAND

Construction safety essentials, leadership skills, mental health and more



**SASKATCHEWAN  
CONSTRUCTION SAFETY  
ASSOCIATION**



For complete course listings, details and registration: [SCSAONLINE.CA](http://SCSAONLINE.CA)

# SCSA Programs

## National Construction Safety Officer (NCSO™) Program



The NCSO program combines formal training with an individual's personal field experience. This certification indicates a practical knowledge of various construction safety management skills and principles. NCSOs are valuable in the administration and implementation of health and safety management systems.

### NCSO Certified (May 1 - October 31, 2023)

- Adeniyi Ajayi
- Ryan Allen
- Kara Bildfell
- Kody Christ
- Motunrayo (Mottie) Davids
- Tyler Dust
- Joel Garr
- Chris Gilbert
- Rachel Homewood
- Mark Jordan
- Douglas McDavid
- Quinton Mossing
- Dallas Paproski
- Kyle Palmer
- Curt Robichaud
- Christine Shirley
- Terry Sirman
- Jordan Smith
- Mason Tebb
- Travis Terlesky



Dallas Paproski NCSO



Mottie Davids NCSO

## National Health and Safety Administrator (NHSA™) Program



The NHSA program provides formal training to administrators of health and safety programs who do not possess three years of field experience in construction. Certification shows employers that the individual has knowledge in various health and safety management skills and principles.

### NHSA Certified (May 1 - October 31, 2023)

- Brandon Bonk
- Dana Borneman
- Cassidy Burton-Green
- Jennifer Howorth
- Jen Janes
- Syed Abdul Wahab Shah Bukhari
- Mercedes Supel
- Leah Weckworth



Brandon Bonk NHSA



Dana Borneman NHSA



### On Demand Training

Learn construction safety essentials and develop leadership skills any time, at your own pace.

#### Courses:

- |  |   |
|--|---|
| Accident & Investigation                       | Being a Leader - Roles of an Effective Supervisor |
| Cannabis/Marijuana in the Workplace            | Confined Space Awareness                          |
| Drug & Alcohol Policy Development              | Fire Safety                                       |
| Gas Detection                                  | Hazard Assessment and Control Methods             |
| Ladder Safety Basics                           | Lockout-Tagout and Hazardous Energy Control       |
| Safety Auditor Recertification                 | SCOT®   |
| Supporting Workplace Mental Health for Leaders | Understanding Workplace Violence & Harassment     |
| Working Alone                                  | Workplace Inspections                             |
| Workplace Mental Health Fundamentals           |   |

[scaonline.ca/courses/on-demand-training](https://scaonline.ca/courses/on-demand-training)

## Welcome New SECOR® Companies



### Congratulations to the following new SECOR certified companies:

- Elite Metal Builders Ltd
- Highline Electric P.A. Ltd
- Royal Coatings

### Re-Certified SECOR Companies (May 1 - October 31, 2023)

- Action Land & Environmental Services Ltd [2017]
- Arrow Electric Co (1977) Ltd [2020]
- BGE Indoor Air Quality Solutions Ltd [2020]
- Down Welding Ltd [2020]
- K-Light Recycling [2020]
- Mustang Safety Services Ltd [2014]
- Overhead Door of Prince Albert [2017]
- RH Plumbing and Heating Ltd [2020]
- Rojans Grading Ltd [2010]
- Sequel Energy Services Inc [2020]
- Sisson Electric Inc [2020]
- Tremblay Construction [2020]
- Unified Systems Inc [2020]
- Warman Construction Ltd [2020]



Royal Coatings SECOR

## Welcome New COR® Companies



### Congratulations to the following new COR certified companies:

- Douroc Construction Inc
- Japp Construction Inc
- Magnum Technical Services Ltd
- Orion Industrial Services Limited
- Pillar Telecom Ltd
- Pinter & Associates Ltd
- Saskatoon Janitorial
- Sky-Tech Equipment (2013)
- Sleek Advertising Ltd
- West Country Energy Services

### Re-Certified COR Companies (May 1 - October 31, 2023)

- Aaron Well Servicing Ltd [2011]
- Acuren Group Inc [2007]
- Allied Blower & Sheet Metal Ltd [2014]
- Associated Engineering (Sask) Ltd [2008]
- Brxton Masonry Inc [2007]
- Burco Electrical Contractors Ltd [2014]
- Canem Systems Ltd [2020]
- CEL Electric [2002]
- City of Melfort [2020]
- Comtech-Weyburn [2011]
- Creative Door Services Ltd [2008]
- Credence Construction Ltd [2020]
- Crossmount Homes Ltd [2017]
- Deneschuk Homes Ltd [2014]
- Double Star Drilling 2021 Sask Ltd [2014]
- Ehrenburg Homes Ltd [2020]
- Energy City Overhead Door (2011) Inc [2011]
- Federated Cooperatives Ltd-Distribution Centre [2014]
- Flynn Canada Ltd [1998]
- Gibson Welding Ltd [2011]
- Ground Engineering Consultants Ltd [2017]
- Industrial Machine & Mfg. Inc [2017]
- Inland Audio Visual Limited [2017]
- Jordan Asbestos Removal Ltd [2020]
- Keller Foundations Limited [2002]
- KGS Group [2017]
- Kichton Contracting (Sask) Ltd [2017]
- KWS Keys Welding Service Ltd [2017]
- Lydale Construction (1983) Co. Ltd [2008]
- Lyle V Schell Construction Management Services Ltd [2014]
- Meadow Lake Properties Ltd [2020]
- NexGen Mechanical Inc [2020]
- Pagnotta Inc [2014]
- Peak Mechanical Partnership [2005]

- Pipemaster Oilfield Services Inc [2020]
- Prairie Mobile Communications [2017]
- Pryme Iron Inc [2017]
- Quorex Construction Services Ltd [2002]
- R.H. Electric Ltd [2014]
- Reinhardt Plumbing, Heating & Air Conditioning Ltd [2020]
- Restorex Disaster Restoration [2017]
- Ron's Plumbing and Heating (1980) Ltd [1999]
- Snake Lake Contracting Ltd [2002]
- Standard Machine [2017]
- Stantec Consulting Ltd [2005]
- Supreme Steel LP [2008]
- Tarnes Electric Ltd [2008]
- Team Power Solutions [2011]
- TK Elevator (Canada) Limited [2014]
- Top Shot Concrete [1995]
- Trans Canada Contracting Ltd [2017]
- Triple A Directional Drilling Ltd [2017]
- Tron Construction & Mining Limited Partnership [2008]
- Tundra Mechanical & Millwrighting LP [2017]
- Vector Construction Ltd [1996]
- Welldone Mechanical Services Inc. Regina [2017]
- Westside Refrigeration, Heating & Air Conditioning Inc [2014]



Pillar Telecom COR



Japp Construction COR



Creative Door COR



Ehrenburg Homes COR



Magnum Technical Services COR



Sleek Advertising COR



# STRUCTURAL INTEGRITY

## MAINTAIN BACK HEALTH AND PREVENT MUSCULOSKELETAL INJURIES

Working in construction, you know the importance of a solid foundation and the many components required to build structures that stand the test of time. Beyond design, engineering, materials, and project management, you need a workforce with the necessary skills to carry out successful projects. However, it can be easy to disregard the internal structures that power every job – the bodies of your team carrying out the work.

Construction is a physically demanding industry and the risks of injury aren't limited to visible, external hazards. A musculoskeletal injury, often hidden from sight, is defined in the Saskatchewan OHS Regulations as an injury or disorder of the muscles, tendons, ligaments, nerves, joints or bones. Causes include repetitive motions, overexertion, vibration, sustained or awkward postures, or other stressors.

According to the World Health Organization, "musculoskeletal conditions are the leading contributor to disability worldwide, with low back pain being the single leading cause of disability." Musculoskeletal conditions not only bring pain, but limited mobility, reduced dexterity and a decreased ability to work. People with these conditions also see a higher risk of mental health issues.<sup>1</sup>

The prevalence of musculoskeletal injuries not only affects workers' health but also impacts efficiency in completing projects. In this article, we'll explore the most common types of injuries, their causes and steps to prevent them, as well as the importance of maintaining a healthy back to ensure a long and healthy career.

### Common Causes

The causes of musculoskeletal injuries are as varied as the many construction sites and projects underway in different regions of the province. Awkward positioning, forceful exertions, heavy lifting with improper technique, repetitive tasks, vibration from tools and equipment, and inadequate rest and recovery are just some of the factors that make construction high-risk for musculoskeletal injuries. To protect the body from injuries, the internal structure needs attention and awareness to stay healthy and strong.

The back, neck and shoulders are most commonly affected but knees, wrists and hands may also be impacted. While some injuries may occur suddenly, such as a fall or blow, many build up over time due to repetition in daily tasks. Reaching, bending, climbing, crawling, twisting, repetitive motions and poor posture all contribute to debilitating injuries.

Discomfort that is not addressed may escalate to chronic pain or a more serious injury. Bodily reaction and exertion is the top cause for time loss injuries in Saskatchewan residential and commercial construction.<sup>2</sup> Overexertion in lifting and handling materials is the top cause of back injury. Bodily reactions are also the top cause of serious injuries in the province, accounting for almost half of all serious injuries.<sup>3</sup>

The Canadian Centre for Occupational Health and Safety (CCOHS) cautions that manual material handling is the most common cause of low back pain and muscular fatigue.<sup>4</sup> Lifting heavy loads, improper lifting techniques, frequently repeated or long-lasting job tasks are most likely to cause injury. Poor layout of the workspace also increases the risk of injury.

### Know the Symptoms

Because these injuries can add up over time, construction professionals need to recognize early symptoms and pay attention to how their body feels, on the job and afterwards.

Symptoms of injury include:

- numbness, burning or tenderness
- the feeling of pins and needles feeling
- joint stiffness or difficulty moving
- muscle weakness or tightness
- redness, swelling or bruising in the area
- pain that worsens with movement
- difficulty grasping or holding objects

WorkSafe Saskatchewan outlines how musculoskeletal injuries progress in three stages<sup>5</sup>:

1. The body hurts or feels tired at work.
2. Work becomes more difficult and the injured area hurts or feels weak both during and after work.
3. The injured area hurts or feels weak even at rest – sleep may be affected and at this stage the injury may not heal completely.

It's important to see a health care provider to assess and treat any symptoms. Workplace injuries should be reported to employers and the Workers' Compensation Board (WCB), even if immediate care is not needed. If future complications occur and the injury wasn't reported, access to benefits may be at risk.

### Foundational Support

Back health is essential for overall well-being in construction roles and beyond. The core muscles and spine are the foundation of support for the human body. An injury weakens this support and leaves a person vulnerable to further damage if the issue is not promptly addressed.

Unfortunately, many people don't realize or appreciate just how heavy the load is on their back in physically demanding tasks until they feel pain. If the back hurts, even simple movements can become difficult.

So, how can construction professionals ensure a strong back and a healthy body? Here are some essential tips to help avoid pain:

**Safe Lifting:** Workers should be trained in proper lifting methods that emphasize the use of their legs and core muscles or mechanical aids. Employing team lifts and avoiding excessive force or twisting when lifting also make a difference.

**Posture and Body Alignment:** Maintain good posture and alignment to reduce strain on the back, neck and shoulders while working. Ergonomics – designing or modifying the work to fit the worker – can play a pivotal role in minimizing stress on the spine.

**Strengthen and Stretch:** A strong core helps support a healthy back, as does eating well, getting enough sleep and stretching to warm up muscles before or during work.

Further materials for education and awareness about back safety and back injury prevention are available online here from WorkSafe Saskatchewan and the Chiropractors' Association of Saskatchewan.

### Prevention, Maintenance and Repair

One of the most effective ways to reduce the risk of musculoskeletal injuries is by embracing ergonomics. Ergonomic practices, tools, and equipment are designed to make tasks more efficient and less physically taxing. Suiting the workplace and systems to the individual not only reduces the risk of injuries but also enhances overall productivity.

Other benefits include improved employee engagement and building a positive safety culture. Morale improves when employee discomfort and fatigue is reduced. They also see that the company values the health and safety of their workers.

CCOHS recommends an approach that eliminates the need for heavy manual materials handling, decreases physical demands, reduces stressful body movements, adjusts the pace of work or allows for rest breaks, and makes improvements to the design of the work environment.<sup>6</sup>

Stretching is another valuable preventative measure that when performed regularly, helps to reduce muscle stiffness and tension, enhance flexibility and avoid the risk of strain. As part of a daily routine, stretching can be particularly beneficial for construction workers.

Stretches to warm up the body include side stretches, squats, chest openers, arm circles, neck and shoulder rolls, twists, and arching or curving the spine.



### Protect Your Team

Employers in the construction industry have the responsibility to protect their workers from musculoskeletal injuries. This includes providing a safe work environment, identifying risks and implementing preventative measures for employees.

Education and training are key components of maintaining safety and recognizing early warning signs of potential injury. Safety meetings and toolbox talks should be regular occurrences, to provide opportunities for discussion on the importance of ergonomics, back health and injury prevention.

Employers should also supply the necessary protective equipment, modify tasks that involve repeated or sustained pressure on joints, address potentially hazardous conditions and encourage a culture of early reporting.

If symptoms of injury occur, employees should be advised to consult a medical professional. Employers then need to review the work activities to identify the cause and implement corrective measures to prevent any further injuries for that worker and others.

### Standing Tall

Just as a strong foundation is vital in construction projects, equally important is the musculoskeletal health of the workers doing the heavy lifting on the worksite. Musculoskeletal injuries can threaten the stability and longevity of both individuals and the companies that rely on a healthy workforce to get projects done.

Understanding common types and causes of injury, increasing awareness around maintaining back health and implementing preventative measures helps protect employees. By reducing the risk of musculoskeletal injuries, employers not only enhance the well-being of their workforce but also the overall success of projects.

In essence, people are the cornerstone of any project and their health is the most critical foundation of all.

### SCSA Resources:

Back Safety Tool Box Talk

Ergonomics Tool Box Talk

Back Safety Demonstration

### References:

<sup>1</sup>who.int/news-room/fact-sheets/detail/musculoskeletal-conditions

<sup>2</sup>worksafesask.ca/worksafe-statistics/

<sup>3</sup>worksafesask.ca/wp-content/uploads/2023/03/2023-2028-Fatalities-and-Serious-Injuries-Strategy.pdf

<sup>4</sup>ccohs.ca/oshanswers/ergonomics/mmh/hlth\_haz.html

<sup>5</sup>worksafesask.ca/prevention/ergonomics-and-exertion/musculoskeletal-injuries/

<sup>6</sup>ccohs.ca/oshanswers/ergonomics/inj\_prev.html

# GROUND DISTURBANCE FOR CONSTRUCTION

## NEW COURSE DIGS DEEP INTO SAFETY

Ground disturbance activities are a daily occurrence on construction sites of every scale across the province. Laying foundations, creating basements, drilling piles for decks, augering holes for fence posts, installing utility lines like water pipes, sewer lines or electrical cables and creating access for underground systems all begin with groundwork. Ensuring safety during this work is paramount on any project to avoid devastating injuries and costly delays.

The SCSA recognizes the importance of well-trained professionals who perform groundwork in residential, commercial, and industrial construction and has designed new training specifically for these workers and supervisors. The Ground Disturbance for Construction course meets demand from SCSA members and addresses all applicable provincial and federal legislation. It sets a new standard for ground disturbance safety training in Saskatchewan construction environments.

The one-day, instructor-led course was developed by industry professionals to provide those working in Saskatchewan construction with essential knowledge and skills for conducting safe and efficient ground disturbance work. Key course highlights include:

- 1. Definition, Identification and Terminology:** Gain a comprehensive understanding of ground disturbance, recognize its significance in construction projects and improve communication within teams by reviewing common terms.
- 2. Legislation, Regulations and Responsibilities:** Understand the legal and safety requirements in Saskatchewan, as well as the responsibilities of all parties from workers to employers.
- 3. Safe Groundwork Practices:** Learn the correct steps for performing groundwork, including permitting and different forms of agreements.
- 4. Underground Utility Handling:** Avoid unnecessary contact by reviewing the steps to accurately locate, identify and mark underground utilities.
- 5. Safe Excavation and Backfilling:** Undertake proper excavating, trenching and shoring with an understanding of how soil types affect stability to protect personnel and keep projects on track.
- 6. Risk Mitigation and Emergency Response Planning:** Prevent incidents by identifying common causes and consequences of underground utility contact and the importance of having an emergency response plan in place.

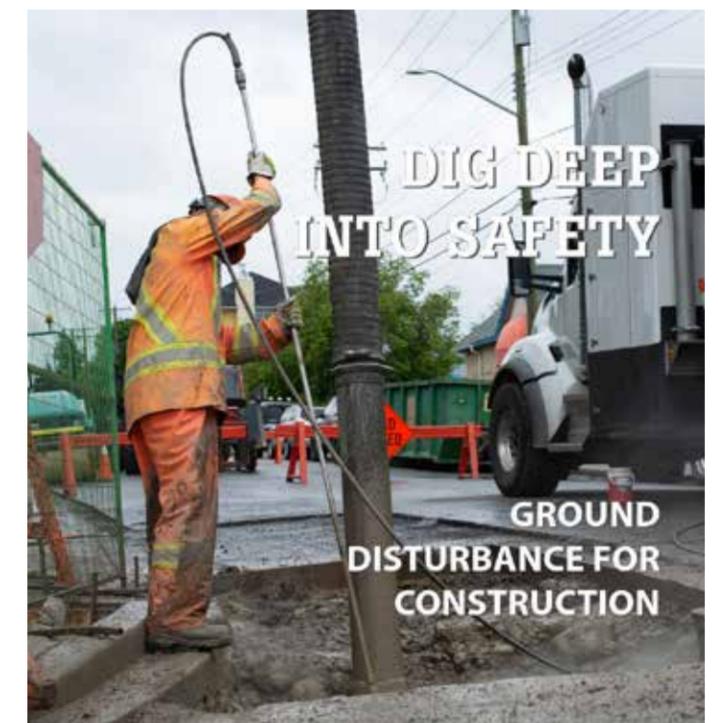
Before groundwork occurs, it's important to have a well-formed plan in place that prioritizes safety, considers environmental

impacts and meets all legal requirements. From home builders to subcontractors on commercial or industrial sites, the Ground Disturbance for Construction course doesn't just fill a training requirement, it helps equip workers and supervisors to excel in their roles while keeping teams safe and projects secure.

"It's not just about earth movers and the big machinery you typically think of," said SCSA president Collin Pullar. "Whether they work in the residential sector or on larger commercial projects, our members will find this new course covers crucial information that is directly relevant to their work. In gaining the knowledge and awareness to carry out ground disturbance activities they'll ensure the work is done safely and lead their projects to success."

The course is \$50 for members with registration open now on the SCSA website. There is no prerequisite for the course and certification of training is valid for three years. To demonstrate competency, participants complete practical exercises, as well as a final exam requiring an 80% passing grade.

The course is available year-round online and will be offered seasonally in person. Companies can contact Training Services if they would like to request an additional date or location for their workforce.





# MEMBER PROFILE: WESTERN CML CLEANERS SAFETY CULTURE AT HEIGHTS

*In the last two years, over 500 Saskatchewan construction companies have participated in the SCSA's Safety Culture Survey. Delivered each fall and spring, the survey uses eight questions to assess the attitudes, opinions and perceptions of employees around a company's approach to safety.*

Western CML Cleaners had the highest participation rate in the Fall 2023 survey, with almost all of their 21 employees taking part.

## Company Background

Western CML Cleaners are a high rise commercial, residential window cleaning company. They also provide other services like high dusting, eaves cleaning, interior work and snow removal in the winter.

Based out of Regina, they perform work in Saskatoon, Moose Jaw, Prince Albert, Yorkton and specialty cleanings at the Loblaw stores around the province. In business since 1997 and COR® certified since

2018, they are the largest window cleaning company in Southern Saskatchewan and one of the few window cleaners to hold the certification in the province.

Meeting the COR standard ramped up their safety program according to Brenda Oates, VP of operations. "The company that we purchased from really didn't have a safety program and once the business was purchased that is something I noticed when I talked to clients – they wanted to know about our safety program especially because of the high rise work we do and swing stage work."

Achieving the certification was an eye opener for them, taking time and effort over several years. In addition to helping with tenders, COR has helped in the education and safety training for their employees. She said, "especially for new people coming into our industry, they just think it's no big deal when it comes to window cleaning."

## Safety Culture and Analytics

Aby Rivera, health and safety administrator, was aware of the Safety Culture Survey but said their company had not participated before. With support from their management team, she encouraged everyone to take the survey. She said it was a good refresher because their team doesn't encounter those direct questions on a daily basis but it touched on their knowledge of the training process, company policies and overall approach to safety.

Rivera shared that they were pleased to see the results in their SCSA Analytics dashboard. "In a nutshell, you can see this is the number of people who participated in the survey and this is the result," she said. "And all those numbers and charts will also help to educate everyone. OK, we're doing well and our policies are being well implemented." They plan to go over their company results in an upcoming safety meeting with their team.

They have found the information in the analytics tool helpful and Oates shared that on a recent visit from OH&S, "They were actually very impressed with our safety program for the number of staff that we have here."

Rivera acknowledged that fostering a positive safety culture is an ongoing effort. "There will always be a struggle in the beginning – at first when you're trying to introduce them to or encourage them to go through the policy. So we encourage them that if you know you have questions in mind, you need some answers, there are policies very accessible in our SiteDocs and you can access them anytime, any day."

Their safety meetings help in terms of answering inquiries from all employees and she also noted persistence in terms of implementation. It comes down to "Educating them that the safety rules are here for a reason, right. It's not there just to make things difficult. It's there for a reason."

"Anybody with safety, they always think it's extra work," added Oates. "It only takes a few minutes. You do need to take the time and read exactly what you're putting down. Because sometimes we've seen things in our hazard assessments and we think, OK, well, now it's snowing and yet you're just ticking off the same thing. You just think, they asked the same questions so we're just going to check it off as usual. Then we come back and in a meeting – did you guys

realize that it had snowed out? And things have changed now, right?"

## Training and Learning

Training is key for keeping their employees safe on the job. Everyone does SCOT® training as part of orientation, then the SCSA's Fall Protection and Prevention course. They also recently had SCSA advisors visit with the Fall Protection trailer and deliver safety demonstrations for their team.

Their high rise team does intensive IRATA Rope Access Training through a company out of BC. Management has taken other SCSA courses like Safety Auditor and Occupational Health Committee Training. Rivera shared that she is working towards her NHSA designation as well.

"We keep ourselves updated in terms of if there's new legislation and new policies that we need to apply to our company. Anything to do with safety is essential for everyone just so we can avoid unnecessary incidents and then nobody will get hurt." When communicating with their team, she makes a point of emphasizing that safety "is there for a reason. It's for our protection."

Industry results for the Safety Culture Survey are available on the SCSA website.

Company results are available in SCSA Analytics, provided at no cost to every member company.

## 8 Questions to Assess Your Safety Culture

Are formal safety audits performed at regular intervals?

Does everyone value ongoing safety improvement?

Is safety at least as important as production and quality?

Do workers and supervisors have the information they need to work safely?

Are employees always involved in decisions affecting their health and safety?

Do those in charge of safety have authority to make necessary changes?

Do those who act safely receive positive recognition?

Does everyone have the tools and equipment they need to work safely?



SCSA truck near Melfort when advisors visited for a Safety BBQ



## SASKATCHEWAN **CONSTRUCTION SAFETY** ASSOCIATION

### About the SCSA

The Saskatchewan Construction Safety Association (SCSA) is a non-profit organization funded by the construction industry to provide cost-effective, quality safety training, programs and advice. The SCSA serves member companies that are registered with the Saskatchewan Workers' Compensation Board (WCB) and employ workers in building construction.

The vision of the SCSA is to drive a business culture of physical and mental safety for all and be the centre of excellence for construction safety training.

The SCSA's mission is to serve the construction industry and the public by promoting safety within the construction environment and lead the development of a safety culture through education, consultancy, and building awareness toward safer communities.