

Cntact

Canada's Safety, Health and Environmental Practitioners since 1949

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New Quebec Chapter / Nouvelle Section Au Québec

CSSE is delighted to announce the recent launch of the Quebec Chapter! With an impressive 38 Chapters across Canada, CSSE truly represents the voice of health and safety practitioners throughout Canada.

La SCSST est ravie d'annoncer le lancement récent de la Section du Québec! Comptant un impressionnant total de 38 sections au Canada, la SCSST constitue vraiment la voix des praticiens de la santé et de la sécurité partout au Canada.

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Transition time!

It's hard to believe that two years have passed so quickly, and in just a couple of months, my term as your President will morph into the role of Past President—a continuing active leadership role on our Board. I'm proud of our organization's accomplishments through the years, and I'll continue to do my part to support you, our members, in moving forward to meet opportunities in our ever-evolving, ever-growing world of safety. These are exciting times for all of us—and we strive to position ourselves to meet the demands and expectations of our career.

Achieving a Milestone for CSSE...

On April 27, 2018, I had the pleasure and honour of attending the inaugural meeting of the CSSE's newest Chapter. The "Quebec Chapter" with its home in Montreal truly makes CSSE "Canadian" with Chapters from north to south and coast to coast! I'd like to give a special "thank you" to Sue McLaren (RVP-Ontario/Quebec), Patrick Lizotte (1st Chapter Chair), the Quebec Chapter members, CSSE staff, and many others who took part in this important milestone for the CSSE—our organization.

Launching this Fall...Mentorship!

A highly impressive initiative that will positively impact you at every stage of your professional life is our new mentorship program. Work is going on behind the scenes right now, so watch for the details! I encourage you to join me in getting involved. For new members, it will be a great opportunity to network and be mentored by our many members who are now in a perfect position to give back to the safety professionals of the future. For those of us established in our career, it will be a chance to hone our leadership skills and help support those upcoming leaders who will follow in our footsteps. We now have the wisdom to help them navigate through some things that we wish we were more prepared for in the past. Exciting times—great opportunities!!

Coming Soon to CSSE: "Women in Safety"

Other exciting news that I'm pleased to share is our Women in Safety group, a common interest group that will provide a forum for all CSSE members to share ideas and provide support to each other through education, mentorship, networking, collaboration, research, and innovation. It's coming soon, so get yourself ready to join the rest of us who are interested in participating. As you might already know, the American Society of Safety Professionals (our sister organization in the U.S.) has a well-established **WISE** (Women in Safety Excellence) group. I've had the pleasure of meeting with their leadership team to discuss CSSE's venture into establishing a Canadian forum, and we're now working to bring this successful concept to our members. Like WISE, welcoming all members (not just women), our group will focus on issues related to women in occupational health and safety, and in the workplace. Together we'll set goals that encourage networking to strengthen professional relationships, and professional development in support of advancement within the profession. Our journey is about to begin!

INSHPO: Singapore Accord and *Movement Forward on the Capability Framework Self-Evaluation & the Human Resources Tool*

It's been close to a year now since CSSE joined organizations around the world in signing the Singapore Accord at the XXI World Congress on Safety and Health at Work. At that time, representatives of business and workers, education institutions, policy-makers in governments and public authorities, OHS professional organisations, and experts in occupational health and safety joined the International Network of Safety and Health Practitioner Organisations (INSHPO) as its members signed the Singapore Accord, a commitment to improving OHS professional and practitioner capabilities so they may more effectively guide and lead the creation of healthier and safer workplaces.

The INSHPO team is in the final stages of development of the framework's online tools, and has working groups focused on the "Self-Assessment" tool and the "Human Resources (HR)" tool. CSSE has offered to reach out to a few of our members to provide input on the HR tool, and results from the working groups are expected to be reported to the INSHPO Board in October 2018. As soon as these tools are ready for you to use, we'll be sure to let you know.

Collaboration with BCRSP

The CSSE and BCRSP have begun to meet and discuss areas of mutual interest and benefit to both of our organizations. We look forward to further discussions, collaboration and partnership. These are early days, and every opportunity to share thoughts and ideas helps us to gain a better understanding of where we are today, and consider what the possibilities are for tomorrow.

Many thanks to all of our volunteers!

CSSE's achievements over the past two years are largely enabled by the hard work of our members—and I remind you that this is work largely driven and done by volunteers. I have been impressed by all types of innovative programming and community initiatives, shared partnership projects, and many other creative ideas that have emerged from our Chapters. There is engagement among both members and their communities. Of course, what is most rewarding is to see that all of this is centred in inclusiveness and sharing.

Thank you all!

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President's Message

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Looking Forward

Serving on the Board of Directors as your President has been life-changing for me. The passion and commitment of each member of the National Board is evident in all they do. I have enjoyed the opportunity to work with many of you as well—dedicated health and safety professionals both in Canada and beyond. I look forward to my role as Past President and all the things it has in store for me, such as continuing work on our new Chapter leadership resources, our mentorship and Women in Safety groups, and supporting INSHPO (their framework and related “self-assessment” and “Human Resources” tools).

I encourage you to open your mind to new ideas—learn all you can and prepare yourself to be nimble! Ask more questions, listen more thoughtfully, and measure yourself against the INSHPO framework when the self-assessment tool is available—become a life-long learner. The landscape of safety is fluid and continually changing, and we need to be open to change. My eyes continue to be opened to many different strategies, ideas, and concepts (both old and new) that lead us in various ways to our common goal...

To help improve health and safety in workplaces and communities

To help prevent workplace injury and illness and

To help ensure workers come home from work

- Safe every day!



CSSE 'At the Table' in Quebec!

On June 14, 2018, Patrick Lizotte was the CSSE representative at a roundtable discussion about ethics in the frame of the EHS professional. Organized by the University of Montreal, attendees included representatives from École Technologie Supérieure, Université de Montréal, Board of Canadian Registered Safety Professionals and, of course, CSSE. The word is...

*“they were happy to have **CSSE** at the table.”*

[CLICK HERE](#) to read more

AQHSST / CSSE / BCRSP Statement of Commitment / Engagement formel

<ul style="list-style-type: none"> Our organizations (BCRSP, CSSE & AQHSST) will promote the advancement and credibility of the OHS profession. 	<ul style="list-style-type: none"> Our organizations will recognize and promote the specific services and benefits that each organization offers. 	<ul style="list-style-type: none"> Our organizations will collaborate on arising issues in order to share knowledge and understanding.
<ul style="list-style-type: none"> Nos organismes (CCPSA, CSSE et AQHSST) feront la promotion de la profession en services d'hygiène du travail, et en favoriseront l'avancement et la crédibilité. 	<ul style="list-style-type: none"> Nos organismes reconnaîtront et promouvront les services et avantages particuliers offerts par chaque organisme. 	<ul style="list-style-type: none"> Nos organismes collaboreront à la mise en évidence des préoccupations dans le but de partager les connaissances et la compréhension.



CSSE Welcomes New Quebec Chapter

Inaugural Meeting Attracts Attention and Interest

La SCSST se réjouit d'avoir une nouvelle section au Québec

La réunion inaugurale suscite de l'attention et de l'intérêt



Patrice Dagenais, Keynote Speaker

CSSE is delighted to announce the launch of the Quebec Chapter! With an impressive 38 Chapters across Canada, CSSE truly represents the voice of health and safety practitioners throughout Canada.

CSSE President, Kathy Tull, flew in for the April 27, 2018 meeting and was joined by Sue McLaren, Regional Vice President for the Ontario/Quebec Region. Along with a number of local CSSE members, two representatives from the L'Association québécoise pour l'hygiène, la santé et la sécurité du travail (AQHSST) were also in attendance. The occasion was a CSSE meeting – in fact, the first formal gathering of a new CSSE Chapter in Quebec. No one could be more pleased than Patrick Lizotte, the primary organizer of this important event.

“For what we sought to accomplish, I believe our first meeting went very well,” says Patrick. “It was an honour to have CSSE President, Kathy Tull, and Sue McLaren, in attendance. I think the gathering of people we had is a good sign that there is interest in and momentum for building a viable CSSE chapter in Quebec.”

The official part of the meeting included congratulatory speeches by the Board of Canadian Registered Safety Professionals (BCRSP), AQHSST, and CSSE, and a presentation by Patrick on the results of a previously-distributed survey to help the organizers better gauge what safety professionals are seeking through their membership in CSSE in Quebec. The keynote speaker was Patrice Dagenais, who is co-captain of Team Canada's Paralympian rugby team and also a medal-winning Paralympian rugby player. “He delivered a strong and impressive message that resonated with everyone,” said Patrick. Over lunch, the attendees had the opportunity to “mix and mingle”.

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La SCSST est ravie d'annoncer le lancement de la Section du Québec! Comptant un impressionnant total de 38 sections au Canada, la SCSST constitue vraiment la voix des praticiens de la santé et de la sécurité partout au Canada.

La présidente de la SCSST, Kathy Tull, est venue à la réunion du 27 avril 2018, tout comme Sue McLaren, vice-présidente régionale pour l'Ontario et le Québec. Des membres locaux de la SCSST et deux représentants de l'Association québécoise pour l'hygiène, la santé et la sécurité du travail (AQHSST) y ont également participé. L'occasion? Une réunion de la SCSST – en fait, la première rencontre officielle de la nouvelle section de la SCSST au Québec.

Personne ne saurait en être plus heureux que Patrick Lizotte, le principal organisateur de cet important événement.

« Compte tenu de ce que nous souhaitons accomplir, je crois que notre première réunion s'est très bien déroulée, » affirme Patrick. « Ce fut un honneur d'y accueillir la présidente de la SCSST, Kathy Tull, ainsi que Sue McLaren. Je crois que les personnes qui sont venues à notre rencontre manifestent bien l'intérêt et le dynamisme qui permettront de bâtir une section viable de la SCSST au Québec. »

Le volet officiel de la réunion s'est composé de discours de félicitations du Conseil canadien des professionnels en sécurité agréés (CCPSA), de l'AQHSST et de la SCSST, ainsi que d'un exposé présenté par Patrick sur les résultats d'un sondage effectué précédemment pour aider les organisateurs à mieux comprendre ce que les professionnels en sécurité souhaitent retirer de leur adhésion à la SCSST au Québec. Le conférencier d'honneur était Patrice Dagenais, co-capitaine de l'équipe paralympique de rugby d'Équipe Canada et joueur paralympique de rugby médaillé. « Il a transmis un message fort et impressionnant qui a trouvé écho chez toutes les personnes présentes », a déclaré Patrick. Les participants ont ensuite eu l'occasion d'échanger pendant l'heure du midi.

...suite à la page 6





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Une photo d'équipe

So... where did the idea for a Quebec Chapter get started?

"A year ago at the CSSE meeting in Halifax, I reached out to Tom Abercrombie, Regional Vice President for Ontario/Quebec," recalls Patrick. "We talked about the viability of a Quebec Chapter and in a short time we determined that there was agreement about its need. Through the next steps, we found that we were surrounded by a few very enthusiastic and supportive people such as Perry Ruehlen and Sue McLaren. They suggested that we 'pull it together' to assess its viability and that was our call to action."

Patrick already had a notion that a Quebec Chapter was possible because his job in selling software technology involves travelling across Canada. He saw CSSE's presence in other provinces but not in Quebec. He saw potential benefits in having a local association that could provide the types of benefits provided by CSSE in other provinces. Generally, what he heard was that some safety professionals were looking for a wider national outlook.

"Then I saw the gap," says Patrick. "CSSE was the perfect fit to meet our needs. It's now a national association with 38 chapters across Canada and it confirmed that there was a big void in Quebec. I know that safety professionals in Quebec want to look beyond their province to see best practices in other jurisdictions and, more importantly, to be professionally connected. So... what better reason to have a Quebec Chapter?!"

The next steps for the Quebec Chapter are to determine how it can be complementary to AQHSST so as not to duplicate courses and programs, and to allow time to "filter out" the feedback from the recent survey. Patrick envisions this will mean reaching out to stakeholders, "spreading the word", and building membership and structure.

"Our first mission is to grow our membership base," says Patrick. "With the success of our inaugural meeting, I'm thrilled that we are off to a great start."

Alors... d'où vient l'idée d'une section du Québec?

« Il y a un an, à la réunion de la SCSST à Halifax, j'ai abordé le sujet avec Tom Abercrombie, vice-président régionale pour l'Ontario et le Québec, » se souvient Patrick. « Nous avons parlé de la viabilité d'une section au Québec et, très rapidement, nous étions d'accord sur sa nécessité. Lors des étapes suivantes, nous avons constaté que nous étions entourés de quelques personnes très enthousiastes qui nous ont accordé un solide soutien, comme Perry Ruehlen et Sue McLaren. Elles nous ont suggéré de rassembler des données pour en évaluer la viabilité. Cela a été notre appel à l'action. »

Patrick avait déjà une bonne idée qu'une section québécoise était possible, car son emploi en vente de technologies logicielles l'amène à se déplacer à l'échelle du Canada. Il a constaté la présence de la SCSST dans d'autres provinces, contrairement au Québec. Il a vu les avantages éventuels d'avoir d'une association locale en mesure de fournir les types d'avantages qu'offre la SCSST dans d'autres provinces. De façon générale, il a appris que certains professionnels en sécurité étaient en quête d'une plus grande perspective nationale.

« J'ai alors constaté qu'il y avait une lacune », se souvient Patrick. « La SCSST, une association nationale comptant 38 sections au Canada, répondait parfaitement à nos besoins. Cela a confirmé qu'il y avait un grand manque à combler au Québec. Je sais que les professionnels en sécurité du Québec veulent regarder au-delà de leur province pour connaître les meilleures pratiques utilisées ailleurs et, surtout, pour nouer des liens sur le plan professionnel. Alors... quelle bonne raison de mettre sur pied une section au Québec! »

La Section du Québec doit maintenant déterminer comment elle peut compléter ce que fait l'AQHSST de façon à éviter que les cours et programmes soient les mêmes, ainsi que prendre le temps d'analyser les commentaires du sondage récent. Patrick prévoit que cela signifiera tendre la main aux parties prenantes, « diffuser l'information » et bâtir les effectifs et la structure.

« Notre première mission consiste à attirer plus de membres », déclare Patrick. « Compte tenu du succès de notre réunion inaugurale, je suis ravi que nous soyons partis de bon pied. »

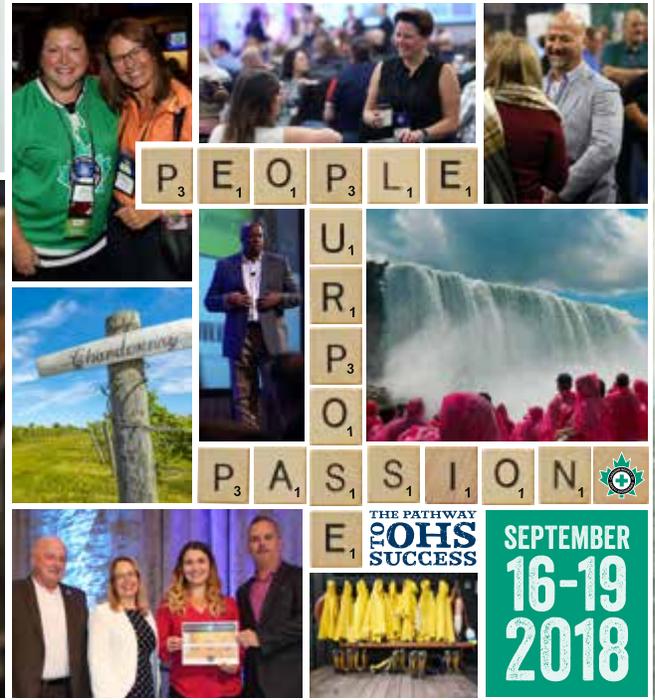
CSSE

NIAGARAFALLS'18

PROFESSIONAL DEVELOPMENT CONFERENCE



SAVE THE DATE





Networking Leads to Improvements and Growth — in the Safety Profession... Let's Work Together

By: Caroline Switzer

I was inspired to write about the CSSE conference last year before the conference in Halifax, but I didn't have the time to communicate my thoughts beforehand. The reason it is so inspirational for me is because of what I believe the conference represents and is intended.

At a first glance, the opportunities of the conference may seem to lie with the educational and professional development opportunities. This is a key part of the conference. There is a large variety of courses and sessions that range from beginner level safety to more advanced specialized sessions. Not only do these sessions prepare and give insight on basic safety, they reach out and provide sessions on trending safety topics everywhere in Canada.

In this day and age, we must all realise that we cannot know everything when it comes to safety. Even if you were to devote a lifetime to the profession, there would always be new technologies or new industries in which you have limited understanding and, with that, a requirement for new thoughts and ideas around the safety for these. This then makes it necessary to be constantly learning new things and upgrading what we know—and making adjustments to the old knowledge. Only then can we make improvements and grow in the safety profession.

The new direction, as of late, reaches to inspire the safety professional. I think this is fantastic! At the last CSSE conference, I know that I attended multiple sessions that inspired me to be a better safety professional—ideas of selling safety, being an effective leader, working on my likability factor, the importance of “why”. These were some of the key points that I took away from these types of sessions. Now I work to inspire others in safety in the same way, hoping they will inspire others and it can spread with positive momentum.

We can put a lot of the value on the education piece, but that is really only half the picture. The people you meet and connect with at the conference are “priceless”. The connections we make as safety professionals create a network, which is an extension of our knowledge and, in essence, our company's or client's safety knowledge. That is huge.

Now I'm just getting started.

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Networking leads to learning from others and not just the presenters. This conference is attended by many individuals who specialize in so many different fields that if we could only tap into 5% of the people at the conference and learn some of their knowledge, experiences and understanding, then we could make a huge leap in our own development. I'm talking about connecting with individuals in sessions and at socials, breakfasts and lunches. And even better, if we stay connected with them and keep an open relationship, then we have a contact and a continuous resource. This is so important when we come up against something we don't know or are unsure of or get stumped by - something that happens to us all.

Now I'm going to take it one step further and say this networking leads or could lead to collaboration and, in essence, progress in the profession.

I believe this is a new chapter in safety where, in order to make progress, we need to collaborate with other safety professionals at every level and there is no better place to do it but at these conferences.

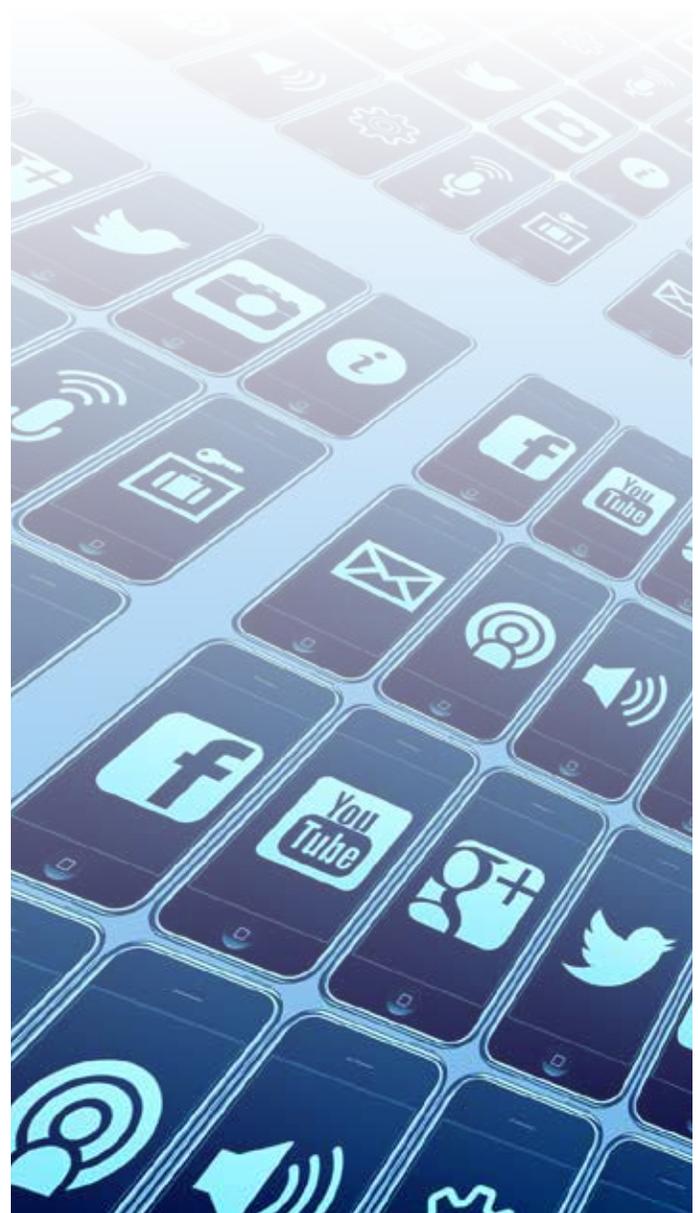
We need to come to events like this - and really every workplace - with an open mind and willingness to accept and listen to each other. What do I mean by this? Acceptance and willingness to learn from everyone regardless of designations, education and experience. Remember: at one time, we were all new and scared in the health and safety field but we knew "stuff" (at the time, we may not even have known how what we knew could be a value to the profession). These new individuals can make contributions and a difference. Yes, even they could know something we don't or have had an experience that we haven't. What can they bring to the field? New ideas, new experiences, and a new perspective, which is gold in the eyes of progression.

The health and safety of the workers depends on progress. We need to be a collective group, all working toward the same goals: reaching for the optimum prize in every workplace, and the health and safety for people and their families.

These conferences are an opportunity to meet others, bring to the table what we have learned, and expand our network. Everyone has a part to play. I propose we wear our name tags and bring our business cards and place something else on our name tag. Place a topic you know a lot about beside your name and start conversations with others you don't know. Welcome questions, welcome conversations, and welcome others in!

Let's work toward a trusted environment at these conferences to generate a huge bank of progressive ideas where everyone can feel they make a difference because - **big or small - we all do!**

Caroline Switzer is Specialist, Occupational Hygiene, EPCOR, Drainage Services, Edmonton, Alberta. She graduated from the University of Alberta and has 12+ years of experience in hygiene and safety. This fall, she will be teaching Fundamentals of Industrial Hygiene at the University of Alberta's Faculty of Extension.





Engaging Young and New Workers in Discussions About Safety

By: Angélique Prince

In summer, young and new workers are employed in jobs where they may be at risk because of little or no action that was taken to familiarize them with appropriate safety measures. It's no sure surprise that young workers are at a much higher risk.

Angélique Prince, Industry & Labour Services Manager at WorkSafeBC, has a background in health and safety education. With a long-standing passion for fostering positive dialogue and open conversations about safety, she has seen its impact first-hand when it involves young workers.

"Anything to facilitate discussion about safety is positive," Angélique says. "Unfortunately, the challenge for employers is often assumptions about what new and young workers know or their level of skill. For young workers in particular, there are often barriers to them asking questions, including the notion that they should not be disruptive, or that questions may indicate a lack of knowledge. So often they take a 'wait and see' approach. Sometimes, if they have an ally or they see that asking questions is the workplace norm, they may bring forward their concerns. But more often than not, new and young workers are not adequately empowered to participate in workplace health and safety. Taking steps such as asking new and young workers to participate in inspections, safety meetings—or even on the joint health and safety committees—can make a significant difference."

WorkSafeBC provides resources for employers, including training and orientation templates for young and new workers. While tailored for British Columbia, there are some valuable tools and suggestions for engaging young workers.

For example, background material to conducting an orientation includes four basic steps:

- 1 Evaluate the situation
- 2 Train the worker
- 3 Test the worker
- 4 Keep records of the orientation

Angélique also notes that most young workers are hired for entry-level positions and in that environment there is not necessarily encouragement to ask questions about health and safety in the workplace.

"Health and safety is all about asking questions," says Angélique. "And it's important to foster an environment where questions can be asked and answered."

Angélique Prince is Manager, New & Young Workers for WorkSafeBC.

She can be reached at Angelique.Prince@worksafebc.com

Getting a job?

A new job can make you nervous, especially if it's your first one. It can be scary to speak up when you feel unsafe, but being aware of safety issues at work is an important part of your job.

Young and new workers — especially male workers — are more at risk of being injured on the job. Injuries can happen in what may look like safe workplaces — for example, restaurants or stores. But even these workplaces can have significant hazards. Your safety is important and definitely worth asking about. Do you know what questions to ask? Have you been given training on how to do your job safely? Do you know your safety rights in the workplace?
We're here to help.

Ask questions about safety

WORK SAFE BC

For more information [CLICK HERE](#)

I Gave Backpack! Campaign 2018



Census information released by Statistics Canada in 2015 shows that nearly 1.2 million children across Canada were living in low-income households, representing about 17% of all Canadian children. In Ontario, the percentage of children under the age of 18 living in low-income households was 18.4%.

CSSE's goal is to give back to the local community in which our annual PDC is being held, namely the Niagara Region in 2018, where there are many high need schools, particularly elementary schools.



How to get Involved

There are two ways to get involved with CSSE's "I Gave Backpack!" initiative:

1 Individual Support

Individuals may support between 1 and 9 backpacks at \$25 each. Individual supporters will be recognized on a custom card inserted into each backpack they have supported and on a large "Thank You" sign displayed at the PDC in the backpack assembly area.

If you wish to provide individual support, please visit the "I Gave Backpack!" [funding page](#).

2 Company Sponsorship

Company sponsorships are available at levels (or "Grades") designed to fit any budget:

Grade 1: \$250 - 10 backpacks

Grade 2: \$500 - 20 backpacks

Grade 3: \$800 - 30 backpacks

Grade 4: \$1000 - 40 backpacks

Grade 5: \$1250 - 50 backpacks

Grade 6: \$1500 - 60 backpacks

Company "Grade" sponsors will receive the following recognition:

- Recognition in campaign communications
- Mention in communications with the District School Board of Niagara and the Education Foundation of Niagara
- Listing on CSSE website as supporter of campaign
- Listing on sponsor recognition signage and PPT loops at PDC
- Listing in CSSE's Mobi Guide
- Recognition as supporter in CSSE's e-newsletter, *CSSE & Beyond*

If you wish to secure a company sponsorship, please complete the "I Gave Backpack!" [Sponsorship Agreement](#).

If your company is interested in an in-kind sponsorship by providing necessary items to be included in the backpacks, please contact Terry Cunningham at tcunningham@csse.org





□ My Golden Ticket Changed My Life

By: Hollie Sones

I grew up in a family of storytellers and I'm sure that if you were to ask my parents what was the most common question that I asked as a kid, it would have been "can you tell me a story?"

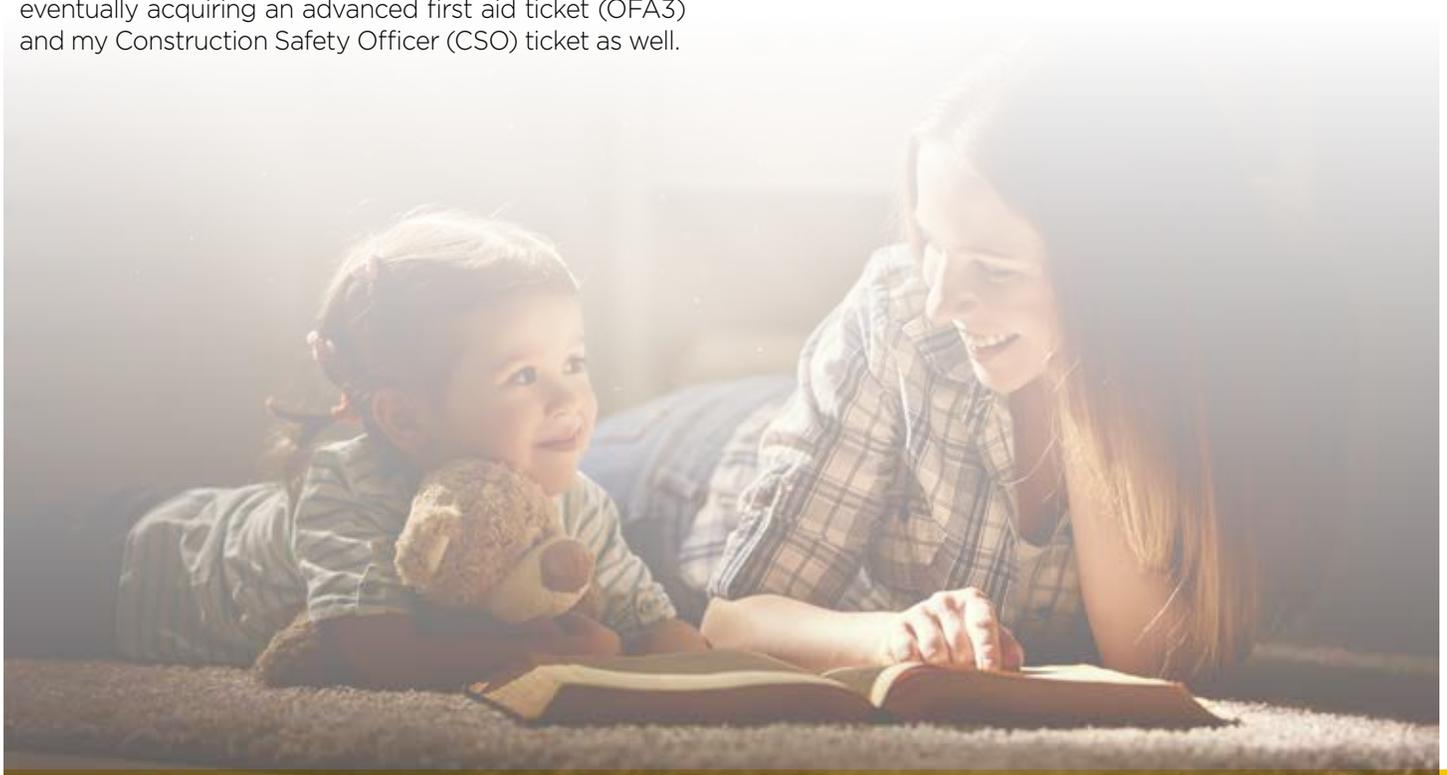
So, with that said, let me tell you a story...

I grew up lucky. I grew up being told that I could do anything that I wanted to do and that I should find what I am passionate about and make a career out of it. The problem was that I didn't know what I was passionate about. When I heard people talk about what "doing what you love" means, it was always a physical "thing". "You should find what you love, whether it's dance, food, building robots, music....etc. and do it" I would be told. As a kid and even into adulthood, I never found a "thing" that I was truly in love with doing or making.

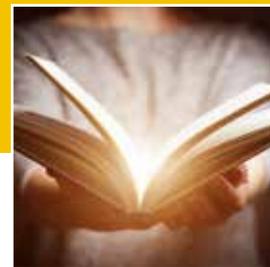
So as a 20-year old millennial, a post-secondary business school dropout and working at a coffee shop in Vancouver, I realized that I wouldn't be able to pay my rent if I continued with the job and its associated paycheque. So I made the decision to become a Traffic Control Person (TCP) (or otherwise known as a flagger) in order to make ends meet. Now, for those of you who are unfamiliar with general construction at the field level, there are a lot of men, a lot of dirt, and a whole lot of screaming (sometimes at me). Or at least that was my initial impression. But I stuck it out for two years...making the best of it, learning a lot about how people think, making \$16 an hour and eventually acquiring an advanced first aid ticket (OFA3) and my Construction Safety Officer (CSO) ticket as well.

The reason that I decided to take the CSO course was because I had worked with many safety officers and managers as a worker in a high-risk job. I found out that many of those people didn't choose to become an occupational health and safety (OHS) representative—circumstance chose for them. Many were forced into it because of injury or because the company needed someone to do the OHS paperwork. I remember thinking to myself "there are so many better ways to do this". So I applied to the British Columbia Institute of Technology's (BCIT) Occupational Health and Safety Diploma Program and waited for my acceptance. I didn't get in. I didn't even make it on the waitlist. It turns out that 21-year olds don't usually have enough experience to qualify for acceptance to this program. So I applied to a small road construction company that needed a safety coordinator, and I applied to BCIT for a second time and waited. I wasn't accepted this time either. But I did find out that I was first on the waitlist and, two weeks later, BCIT called and told me that I had been accepted because someone had turned down their acceptance offer. I wish I could find out who this person was and thank them because they indirectly and unknowingly handed me my golden ticket and changed my life.

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At this point, I still didn't know what I was passionate about in my life. It took until the beginning of my second year at BCIT, when I was nominated to be on the Program Advisory Committee for my program, to realise what I was meant to do. This role meant that I attended two meetings a year and talked about what improvements could be made to my program to make it better. One of the main topics of conversation was "how to get safety to the decision-making table". For those of you who don't know, the role of health and safety in the vast majority of companies is strictly an advisory one. There is minimal to no decision-making power, and many safety representatives have to rely on their ability to motivate others to make decisions on behalf of safety and/or workers.

One reason that safety is rarely a decision-maker is because of habit. Employers don't often have a background in OHS theory so they don't understand how to effectively fit safety into operations. They think that by putting safety in an advisory role, workers will feel comfortable coming to safety representatives because they don't have the power to fire or make decisions that will negatively (or positively) affect these workers. This protects companies from bad health and safety hires, but doesn't allow good health and safety hires to facilitate and make changes that need to be made in a timely fashion.

This was when I realised what I love to do. I LOVE to prove people wrong. But let me clarify that. I don't think that my employer (and other employers) is or are inherently wrong. What I mean is that I love to be able to give people the help, information, and motivation needed to understand the importance of health and safety—whether that means decreasing costs, increasing profit margins (employers: am I getting your attention yet?), decreasing incident rates, increasing efficiency, increasing worker morale, and so many other opportunities for growth and improvement that I, as a health and safety representative, can help with.

At the end of the day, I have found what I am passionate about and it isn't a physical "thing" like many inspirational speeches will tell you to look for. What I have discovered is this: I don't love a "thing". What I love is the FEELING that I get at the end of each day that I am able to find accomplishment in what I've previously mentioned. If I do my job right and I do my job well, I have the opportunity every single day to change people's minds and to empower workers, supervisors, and managers. At the end of the day, I get to do what I love, and that has made all the difference.

Hollie Sones is a student member of the BC Lower Mainland Chapter, and sits on the BCIT OHS Program Advisory Committee.





CSSE Leadership Highlight: □ Darrel Nickerson

Darrel Nickerson, BBA, MS, CRSP

Director of Safety, J.D. Irving Limited
Saint John, New Brunswick
Chapter Chair, New Brunswick
Incoming Regional Vice President Atlantic Canada

A Strong Safety Perspective



My Dad was in safety for 40+ years and I wanted to follow in his footsteps. As Director of Corporate Safety for J.D. Irving Limited, I am responsible for 8 divisions with 11,000 employees (out of a total workforce of 16,000). I've been with the company for 29 years, with 21 of them in safety.

I joined J.D. Irving and have had the opportunity to work in operations and safety and be exposed to a number of leadership courses. Continuing education is important and I was able to obtain my Master of Science degree in Environmental Management along the way.

What keeps me motivated? I never want to see anyone get hurt.



Getting into Safety

"Today's safety leaders have to be able to coach, mentor, and show sound negotiation and leadership skills. It's exciting for young people wanting to get into safety and we have to educate them that safety is not all about compliance, but that it is a leadership role."

Away from the Office...

"My wife, Karen, and I are the proud parents of an 11 year-old daughter who is a competitive gymnast. When we are not at a gymnastics competition, you'll find me playing softball on a men's competitive team, cruising in the Caribbean, or serving as President of the Fundy Gymnastics Club (800 children)."

More Mentoring

"As safety professionals, we have to be 'out there' and do more mentoring."

Legal and Regulatory Updates from Thomson Reuters – Summer 2018



Alberta's new *Occupational Health and Safety Act* (OHSA), which came into force on June 1, 2018, brings major changes to the Occupational Health & Safety (OH&S) regulatory landscape in Alberta and aligns Alberta's OH&S legislation with other Canadian jurisdictions.

Several updates have also been made to the OH&S Code to align it with the OHSA. Plus, several key Parts of the OH&S Code have been fully updated, including:

- Part 13** (Joint Work Site Health and Safety Committees & Health and Safety Representatives),
- Part 27** (Violence and Harassment); and
- Part 29** (reflecting WHMIS 2015 requirements).

Some examples of the major changes to the OHSA include:

- The OHSA updates the scope of duties for employers, workers, contractors, prime contractors and suppliers. The OHSA also expands the types of parties who may have duties to fulfil under the Act; these parties include supervisors, owners, service providers, self-employed persons and temporary staffing agencies.
- Enshrinement of workers' OH&S-related rights in the OHSA, including: the right to know, the right to participate; and the right to refuse dangerous work.
- A new section of the Act requires employers with 20+ employees to establish a written OH&S program that focuses on the inclusion of important OH&S elements including: an emergency response plan, a schedule and procedure for regular inspection of the work site, procedures for investigating incidents, injuries, and refusals to work, and more.
- A new requirement for employers with 20+ employees to establish a joint work site health and safety committee.
- Employers with 5 to 19 employees must designate a H&S representative.
- Employers with fewer than 20 workers must involve workers (or the health and safety representative, if one is designated) in hazard assessment, elimination, and control.
- An updated section in the Act changes the reporting requirements when a worker is admitted to a hospital. Prior to the update, reports were only required to be made if the worker was in the hospital for two days or longer. The update now requires that injuries resulting in a worker being admitted to a hospital must be reported, regardless of how long the worker is in the hospital.
- Updated provisions on the right to refuse dangerous work and a prohibition on discriminatory action.
- New definitions on violence and harassment; employers and supervisors have a duty to ensure workers are not subject to nor participate in workplace harassment or violence, and workers have a duty to not cause or participate in harassment or violence.
- Updated requirements to provide workers with readily available OH&S information, such as legislation, practices, and procedures.
- Key updates on a range of compliance and enforcement topics, such as: orders (compliance orders, stop work and stop use orders), inspections and investigations by OH&S officers, acceptances and approvals.

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□ Legal and Regulatory Updates from Thomson Reuters – Summer 2018

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Also amended was the Occupational Health and Safety Regulation under the OHSA, which came into force June 1, 2018. The main change to the Regulation is the addition of a new Part called “Programs, Approvals and Designated Organizations”. It provides for the establishment of research and education programs to prevent work site illnesses and injuries, and occupational health and safety surveillance programs to monitor trends in, and conduct research into the epidemiology of, occupational diseases, injuries, exposures, fatalities and incidents. It specifies the information employers must include for each work site for which an employer seeks approval under the Act: (a) to establish a joint work site health and safety committee with practices and procedures different from those otherwise required; or (b) for alternative measures to ensure the health and safety of workers rather than designating a worker as a health and safety representative. It also specifies what factors the Director may consider when determining whether or not to grant such approval, for

example, any effect an approval could have on the health or safety of a worker or other person. The new Part also specifies the criteria that must be included in the curriculum for training co-chairs of a joint work site health and safety committee and safety representatives, including, for example, the obligations of work site parties and the rights of workers, while giving the Minister authority to establish additional criteria.

Employers and workers in Alberta should familiarize themselves with their rights and obligations under the new OHSA, and the amendments to the Regulation and Code.

For more information please visit:

Alberta Occupational Health and Safety Act

Alberta Occupational Health and Safety Regulation

Occupational Health and Safety Code

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For practitioners, consultants, trainers and employers operating in Alberta, we now have a 2018 Edition of the Handi-Guide to Alberta’s OH&S Act, Regulation and Code available for purchase. This current edition includes the new Alberta Occupational Health and Safety Act, which came into force on June 1, 2018, along with recent changes to the Occupational Health and Safety Regulation and Code. This handy resource is available in both print and online formats. **Order your copy today!**

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Volunteering Helps Develop

□ Critical Leadership Skills

By: Glyn Jones

The power of volunteering has been known and well documented over the millennia. Most of the great leaders in history “cut their teeth” in volunteer roles before going on to greatness. Research now shows that volunteerism is associated with some other surprising benefits.

Gordon Hinckle, a lifelong volunteer and American religious leader is quoted as saying this about volunteerism:

“One of the great ironies of life is this: He or she who serves almost always benefits more than he or she who is served.”

The week of April 15-21, 2018 was national volunteer week. This year’s theme was “celebrate the value of volunteering—building confidence, competence, connections, and community”. **What a great theme!** Did you hug a volunteer and say thanks? Maybe **you are a volunteer** and so **we say thank you**.

Regardless of whether you are a volunteer or aspire to be one, what you need to know is that volunteering helps you to develop critical leadership skills. I think everyone knows that part of their career success and success in life depends on developing many of the soft skills we call “leadership skills”. Here are few other surprising benefits of volunteering:

Volunteering helps you build personal capacity to do even more—research undertaken by *Cassie Mogilner Holmes*, associate professor of marketing at the University of California, Los Angeles’ Anderson School of Management, suggests that volunteering makes it seem like you have more time. That’s right... more time. Writing in the *Harvard Business Review*, she reported that her research showed that people who make time to volunteer somehow feel like they have more of it. This may be because the commitment to volunteering drives you to develop better time management skills and in doing so you find you have even more free time available than ever before.

Volunteering gives you a stage on which you develop critical leadership skills—volunteering gets you out doing things you might not ordinarily get to do. It also usually means you get a “safe stage” on which to try out new skills and new ways of thinking and doing that you would not normally risk doing at work or in your personal life. The volunteer’s stage can best be described as an **executive training ground** for anyone who wants to take on the opportunity.

Volunteering in a new or different field helps you to develop broader skills and knowledge, making you more resilient and with greater capacity to **switch jobs, careers, or even fields** if the need arises.

It is well established that many large corporations invest the time of their people in community and activist volunteerism not only to give back to the community but because they know that it is an environment where their employees get the chance for skills development in technical and leadership-related areas. Volunteering is a “leadership skills development incubator”.

Volunteering can help you find a job or help you find a better job—according to the authors of the study “Volunteering as a Pathway to Employment” (Corporation for National and Community Service, Office of Research and Evaluation Washington, DC, June 2013), getting involved in volunteering allows you to acquire new skills and knowledge and put them to use overtly, demonstrating your capacity and capability. Volunteering is a “demonstration sport” allowing you to showcase your skills and making you more attractive to prospective employers.

Volunteers are statistically a healthy group—in another report published by the Corporation for National & Community Service entitled “The Health Benefits of Volunteering”, they suggest that research points to the fact that volunteering leads to better health. The research reports that volunteers have lower mortality rates, greater functional ability, and lower rates of depression later in life than those who do not volunteer. The reasons for this are not totally understood but the suggestion is the social value, the effort towards noble causes, and the community team-building aspects of volunteering are effective stress relievers and lead to many other positive health outcomes.

If you are ready to “up your game” and develop the transferrable leadership skills you will need for career and life success, take that first step and move from the corporate world to the volunteer-powered, not-for-profit sector. Volunteering can be the catalyst to you becoming the new you! The great leader and orator Winston Churchill said it best when he quipped:

“

We make a living by what we get.

We make a life by what we give.

- Winston Churchill

”

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If you are ready to build your capacity, develop critical leadership skills, improve your employment options, and even improve your health, consider volunteering! It is time for you to give.

How can you get started? It's remarkably easy. If you are looking for an opportunity, any one of the 38 Chapters of the Canadian Society of Safety Engineering (CSSE) is looking for volunteers. Many even have a volunteer coordinator. You don't need to be a safety engineer to be a member of CSSE: all it takes is an interest in being part of the safety community in Canada.

The CSSE is rich with volunteer opportunities at the Chapter level, on National Committees, and on the Board of Directors. Chapters are always looking for speakers, mentors, and volunteers for so many other jobs, tasks, and functions. It is volunteerism that contributes so richly to the vibrancy and value of these organizations.

Now is the time. If you aspire to be a great leader, and want to develop your leadership skills, now is the time to get your "volunteer on".

Glyn Jones is a partner at EHS Partnerships Ltd. in Calgary and a consulting occupational health and safety professional with 30 years of experience. He also provides program design and instructional support to the University of New Brunswick's OHS certificate and diploma programs.

He can be reached at gjones@ehsp.ca





Education Director Update

By: Robert Montgomery, CHSC, CRSP

When was the last time you participated in a professional development opportunity?

For most of us, days are filled with more tasks than we have time to finish, leaving little time for other endeavours. Don't despair, you are not alone! Since September, your Education Steering Committee members have been working to make access to professional development opportunities easier and more convenient. I am happy to report we are not far away from announcing new learning opportunities for you.

As your Education Director, I've had the privilege of collaborating with academic institutions across the country with the objective of enhancing HSE student experiences; the collaboration continues. Recently, we concluded an agreement with Concordia University to offer HSE students better access to CSSE membership and our annual Professional Development Conference (PDC) at a lower rate and, when ready, CSSE educational opportunities that, combined with their prior education or experience, will allow entry to our CHSC program. We're currently in discussions with other institutions. You can expect to hear about more collaborative opportunities for HSE students in the near future.

In addition, we're changing how we plan our course schedule. The success of "Chapter led" courses has prompted a change in our approach. Many Chapters have investigated the opportunity of hosting a course and are looking to follow the example set by the Avalon and Winnipeg Chapters, among others. Our intent is to plan these courses first and allow Chapters the first opportunity to find out from their members what they need. After a reasonable period, we will continue by adding courses on dates in specific cities based on the demand and status of CHSC registrants. We believe this re-commitment to put Chapters first in the planning process will pay dividends for all of us.

Finally, we've formed an Educational Advisory Council and are looking for recommendations for members of the business and academic communities to offer advice and guidance on CSSE Education. Feel free to call or email me at your earliest opportunity. We've developed a one-page information sheet for all those who are interested.

There is much to do, and your Education Steering Committee is up to the task. **Stay tuned.**



Changing Of The Guard...

Did you know... most people in the "mature" category of HSE practitioners will retire in the next five years? Perhaps you're one of them? That means a new generation of HSE practitioners is growing into the "mature" category.

I know you've read much about Millennials (maybe you are one!). Hopefully you understand some of the different ways this generation learns from those who went to the "old school". Our obligation is to ensure CSSE education reflects what our members need and do it in an efficient and productive manner.

In an earlier edition of *Contact*, I wrote that "no stone would remain unturned" as we worked to enhance CSSE educational programming. Your Education Steering Committee is continuing down this path. There are many challenges. For example, we recognize that many of you have years of experience, little formal HSE training, and are highly effective. We are working on a way to recognize your experience and give appropriate credit toward some form of certification. The younger generations understand the need for specialized instruction and training that result in independent certification. I've spoken to many who are well underway on this path.

The next few years will bring more change and more challenges. CSSE Education is committed to progressing as our members expect - **as the Guard changes, so will we...**

Investor Interest In Health & Safety Metrics □



By: Peter Sturm, CHSC, CRSP

The business case for health and safety disclosure is wrapped around the whole issue of human capital. Human capital incorporates people's health, knowledge, skills and motivation. These elements support productive work and a productive workplace. These people elements provide real value to an organization, which piques the interest of business leaders, boards of directors and investors. When company value decreases due to costs or losses as a result of workplace injuries, the investor community is very interested in these metrics. Health and safety metrics can effectively demonstrate value creation for an organization. Negative or less than optimal safety metrics can highlight concerns for investors. Investor interest in safety performance metrics will result in heightened interest by a corporation's board and senior business leaders.

Many are probably asking: what does this mean to me as a safety professional and—more importantly—my role at my company? Our profession has traditionally reported on lagging indicators. For many senior business leaders, these metrics become important when a major injury, crisis or catastrophe occurs. This interest level in safety performance metrics is heightened around the business table, especially to address regulatory, due diligence or investor concerns or issues.

The ongoing discussions and research identifies that safety performance and value generation are “material” to the sustainability discussion and investors need relevant information. Many organizations are following the United States Supreme Court material definition: “Information is material if there is a substantial likelihood that the disclosure of the omitted fact would have been viewed by the reasonable investor as having significantly altered the ‘total mix’ of information made available.” Materiality is important as it pertains to health and safety metrics. This occurs when an organization's safety performance information and metrics may be used by investors and others to understand a company's financial position and operational performance.

Discussion at a Vancouver event in March, hosted by the Canadian Society of Safety Engineering and the Center for Safety and Health Sustainability, highlighted the need to consider a Human Capital Health and Safety Disclosure Project, mirroring the success of the 2002 Carbon Disclosure Project (CDP). The CDP “aims to make environmental reporting and risk management a business norm, and drive disclosure, insight and action towards a sustainable economy.” Taking this example, you may

apply it to the Human Capital Health and Safety Disclosure Project. The safety disclosure project's aim would be to make health and safety reporting and risk management a business norm, and drive disclosure, insight and action towards a sustainable economy and business.

At the Vancouver event, participants identified five themes to continue further research and discussion:

- Progress on health and safety is slow and hindered by lack of disclosure, standardization, and regulatory requirements.
- Stakeholders need access to accurate, comparable, decision-useful information about human capital performance.
- The business case is driven by a combination of investor interest, ratings firms, peer pressure, and market awareness.
- Health and safety is a critical component of a broader concept of human capital.
- A need exists to explore the potential for a Human Capital Health and Safety Disclosure Project.

The world of health and safety is evolving and the discussion supports what we already know to be true. A healthy and safe workplace is a productive workplace. By capitalizing on people's health, knowledge, skills and motivation, companies are creating real and sustainable value for business and the economy.

Peter Sturm is a senior safety, health and risk management executive with Sturm Consulting and a past president of the Canadian Society of Safety Engineering (CSSE).



□ Disability Income Protection

How many months can **YOU** survive without an income?

Naturally, we like to assume that nothing serious will ever happen to us or interfere with our ability to earn an income. But the fact is that things can happen to anyone and there are statistics that tell the real story:

- A 35-year-old has a 50% chance of a disability lasting 90 or more days
- 1 in 4 Canadians will contract heart disease (Heart and Stroke Foundation)
- About 1 in 2 Canadians will develop cancer in their lifetime (Canadian Cancer Society)

Disability insurance is designed to provide income if you sustain a serious illness or injury. It is important to note that while you may have insurance policies that protect different aspects of your life (such as your home, car and valuables), none of those policies would protect you if you became disabled.

Getting started is simple.

The CSSE team has partnered with PROLINK and the RBC Life Insurance Company to offer members a disability program at exceptional rates up to 25% lower than RBC's standard rates.

To explore this topic further, contact Kris Sabramsky, CLU to discuss your needs and the options available to you. To take advantage of this offer, **you must apply before September 15, 2018.**

Contact Kris at: kriss@prolink.insure or 416-644-7700.



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Know Anyone Heading Out to the Field this Summer?

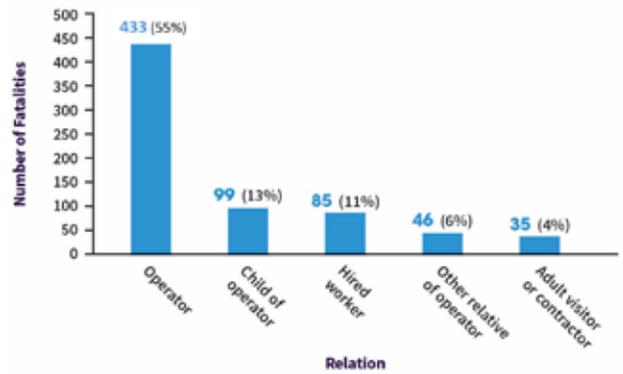


By: Dan Trottier, B.Sc. P.Ag. NCSO CHSC CRSP

It's that time of year that those of us with agriculture in our background "smell" that fresh tilled soil and start to think about the seasons ahead and realize the fact that it is GO TIME. Our Canadian agriculture industry will be in a full run to take advantage of our 150-day growing season to get the crop in, put up the silage or renovate the barns to ready for the upcoming winter. Did you know that the agriculture industry is also considered one of the most dangerous in Canada? Typical statistics on agricultural safety in Canada indicate that farming and ranching is rated in the top three of the most hazardous occupations in Canada. The agricultural safety statistics are, however, often disputed or disregarded by the agricultural community as they do not believe they are a true representation of the state of safety on farms. Agricultural injury and fatality data is challenging to collect and analyze. There is a lack of consistent WCB data across jurisdictions, a lack of reporting qualifications at medical facilities, and data has been collected from multiple sources, data sets and years of reporting. All these factors together make the use of data to promote safety initiatives at the farm gate a tough sell.

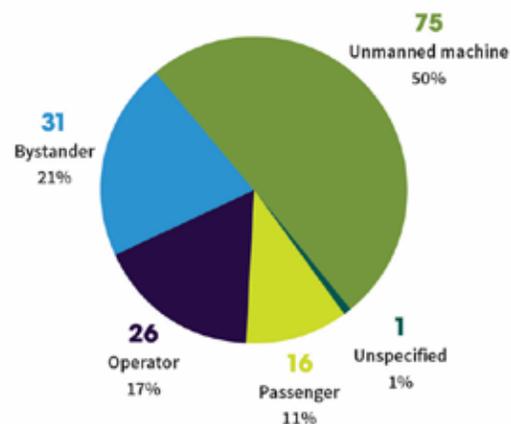
However, what we can do is recognize the complexity of the data and make observations about the **trends** in the information to strategize where improvements in agricultural safety could be focused. Agricultural runover fatalities in Canada from 2003 to 2012 totaled 149 (according to the Canadian Agricultural Injury Reporting, CASA and Injury Prevention Centre). Statistics indicate that 50% of those runovers resulted from unmanned machines running over the actual operator. The statistic supports the fact that improvements could be made to practices and procedures for working around farm equipment. For example: always engage the park brake when stepping off the equipment; disengage equipment from power; and block vehicles when working around them. Another example within the 2003 - 2012 data reveals that 9 out of 31 fatalities or 30% of bystander runovers were children aged 1 to 4 years old. This information indicates that we need to focus attention on the specific risk that young children are exposed to in a farm setting and come up with concepts, solutions and control measures to reduce that risk customized to the individual farm site.

Figure 1: Fatal Agriculture-Related Injuries by Relationship to Farm Operator 2003-2012



Source: CASA & IPC: Canadian Agricultural Injury Report 2003-2012

Figure 2: Causes of Fatal Agriculture-Related Injuries



Source: CASA & IPC: Canadian Agricultural Injury Report 2003-2012

Figure 1 reveals some striking information on who is being fatally injured in farming incidents. From 2003 to 2012, 55% of fatalities resulting from agricultural-related injury in Canada were the farm owner/operator, and then secondarily, their children or another family relative. In some jurisdictions in Canada, the family members are exempt from the occupational health and safety legislation, even though owners and family members make up the majority of the fatalities on farms. As safety professionals, how do we strike a conversation with farm ownership and discuss the fact that they are currently in the highest risk bucket? How can we help farm families transition our farm from a place that is our playground as children, to one that can seriously injure us as adults?

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Know Anyone Heading Out to the Field this Summer?

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I suggest that the agricultural industry will benefit from safety management initiatives that focus on management of the space shared between raising their families and operating their farm business. In most cases, the family home is sharing that space with the farm business operation. Family members are closely interacting with the work environment daily, with heavy duty equipment, large animals and exposure to high-risk hazards, more so than any other industry. Farm owners and workers are often required to operate a wide selection of equipment (“Jack of all trades”) with little training from the manufacturer, and the equipment being operated will change as the activities of the season change. Farmers and ranchers are also often working under time constraints due to weather-related pressures, leading to long hours, fatigue and stress. These are just a few of the factors that contribute to the overall risk package facing our Canadian agricultural operations.

I don't want to lead you to believe that safety is non-existent on our farms in Canada. Every agricultural producer that I have had the pleasure to work with has some degree of safety implemented in their operation. And every owner places a priority on safety in their operations to protect their families, people, property, productivity, and to proactively prevent injury or illness. Why then, are some farmers and ranchers expressing resistance to farm safety programs? Some of the perceived barriers to farm safety programs include: lack of capacity; lack of time; fear of the unknown; they don't know who to trust; programs will be too complicated like other industries they have worked in; the notion that “I am already safe enough”; and anxiety that an OHS officer will pay them a visit.

Jurisdictions across Canada have experimented with multiple approaches in search of the most effective method to enhancing safety on farms across Canada. Agricultural safety programming and occupational health and safety legislation share some commonalities across Canadian provinces but also vary widely on other points. Occupational health and safety legislation, regulations and codes became applicable on farms and ranches at different stages and to varying degrees across Canada.

In 1993 in B.C., legislation and mandatory workers' compensation and regulations specific to agriculture were put in place. There are no exemptions for family farms or differentiations between large and small agricultural operations in British Columbia. There is an agricultural association in British Columbia called AgSafe BC (formerly FARSHA), formed in 1993.

In Saskatchewan, the *Occupational Health and Safety Act, and Regulations (1996)* have been applicable to all workplaces, including farms, since 1993.

In Manitoba, OHS legislation has been applicable on farms since 2009. There is a farm safety association in Manitoba called the Manitoba Farm Safety Program offering safety resources to producers in Manitoba.

In Ontario, the *Occupational Health and Safety Act* applies to farms with paid workers; however, it does not apply to a farm operated by a self-employed person. The *Occupational Health and Safety Act* has been applicable on Ontario farms since 2006. Worker compensation has been required for paid workers in Ontario since 1973. The Workplace Safety and Prevention Services (WSPS) is the health and safety provider for the agriculture industry sector in Ontario.

In Quebec, farming and ranching falls under the *Occupational Health and Safety Act*; however, there are limited regulations that are applicable to farms.

Farm Safety Nova Scotia was established in July 2010 as a farmer-driven initiative. OHS regulation applies to agriculture.

In PEI, farms are covered under the *Occupational Health and Safety Act* (since 2007) but are exempt from the OHS regulations. WCB is optional for farmers in PEI. A Code of Practice has been developed (adapted from the Nova Scotia Farm Safety Code of Practice) to outline recommended best practices for farms in PEI.

In New Brunswick, unless a farm is deemed a family farm, it is considered a workplace and is subject to the *Occupational Health and Safety Act* and regulations. WorkSafe New Brunswick provides safety resources for the farm including the Farm Safety Guide, Guidelines for Potato Growing Safety, and Farm Safety Audit.

In Newfoundland, all industries, including agriculture, are covered by the OHS legislation.

In the Northwest Territories, Yukon and Nunavut, farms that employ workers are subject to the same provisions as a regular workplace.

Alberta was the last province in Canada to remove the farm exemption for Occupational Health and Safety legislation, which was removed late in 2015. There was significant controversy when the Occupational Health and Safety legislation became applicable to farms and ranches with non-family, paid employees in Alberta with the introduction of the now famous Bill 6: *Enhanced Protection for Farm and Ranch Workers Act*.

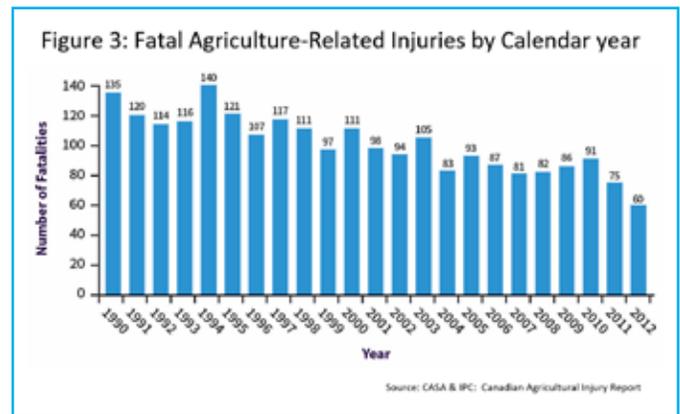
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The reaction to the legislative changes in Alberta created the perfect storm and buzz around agricultural safety for many jurisdictions. The Bill 6 information sessions turned into a media frenzy, which put a bit of a black stain on agriculture in Alberta but from my safety professional perspective, also brought the topic of farm safety to the forefront of people's minds. Agricultural producers expressed that they were not consulted before the legislation was implemented. Government representatives were not properly prepared to present the results of farm safety work and consultations that had been done in the past. (There was, in fact, extensive consultation completed through work with the Alberta Farm Safety Advisory Council in 2009 - 2012. The Council made recommendations to the government in February 2012, for going forward with farm safety management in Alberta.) It was the perfect case study scenario that we could analyze within the CSSE Applied Risk Management course to understand how the contributing factors led to an explosive and very public result.

Lessons learned in Alberta: The approach to occupational health and safety programming in the agricultural community must be distinct and different than how we operate in other industries. Safety professionals need to have occupational health and safety expertise, but it is more important to pair that OHS knowledge with a strong background in the agricultural industry. You need to come from a farm to understand the complexities of the farm operation. A different approach is needed when dealing with the unique environments presented on farms in Canada. If you present a complicated, complex program into a farming operation as a starting point, there is a good chance that it will end up as a wheel chock for changing tires on the half ton. Start small and build the program over time.

Grassroots farm and ranch safety will take time, dedication, commitment and solid leadership to build trust and confidence in the agricultural industry in Canada. Occupational health and safety professionals play a critical role in moving the agriculture industry away from the perception of "they are making us do this" or "what do I HAVE to do" perceptions, towards embracing a safety program that feels more like "Your safety,...Your way". From a producer's perspective: "what safety do I want in my operation and more importantly, why?" Those promoting safety in the agriculture industry need to recognize that the agriculture industry is multi-level and complex. The philosophies that we apply in the oil and

gas, manufacturing or construction industries will not necessarily work for the agriculture industry. Professionals first need to recognize safety initiatives that are already in place on the farm, but more importantly assist the operation to integrate safety into the plethora of other programs that have already been established (e.g., Hazard Analysis and Critical Control Points (HACCP), food safety, animal safety initiatives).



To wrap up on a positive note: While the agriculture industry continues to be a dangerous occupation, we do see safety improving on Canadian farms. Figure 3 indicates a downward trend in agriculture-related fatalities in Canada between 1990 and 2012. Farmers are adopting safer work practices, equipment is being built with enhanced safeguards, and the generation of people who have worked off the farm for companies with rigorous safety programs are bringing those safe work habits and attitudes home and applying them on the farm. In addition, agricultural industry organizations are joining forces to form industry-led farm safety organizations with producers leading the charge and defining the strategy that works at the farm gate. The future looks bright for farm safety across Canada and we have an opportunity to assist the industry in a responsible manner.

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5 Auto Insurance Myths Debunked

When it comes to auto insurance, there are a lot of misconceptions that have surfaced over the years. But the problem with misconceptions is that the more people share them, the more people begin to believe they are the truth.

Below are **FIVE** of the top myths associated with your car insurance that we are debunking once and for all.

Myth #1: “I’m the only one who drives my vehicle, so I’m the only person in my household that needs to be insured.”

Truth: You need to inform your insurance company about any licensed driver residing in your household who has access to your keys and vehicle. If they already have their own policy and a good driving record, there should be no impact on your insurance premium.

Myth #2: “I’ve heard that red cars cost more to insure than any other colour.”

Truth: The colour of your car does not impact your insurance rate. What rates are based on is the make and model of your vehicle. Colour isn’t a variable to any insurance policy.

Myth #3: “My auto insurance should be lower because my car is brand new.”

Truth: New vehicles often have better safety features to protect yourself and your passengers. They may also cost less to repair, and often include anti-theft devices, which make them less attractive to thieves. However, to accurately assess an insurance rate, a combination of factors must be considered.

Myth #4: “My auto policy doesn’t cover acts of God.”

Truth: If you have basic coverage, you are only protected if you are in a collision. However, if you add on comprehensive coverage, you are protected from the following acts of God, including windstorm, earthquake, hail, explosion, and rising water. In addition, comprehensive coverage protects you from theft, attempted theft, vandalism, fire, and glass breakage. Comprehensive coverage even covers accidents that happen while a train or boat is transporting your car.

Myth #5: “My profession does not affect my insurance rate.”

Truth: If your occupation requires you to drive your vehicle frequently or for long distances or commutes, it may affect your insurance rate. To find out more about specific rates, contact your insurance provider.

Insurance rates are based on a combination of factors. These factors combined are the most accurate way to determine your insurance rate:

- 1 The type of vehicle you drive – are you driving a sports car or a 4-door sedan? Whether new or not, some vehicles are more expensive to insure.
- 2 Where you drive – are you in a big city or a smaller town?
- 3 How much you drive – a real estate agent will probably do more driving than a stay-at-home parent.
- 4 Your personal driving record and claims history – if you don’t have any speeding tickets, this will positively affect your insurance rate.
- 5 Your driving experience – this includes how long you’ve had your license and how long you’ve been driving.
- 6 The amount of coverage you purchase.
- 7 The deductibles you choose.

At Johnson Insurance, we value our hard-working, community-focused customers. Many nurses, teachers, some public service workers, skilled professionals, emergency response workers, university alumni, and retirees can qualify for special discount rates.

There you have it. The truth. Now go ahead and buy the red, pink, or matte black car, and share your newfound knowledge with family and friends.



Article courtesy of Johnson Inc. (“Johnson”). Johnson is an insurance intermediary specializing in home, auto and travel insurance, as well as group benefits. For more information about Johnson, go to www.johnson.ca.

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8 Home Break-In Prevention Tips

Break-ins don't just happen when you're away on vacation.

Even after a typical workday, you could come home to discover your home and your belongings have been tampered with. It's important to keep your home safe and stop potential intruders in their tracks, which is why we've created this [easy-to-follow list of tips](#).

- ✓ Install deadbolt locks on all your outside doors.
- ✓ Ensure windows are equipped with sash locks - and that you remember to use them.
- ✓ Leave some interior lights on when you go out and install automatic timers if you will be away for an extended period of time.
- ✓ Install a solid metal jammer that folds up when not in use to keep sliding glass doors from being lifted off their tracks.
- ✓ Have adequate exterior lighting. Motion-sensitive lights near grade-level windows or entrances give prowlers nowhere to hide.
- ✓ Keep your garage door closed and locked.
- ✓ Trim trees and shrubs so that they cannot be used as hiding places for intruders.
- ✓ Be a good neighbour. If you notice anything suspicious in your neighbourhood, call 911 immediately.

Another helpful idea: Share these tips with your neighbours so that your entire neighbourhood stays safe and secure.



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