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FALL EDITION • VOLUME 39 • ISSUE 3 • SSN 07123-3421



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Message from the **PRESIDENT**



“
**It is hard to believe
that a full year of my
term as President has
already passed.**
”

It has been a demanding yet rewarding year, one which has seen the CSSE become more focused and start to grow again. Our Board of Directors has worked hard to evaluate the current environment in which we find ourselves and begun to develop and implement a change management process that will see us prioritize member value while continuing to be involved in the greater H&S community and defining the profession for years to come.

CSSE has continued to work with the BCRSP on our shared vision of a National Framework, our roles within it and what our efforts mean to advancing the profession, and to advocate for health and safety in every workplace. As our journey continues, we find ourselves becoming increasingly focused upon being the true national membership services society for health and safety practitioners in Canada. We are looking at how we can better provide professional development events, first class educational offerings, networking opportunities and valuable member services that will allow us to not only retain the incredible membership that we have, but to also appeal to all of the other H&S practitioners who are not yet members but should be.

This is a journey, and it is one that we are now taking one step at a time with focus and purpose. It is with this focus, along with the efforts and support of our incredible volunteers and members, that we will be successful. We will grow together and we will play a significant role in defining the profession along the way.

I am incredibly blessed to have such a great group of individuals and mentors surrounding me since I have taken on this position. Our National Board is made up of some of the best professionals in Canada and my support network of fellow CSSE volunteers, mentors and friends has created an inspiring and encouraging environment for us to take on many difficult challenges and hard tasks. Without these individuals, and ALL of the volunteer leaders within the CSSE at every level, we would not be the organization that we are: one that is respected not only here at home, but also globally.

I continue to be amazed at the initiatives and enthusiasm that we have coming from our members and chapters across the entire country. The work that you do, and the enthusiasm and dedication that you bring not only to the CSSE but also to your workplaces and communities are incredibly inspiring. If any one of you is ever feeling overwhelmed or unappreciated, all you have to do is look around at your CSSE network of colleagues, peers and friends and watch what they are accomplishing. Then take another look in the mirror and realize that there are others looking at you the same way. We truly make a difference, even when it is goes unnoticed. Look around your community, watch families laughing and playing together, look out at our sports fields and see people enjoying life and know that what you did today – the systems that you have put into place, the training or mentoring that you have provided – has contributed to them being healthy and happy in their lives.

CSSE has finished its professional development conference in Winnipeg and it was great. Manitoba really knows how to host an event. The sessions were awesome and everyone went home inspired with fresh perspectives

and a few more ideas that they can implement in their workplaces. Our two conferences within a conference were also successful. Our friends at the Canadian Agricultural Safety Association helped to educate us on agricultural safety and the incredible group of indigenous safety associations provided us with wisdom and knowledge as to how we can learn from each other and grow together. We look forward to a long and prosperous relationship as we move forward.

We have an exciting year ahead of us. A new National Task Force is focused on a Member Value Proposition that will be engaging with our membership in all of our regions and chapters in the near future. Our Education Committee is working on new and innovative educational and professional development opportunities, and our work with the Board of Canadian Registered Safety Professionals and our other partners is continuing to develop and grow. The results of our efforts will continue to provide value and opportunities for our membership and profession as we go along. Our 2020 PDC in September will be in the incredible city of St. John's, Newfoundland, and we will be following that up with some great presentations and workshops at the World Safety Congress in October.

We will have many new volunteer and leadership opportunities opening up as the year progresses. I strongly encourage every member to do two things. First find a friend or colleague who is not yet a member and encourage them to join. Then I encourage both of you to get involved as a volunteer or a leader.

You get out of life what you put into it. The lessons that you will learn, the people that you will meet, and the difference that you will make can be life-changing. Come and join the CSSE team to grow professionally and personally, have your voice heard, and help us make a difference.

A stylized, handwritten signature in black ink, appearing to read 'T. Johnson'.

Trevor Johnson
CSSE President

CHAPTER NEWS

ROSE CITY CHAPTER LAUNCH



CSSE President, Trevor Johnson, flew in for the March 19, 2019 meeting and was joined by Sue McLaren, Regional Vice President for the Ontario/Quebec Region. Toronto Chapter Chair Steven Sloan, who has acted as a mentor to the newly formed chapter, a number of local CSSE members, and prospective members were also in attendance. The evening event was the first official meeting of the chapter and was celebrated with a formal acknowledgement of the chapter charter and a presentation by Chris Broadbent, former Safety Manager at the Toronto District School Board.

The Rose City Chapter is based out of Windsor, Ontario and was brought to life by dedicated CSSE members Michelle Ruest, Ken Poisson, Diana Kempe and Adrien LeBlanc. Sue said of the launch

that “Rose City’s Chapter Chair, Michelle Ruest saw the need for a chapter in Windsor to support members and simply made it happen...how? She, and her newly elected executive, knew the community and key players. They came with built-in credibility and trust that opens doors in the health and safety community and beyond. Well done, Rose City, I look forward to watching you continually succeed and grow.”

Michelle and the team saw the need to service this big industry city and surrounding area as it continues to grow and increase its involvement in large scale projects such as the Gordie Howe International Bridge to Detroit, MI. There was confidence that having a CSSE Chapter in Windsor will bring OH&S in the area to the next level.

“

As professionals, we need to look out for our community, and that includes small companies that would not otherwise have awareness of or access to top quality OH&S support. The CSSE is a place that these groups can look to for advice before an incident happens that changes lives” said Michelle.

”

The Chapter is dedicated to bringing in perspectives from all sides of health and safety to create a multi-dimensional approach that includes human resources, ergonomics, hygienics and representatives from all industries public and private. Students and young professionals are also going to be a big part of what the chapter is about. “We are looking to mentor!” said Michelle.

The Chapter, led by the executive team of Michelle Ruest, Tim Lauzon, Charles Kahelin, Diana Kempe, Ron Rentola and Thomas Trzos, are hoping to bring in the future leaders of OH&S to the chapter for the betterment of the community.



Left to right: It's official! Sue McLaren, Regional Vice President - Ontario/Quebec Region, Michelle Ruest, Rose City Chapter Chair, and Trevor Johnson, CSSE President



Left to right: Sue McLaren, Regional Vice President - Ontario/Quebec Region, Steven Sloan, Toronto Chapter Chair, and Michelle Ruest, Rose City Chapter Chair



CHAPTER NEWS

NUNAVUT CHAPTER APPROVAL

The first CSSE chapter in Nunavut was launched this summer and will service the entire territory. Nunavut, meaning “our land” in Inuktitut, is celebrating its 20th anniversary as a Canadian territory this year. There is much excitement for the progression of safety professionals in the territory. Paul Carolan, who has spearheaded the chapter creation, said “There is a place for Nunavut within the national safety landscape and it was time for Nunavut to take its place.”

Nunavut however is by no means a stranger to participation with the CSSE despite being so remote. Safety professionals as well as businesses have been involved with CSSE events, including the professional development conference and North American Occupational Health and Safety Week, for many years. To safety professionals in Nunavut, there was a strong consensus that the creation of an official chapter was the natural next step.



The first chair of the chapter, Imo Adla, said in recognition of the chapter’s creation that “there is a strong spirit and commitment from other OHSE professionals here in Iqaluit. I also want to recognize the wider support from the private and public sectors, as without these, it would not be possible to get our chapter started.



There has been a boom in Nunavut safety culture. Paul noted that four years ago there were only four working safety professionals in the territory; within the year it is likely to grow to fifteen. There are high expectations from those working in such remote locations. The knowledge needs to be local Paul explains and “there are no quick measures to have people come in. It is remote and there needs to be qualified people.” Education and continued professional development have logically become cornerstones of the safety culture in Nunavut. Five Nunavut members are currently working on their CHSC designation.

Not only will the Nunavut Chapter be one of the CSSE’s most remote the chapter also faces the unique challenge of supporting four official languages: Inuktitut, Inuinnaqtun, English and French are all official languages in the territory. It is a big requirement of a small chapter but those leading the Chapter creation want to go forward and engage in the most respectful and inclusive manner. With the creation of the Chapter, there is hope that Nunavut will break down some of its isolation.



Imo Adla, Chapter Chair



One of Nunavut’s Inuit Qaujimagatuqangit (traditional knowledge) principles “Piliriqatiginniq/Ikajuqtigiinniq – Working together for a common cause”, will have impacts on us all in work and our communities. It’s important to our chapter to continue through this path.



The connection to the national voice and networking will increase awareness and help Nunavut continue with its dedication to safety and health.

INDIGENOUS RELATIONS TASK FORCE ESTABLISHED BY CSSE

Recognizing the importance of the outcomes articulated by the Truth and Reconciliation Commission of Canada, CSSE's Board of Directors has approved the creation of a task force to develop and provide recommendations as to how CSSE can take appropriate action.

The formation of the task force began with a call for expressions of interest, which went to all CSSE members. From the responses, 10 individuals representing both Indigenous and non-Indigenous members from each of the CSSE's five regions, as well as an international member, were selected to make up the Task Force. Supporting the group are Mr. Buck Page as the Board Liaison and Ms Perry Ruehlen, CSSE Executive Director.

"The task force is examining how the CSSE should best support its Indigenous members, including how engagement with their communities across Canada could be enhanced, and also considering how the CSSE as a corporate organization should respond."

Having now completed an initial review of calls to action, the task force is moving to the next phase in considering how to address them specifically. An initial focus will be Call to Action #92, which is targeted to the corporate sector.



Buck Page, Board Liaison



It has been really exciting to see the passion of people who are engaged around this and to have the support from CSSE and its board of directors to take on this task," says Buck. "There is such great energy and enthusiasm for doing this good work and envisioning how the CSSE can continue the good work in the future. We are all excited about what a structure to provide ongoing support will look like.



CALL TO ACTION #92

92. We call upon the corporate sector in Canada to adopt the United Nations Declaration on the Rights of Indigenous Peoples as a reconciliation framework and to apply its principles, norms, and standards to corporate policy and core operational activities involving Indigenous peoples and their lands and resources. This would include, but not be limited to, the following:

- i. Commit to meaningful consultation, building respectful relationships, and obtaining the free, prior, and informed consent of Indigenous peoples before proceeding with economic development projects.
- ii. Ensure that Aboriginal peoples have equitable access to jobs, training, and education opportunities in the corporate sector, and that Aboriginal communities gain long-term sustainable benefits from economic development projects.
- iii. Provide education for management and staff on the history of Aboriginal peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal-Crown relations. This will require skills based training in intercultural competency, conflict resolution, human rights, and anti-racism.

STACEY MAGUIRE

INDIGENOUS MEMBER, ATLANTIC REGION



CSSE member Stacey Maguire is a proud Mi'kmaq woman from Glooscap First Nation near Hantsport, Nova Scotia. Presently a Senior Health and Safety Manager for Glooscap Ventures (part of Glooscap First Nation), Stacey develops and implements a strong workplace health and safety management system for 70-80 employees at multiple locations on and off the reserve. She is also working to complete her OH&S diploma from the University of New Brunswick.

Currently, Stacey is the Vice Chair for the CSSE's Western Nova Scotia Chapter and the Indigenous member from the Atlantic Region for the CSSE Indigenous Relations Task Force. Stacey's goal is to build a strong safety culture within her own community while working with other First Nations and safety-associated partners to assist other First Nation communities with their safety initiatives.



It is critically important that CSSE is involved with the task force and what it is doing is very positive," notes Stacey. "CSSE is a highly respected organization so the impact its members can have is truly big, and harnessing the ideas and experiences will be much more than one-sided.



From the beginning, Stacey has been impressed by the willingness of people to learn more about the Indigenous culture and history as well as participating in moving the agenda forward. CSSE and its volunteers have been very "open" and actively volunteering because they want to be there. Once recommendations are brought forward to the CSSE Board, Stacey anticipates local initiatives and projects will develop and fall into place.



People need to understand that there are gaps in some of our communities and a formal health and safety program is not common in First Nations communities" says Stacey. "There is definitely a need for catch-up and now there is a commitment to raising the awareness level. For me, being on the task force is very positive as is the fact that we can bring back knowledge and experience to share in our communities.



Stay tuned!

LEGAL AND REGULATORY UPDATES FROM THOMSON REUTERS – AUGUST 2019

Federal Government Updates Occupational Health and Safety Legislation Regulations

The Canada Occupational Health and Safety Regulations under the Canada Labour Code were amended effective June 25, 2019. The substantive amendments replace Part XII, Protection Equipment and Other Preventive Measures, updating and enhancing several areas of worker safety including detailed requirements relating to:

- creation of fall protection plans;
- implementation of fall-protection systems;
- protective headwear and footwear;
- eye and face protection;
- respiratory protection;
- skin protection;
- protection against drowning;
- hazards of loose clothing, long hair, jewellery or similar items;
- protection against moving vehicles;
- removal of defective equipment;
- instruction in the use of safety equipment by a qualified person; and
- record keeping.

Most federally regulated employers should familiarize themselves with the amendments and revise their safety practices accordingly to ensure they are compliant.

For more information please visit: <http://www.gazette.gc.ca/rp-pr/p2/2019/2019-07-10/pdf/g2-15314.pdf>

Court Upholds Arbitrator's Decision That Inability to Measure Impairment from Cannabis Use Amounts to Undue Hardship

International Brotherhood of Electrical Workers, Local 1620 v. Lower Churchill Transmission Construction Employers' Association Inc., 2019 NLSC 48, 2019 CarswellNfld 63 (N.L. S.C.)

This case was a labour arbitration involving several human rights issues including the accommodation of disabilities, safety-sensitive work environments and testing for impairment due to medical cannabis. While employers have a duty to accommodate employees' disabilities up to the point of undue hardship, they also have a duty to provide a safe work environment. At times, those obligations conflict.

The grievor had worked on the construction of a hydroelectric facility and transmission lines in Labrador. He initiated the grievance, arguing the employer failed to accommodate his disability when he was rejected for two jobs he applied for with the company, contrary to the Human Rights Act, 2010.

The grievor suffered from osteoarthritis and Crohn's disease. As a result, his physician prescribed medical cannabis to help manage the pain. The Articles of the Project Agreement governing the project provided that employees were required to undergo pre-employment medical examinations and there was a commitment to a "safety first" culture and compliance with the governing legislation.

The grievor was prescribed a medical cannabis product with a relatively high dose of THC, which he consumed nightly. The medication helped him to manage his pain with no feelings of impairment the following morning. However, his job was eliminated due to a shortage of work.

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The grievor was later rejected for three vacancies with two companies, and was informed he had been “red-flagged” and no one was allowed to hire him for the project. He eventually found a job elsewhere at a considerably lower wage and filed a grievance against the second company.

The union took the position that the company failed to accommodate the grievor’s disability by not allowing him to use the medical cannabis product he was prescribed. The company had refused to employ him despite his physician’s assertion that he was fit for duty only four hours after taking his evening cannabis.

The company argued the two positions the grievor had applied for were safety-sensitive. It also argued that the company had a legal duty to provide a safe workplace, and that allowing an impaired individual to work in such an environment is prohibited by law. The company also pointed to the established medical opinion that impairment could last up to 24 hours, not four hours as suggested by the grievor’s physician.

The arbitrator found that the two positions were inherently safety-sensitive. Despite the two jobs being only semi-skilled, the environment was hazardous, and the harsh terrain, extreme weather and presence of motorized equipment were relevant. The arbitrator also found the grievor had a legitimate disability requiring accommodation. However, the question was whether the company had done enough to try to accommodate him and if his accommodation needs met the threshold for undue hardship.

Turning to a document from Health Canada on medical cannabis use, the arbitrator cited recommendations that impairment from such products can last up to 24 hours. The arbitrator

also found the physician who prescribed the medication had little additional knowledge or training in cannabinoids or the job in question. The inability to measure cannabis impairment the next day was an important factor in determining whether the grievor could work safely in such an environment. The current level of technology was found to be lacking for testing the impact of cannabis on human performance. There was also a lack of specially trained individuals who could properly assess impairment within the province.

While the arbitrator acknowledged that the employer had approached the accommodation issue in a slightly less than perfect manner and it was easy to have some sympathy for the grievor, the arbitrator ultimately found the treatment required more research and knowledge before it could be found to be without risk in a safety-sensitive environment. The grievance was denied. On application for judicial review to the Newfoundland and Labrador Supreme Court, the decision of the arbitrator was upheld and found to be reasonable.

This case is significant because it highlights the fact that technology for measuring cannabis impairment still has not progressed to the point where it is capable of making a determination of fitness for duty in a safety-sensitive environment. Nevertheless, employers should always attempt to accommodate disabled employees with prescriptions for medical cannabis to the point of undue hardship. Some of these medications do not cause impairment, and it may be possible to reassign the employee to another position. Each case must be determined on its merits and the individual circumstances in question.

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Thomson Reuters: The Trusted Resource Canadian OH&S Practitioners Turn to for Authoritative Compliance Information

As “The Answer Company” and publisher of leading OH&S compliance publications, including the **Pocket Ontario OH&S Act and Regulations**, the **Handi-Guide** series of legislative guides and the **OH&S Triform Evidence Notebooks**, Thomson Reuters provides Canadian OH&S professionals with comprehensive and practical guidance to promote understanding and compliance with federal and provincial health and safety laws and standards.

With access to more than 100 print resources, staying current with the latest developments and best practices in workplace health and safety is convenient and straightforward.

NEW HANDI-GUIDES TO OCCUPATIONAL HEALTH AND SAFETY LEGISLATION (VARIOUS JURISDICTIONS), Edited by Don Buchanan

For the first time in 2019 we have published, or are in the process of publishing, new editions of all our jurisdictional Handi-Guides to occupational health and safety legislation. New Handi-Guides are available (or will be available later this year) for the Federal Sector, British Columbia, Alberta, Saskatchewan, Manitoba and the Atlantic Provinces. These Handi-Guides include updated legislation and commentary in several interpretive chapters, including new Regulatory Update sections. These books help you maintain legal and regulatory compliance and stay aware of legislative changes. **Order your copy today!**

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NEW CHSCs

CSSE is proud to announce that the following members have attained their CHSC designation!

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NAIT

CORY CHUBBS
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AND PAPER LTD.

DARRYL COLES
PWGSC

DREW DOUGLAS
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FIRST NATION

LISA FOX
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PAULINE HEINONEN
CANADIAN ARMED FORCES

VIC HILLEBRAND
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SAFETY CONSULTING

HEIDI JAMIESON
ACSA

ALEEZA JIANG
GATEWAY CASINOS &
ENTERTAINMENT LIMITED

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CARMEN MANSELL

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UNDERSTANDING PATTERNS OF WORKPLACE VIOLENCE BETWEEN MEN AND WOMEN IN CANADA

by: Peter Smith

Workplace violence is increasingly seen as a serious occupational hazard—and rightly so. While other types of work-related injuries are on the decline across Canada, violence-related injuries are on the rise.

This is especially the case for women. According to two recent studies conducted by the Institute for Work & Health (IWH), women are increasingly at risk of violence at work compared to men. As we learned from these two studies, the increased risk of violence faced by women can be explained by what sectors they work in, what type of violence they face, who is perpetrating the violence, and how gender differences in risk of violence at work have changed over time. The two studies also underscore the need for better reporting systems that would provide us with the full picture of violence at work and help us assess whether prevention efforts are successful.

In the first study, published in July 2018 in the *Annals of Work Exposures and Health* (<https://doi.org/10.1093/annweh/wxy066>), our team examined data from two cycles of Statistics Canada's General Social Survey on Victimization (from 2009 and 2014). A total sample

of 27,500 working respondents were asked whether they had experienced being assaulted at work in the previous 12 months—whether physically (“anything from being hit, slapped, grabbed or knocked down, to being shot or beaten”) and/or sexually (“forced sexual activity and unwanted sexual touching or grabbing”).

Out of every 1,000 female workers, 14 reported being assaulted in the past year. For every 1,000 male workers, eight reported being assaulted. That's a 75-per-cent difference between women and men in risk of assault, a difference we believe is largely due to the greater risk women face of being sexually assaulted.

In terms of physical assault at work, women were 13 per cent more likely than men to report this type of assault (7.7 women per 1,000 women and 6.8 men per 1,000 men) in the previous year. However, this difference can be mostly explained by differences in the types of work men and women do. If men and women are doing the same shifts in the same job in most industries (not all), neither are more at risk than the other of being physically assaulted or threatened. But because differences in the types of

work men and women do remain deeply entrenched in the Canadian labour market, we still need to contend with gender imbalances in the risks of physical violence when thinking about workplace violence prevention.

“

It's a different story when it comes to sexual violence at work.

”

Type of work does not explain the large differences among women and men. Out of every 1,000 female workers, 6.7 reported being sexually assaulted at work in the previous year. Out of every 1,000 male workers, only 1.6 reported the same. Women were four times more likely than men to experience sexual assault or unwanted touching on the job, no matter what their occupation or industry.

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In the vast majority of cases, men (whether clients, customers, patients, strangers, or work colleagues) were the perpetrators of workplace violence. Among the overall rate of 11 assaults per 1,000 workers—both physical and sexual assaults against both men and women—nine were committed by men and only two by women. Given the propensity for men to be perpetrators, it's worth thinking about prevention programs that squarely address the conditions that trigger workplace violence among some men.

Trends over time: women still at greater risk

In our second study, published in January 2019 in Occupational and Environmental Medicine (<https://doi.org/10.1136/oemed-2018-105152>), we again saw divergent trends between men and women. This study looked at workplace violence trends in Ontario using two population-based data sources: lost-time claims due to assault accepted by Ontario's Workplace Safety and Insurance Board (WSIB) between 2002 and 2015, and emergency room visits due to assaults at work across all Ontario hospitals from 2004 to 2014.

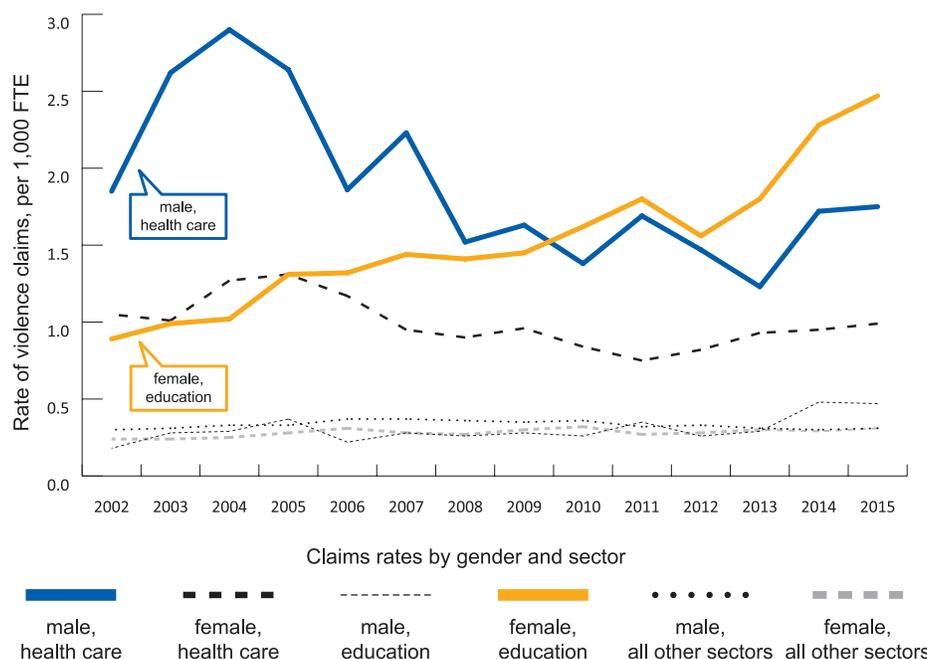
According to both sources, while overall rates of workplace violence remained stable among men, they increased among women by about 2.7 per cent a year. In the 10 to 13 years covered

by this study, violence-related injury claims accepted by the WSIB ranged between 0.3 to 0.4 per 1,000 full-time equivalent workers (FTEs) for men and rose from 0.4 to 0.6 per 1,000 FTEs for women. Hospital emergency visits due to work-related violence held steady for men at 0.24-0.28 per 1,000 FTEs, but rose from 0.2 to nearly 0.3 per 1,000 among women. (Keep in mind that these were injuries serious enough to warrant time off work and/or hospital visits. That may be why the prevalence rates seen in these two sources were much smaller than what was reported in the StatsCan surveys discussed above.)

These two data sources also reveal a sharp rise in workplace violence among women who work in education. In this sector, rates of assaults more than doubled among women—from about 0.9 per 1,000 FTEs in 2002 to 2.5 per 1,000 FTEs in 2015. Indeed, women educators were four to six times more likely than their male counterparts to require time off work because of being physically assaulted on the job. To put these increases in workplace violence into perspective, over the same time period, rates of accepted lost-time claims in Ontario not due to violence more than halved among women.

In the health-care sector, the focus of much attention with respect to workplace violence, rates of workplace violence were plateauing for women (at about 1.0 per 1,000 FTEs) and

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Rates of WSIB lost-time claims due to workplace violence, from 2002 to 2015

declining among men (from 2.7 per 1,000 FTEs in 2004 to 1.5 per 1,000 FTEs in recent years). Whether this apparent turnaround was due to prevention efforts, we don't have enough data to say. But our findings suggest we should be paying as much attention to workplace violence in the education sector, especially among women.

Our studies help paint a clearer picture of workplace violence and how it differs for women and men. But they don't capture the full picture. Missing from our first study were attempted assaults (where no injury occurred) and threats of violence. Our second study was more restricted still. It included only assaults that resulted in time off work and gave rise to claims that were submitted and accepted by the WSIB, or assaults that led to visits to the emergency department for treatment.

Despite calls to address the under-development of surveillance systems for workplace violence in Canada for almost a decade, the above sources represent some of the best available information at the population level. To really understand the burden of workplace violence in Canada requires the reporting of all types of workplace violence, regardless of whether an injury results, if the violence was intentional, or

if the worker feels like violence is just part of their job.

According to studies in the health-care sector, only a fraction of workplace violence (ranging from nine to 12 per cent of all workplace violence incidents) gets reported. To truly address workplace violence and know if our efforts are effective in reducing it, we need to first understand the scope of the problem. That means creating cultures of reporting by building awareness about what types of violence should be reported, creating systems that make reporting easy, and ensuring that reporting will result in appropriate responses. If we want to get serious about addressing workplace violence, we need first to understand how much violence is occurring. If we don't, how can we know if our efforts are effective in reducing violence over time?

Dr. Peter Smith is a senior scientist and associate scientific director at the Institute for Work & Health. The Institute is a not-for-profit, independent research organization focusing on work-related injury and disability prevention. To sign up for news on Institute research, tools and projects, go to:

www.iwh.on.ca/subscribe.

Contact

has a **NEW LOOK!**

CSSE's eNewsletter has undergone some design changes, which you'll see in the current issue.

What are your impressions of the new design and look?

Is it easy to peruse and read?

Any suggestions for CSSE's considerations?



We would like to hear from you!

Please send your thoughts to rpella@csse.org

SUPPORTING WORKERS WITH DEPRESSION: GUIDANCE FROM RESEARCH AND PRACTICAL EVIDENCE

Institute for Work & Health project synthesizes evidence from the peer-reviewed literature and workplace practices

by: Dwayne Van Eerd & Emma Irvin

According to the Conference Board of Canada, nearly three million Canadians will experience depression in their lifetime—for most, during their prime working age of 24 to 44.

Although most cases of depression do not arise primarily from work or workplace exposures, depression may have considerable impact on the workplace. People with depression have higher rates of absenteeism and short-term disability than those without. They also experience higher rates of job turnover and productivity loss.

Despite growing awareness of the issue, workplaces still struggle about what to do to help individuals experiencing depression. In a 2012 online survey of managers and supervisors in Canada, 84 per cent agreed it was part of their job to intervene when an employee showed signs of depression. But only 62 per cent felt they knew what to do to help. And only 31 per cent reported receiving relevant training.

At the Institute for Work & Health (IWH), a not-for-profit research organization based in Toronto, we recently led a project to help fill that knowledge gap. With funding from the Research and Workplace Innovation Program (RWIP) of the Workers Compensation Board of Manitoba, our team first conducted a systematic review to synthesize the research evidence available

at the time on workplace interventions to help workers with depression (see www.iwh.on.ca/scientific-reports/managing-depression-in-workplace-systematic-review-contextualized-for-manitoba). We also considered the relevant evidence from an earlier systematic review on the effectiveness of workplace interventions in return-to-work (RTW) for musculoskeletal, pain-related and mental health conditions, which was published in 2018 in the *Journal of Occupational Rehabilitation* (doi:10.1007/s10926-016-9690-x).

Then, in recognition that the peer-review literature captures just a fraction of the strategies and approaches used by workplaces, we also sought out practitioners' and workers' experiences. We integrated what we found with the research evidence in a guide on strategies to support employees with depression, produced with funding support from WorkSafeBC (note though, that the views, findings, opinions and conclusions expressed herein do not represent the views of WorkSafeBC). The guide, An evidence-informed guide to supporting people with depression in the workplace, is available at: iwh.on.ca/tools-and-guides/evidence-informed-guide-to-supporting-people-with-depression-in-workplace.

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Research points to work-focused CBT

According to the depression and RTW systematic reviews, work-focused cognitive behavioural therapy can help workers with depressive symptoms stay at work and help workers return to work after a depression-related absence. Generic cognitive behavioural therapy seems to have no effect on helping people return to work, but it does help people stay at work.

Cognitive behavioural therapy (CBT) teaches people strategies and skills to address the problems that come up in the here and now. The technique involves identifying, questioning and changing the thoughts, attitudes and beliefs that are related to the emotional and behavioural reactions that cause difficulty.

Work-focused CBT involves using the same technique, but specifically focuses on identifying strategies and skills for work and workplace solutions. Take, for example, someone currently on leave due to depression. If that person feels anxious about a particular aspect of his or her job when contemplating returning to work, this systematic review finding suggests that he or she may benefit from therapy to examine and alter his or her self-talk and thought patterns around those challenging tasks.

One thing we noted when conducting the systematic review was an absence of research on organizational programs and practices, which are known to affect workers' health outcomes.

The interventions we found in the literature were primarily those that target the individual. They address people's coping skills or resilience.

We found very little research focused on interventions that deal with organizational factors such as job stressors, social support at the workplace, job accommodations and so on. We know that workplaces are addressing these factors, but their practices just haven't shown up in the scientific literature.

Bringing in the experiences of workplaces and workers

That's why, to produce the guide, we used a knowledge synthesis approach that brought together different types of evidence: evidence from the peer-reviewed literature, evidence from practitioners, and evidence from people who have experienced depression in the workplace. We conducted surveys, focus groups and interviews with practitioners—including occupational health and safety (OHS) and human resources (HR) professionals—to find out what types of support they provide to workers with depression. We also conducted surveys, focus groups and interviews with workers to learn about their experiences being supported—or not—for their depression at work.

The resulting guide outlines practices and strategies that may be useful to workers, co-workers, managers and union representatives, as well as to OHS and HR professionals. The practices are grouped into three broad categories: workplace culture, workplace processes, and resources (both at and outside of work). We highlight here the practices and strategies in the guide that OHS and HR professionals can use:

Workplace culture:



Awareness of mental health in the workplace can empower workers to speak up and ask for help as needed (with or without disclosing their condition).



Workplace risk factors such as high stress, high demand coupled with low control, conflict, poor scheduling or staffing policies may cause or worsen depression symptoms. Workplace-related exposure to trauma may also negatively affect mental health if no resources for coping are offered.

OHS and HR can also support genuine and caring communication at the workplace. Managers may have concerns about their ability to communicate effectively, and may need resources and training to help them become more comfortable having difficult conversations while balancing privacy concerns. Training programs can also address other topics such as stigma, identification of depression and more.

Workplace processes:

If a worker has to leave work for health-related issues, it is important to actively plan and facilitate the return-to-work (RTW) process. This

CONTINUED ON NEXT PAGE...



involves a structured yet flexible process, with clearly defined roles and responsibilities for everyone involved. Consider accommodation needs and job duties, and think creatively about how to help resolve conflicting demands. Consider holding a pre-RTW meeting to develop and outline a return-to-work plan that everyone is comfortable with. Remember that the RTW process may not be linear. Stay open to adapting the plan as needed as time goes on.

Workplace and non-workplace resources: Make sure all workers are aware of your workplace's employee assistance program (EAP), and the confidential services it offers. Also tell workers about other non-workplace resources—including those offered by rehabilitation professionals, physicians/mental health providers, community organizations, etc.—so workers are better able to access those options. Be patient with workers who do not seem to be making progress because they may be on a long wait list. The shortage of specialists may lead to workers being scheduled for appointments during working hours. Consider flexible scheduling or creative accommodations to allow workers to attend appointments.

Depression is a challenging condition to address in the workplace. The condition is invisible to others. It's episodic, and it's unpredictable in nature. This can make it particularly difficult for supervisors and managers to plan for work needs and implement and evaluate policies. Because of this challenge, we understand that workplaces look to evidence-based practices whenever possible to minimize the effects of depression in their workforces. We hope that our synthesis of practice evidence with the available scientific evidence from the systematic reviews and the guide provides that service to workplaces.

Dr. Dwayne Van Eerd is a scientist at the Institute for Work & Health (IWH), and Emma Irvin leads the Institute's systematic review group. The Institute is a Toronto-based not-for-profit research organization that conducts research into workplace injury and disability prevention. You can keep up with more research findings like the ones discussed in this article by signing up for IWH's monthly e-alerts: www.iwh.on.ca/subscribe.

WORKING TOGETHER



The Canadian Society of Safety Engineering (CSSE) is supporting the Institution of Occupational Safety and Health's (IOSH) global campaign to tackle occupational cancer: No Time to Lose.

Worldwide, work-related cancer claims at least 742,000 lives a year – that's more than asbestos, silica dust, solar radiation, and diesel engine exhaust emissions.

No Time to Lose aims to get carcinogenic exposure issues more widely understood and help businesses take action. The campaign is working to:

- Raise awareness of a significant health issue facing employees
- Offer businesses free practical, original materials to help them deliver effective prevention programs
- Secure commitments from organizations to improve preventative measures

To help raise awareness of occupational cancer and support the No Time to Lose campaign, <https://www.notimetolose.org.uk>

LEADERSHIP PROFILE

BARRY BYNOE

Corporate Health & Safety Officer
Corporate Services Human Resources
Regional Municipality of Durham



What would I be doing if I wasn't volunteering?
I would be golfing if I wasn't volunteering

What are my hobbies?

Maintaining our acreage, golfing, visiting with my two grandsons

Best advice I ever got?

(from my first Safety manager): You can catch more flies with honey than you can with vinegar

Best advice

Be kind to everyone, a good listener and enjoy life

Favourite music

all classic rock

Goals as Chapter Chair:

1) Be accountable and reasonable with chapter funds

On my desk

Lots of paper

2) Look for opportunities to partner and build membership within the chapter

3) Ensure that all chapter meetings provide a high level of member engagement and education



CSSE AND AQHSST SIGN MEMORANDUM OF UNDERSTANDING (MOU)



CSSE and the Association québécoise pour l'hygiène, la santé et la sécurité du travail (AQHSST) recently signed the documents to renew the current MOU.



This is certainly a good news story,” said Sue McLaren, Regional Vice President Ontario and Quebec. “The strength of our partnership can be seen in the commitment of many individuals from both organizations. They understand the value of our two organizations coming together for a common purpose and signing this MOU is tangible evidence of our members’ dedication and hard work.

The partnership that CSSE has reconfirmed supports the partnering of the strengths of these well-established organizations in helping their members and advancing the health and safety profession in Canada. We respect each other’s organizations, and we commit to recognizing and promoting the specific services and benefits that each organization offers.



PHOTO CREDIT: Dominic Delorme photographie

THE CANADIAN CHANGES TO ISO 45001

by: Dylan Short, CHSC



In March 2018, following more than four years of work at the global level, the International Organization on Standardization published **ISO 45001 Occupational Health and Safety Management Systems - Requirements with guidance for use**. For many, this was a great step forward in setting a minimum set of consensus-developed requirements for organizations to address their safety management needs.

Once published, the Canadian committee that participated in the development process reviewed the Standard to Canadian requirements and needs. This review included identifying any legislative conflicts and the approach to safety management in Canada. The Committee concluded that there were no legislative conflicts and “all of the requirements in ISO 45001 are acceptable for application in Canada”.¹ Additionally, it was decided that a number of specific enhancements (deviations) were necessary in order to better align the Standard to “facilitate the use of ISO 45001 in a Canadian context and in harmony with Canadian OH&S regulations and standards.” The following highlights the primary enhancements within the Canadian edition of 45001.

As the ISO 45001 Standard was drafted based on other ISO standards, the use of the term “risks” can be confusing in an OH&S context. The application of the concepts of risk are similar, however, have two distinct applications and are described in the definitions as follows:



“Risk (general) is the effect of uncertainty. The effect can be a negative or positive deviation from the expected.



OH&S risk is the combination of the likelihood of occurrence of a work-related hazardous event(s) or exposure(s) and the severity of injury and ill health that can be caused by the event(s) or exposure(s).



OH&S risk arises from the work-related hazardous events or exposures and is analyzed through a risk assessment process resulting in a calculated risk evaluation. As each calculation is discrete based on the input data, OH&S risk is treated as singular in the Canadian version.

Across Canada, workers have the “right to refuse unsafe work” and while the process differs in how this is outlined in legislation in many jurisdictions, the underlying concept is consistent. As Canadian workplaces integrate this practice, the Technical Committee decided to strengthen the requirements in two places within the standard. First, an additional statement under Leadership Responsibilities states that “Top management shall ensure that workers have the authority to remove themselves from hazardous situations that they have reason to believe will cause injury or ill health, without fear of reprisals.” And then again in section 7 Support states that “Workers shall be made aware of: ... arrangements to remove themselves from hazardous situations that they have reason to believe will cause injury or ill health, without fear of reprisals” (in addition to a list of other requirements).

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Under the section addressing operational planning and control, an extra statement was added to provide clarity to the requirements for eliminating hazards and reducing OH&S risk as follows: “The organization shall ensure that protective equipment and training identified by the process is provided to workers to prevent injury or ill health.” This statement was added to support the note found in the original text: “In many countries, legal requirements and other requirements include the requirement that personal protective equipment (PPE) is provided at no cost to workers”. This requirement follows the hierarchy of controls, however, if the solution to reducing OH&S risk is PPE and training, the burden for acquisition is not intended to be offloaded to individual workers.

The final enhancement deals with the guidance materials supporting consultation and participation of

workers. This is summed up in the following paragraph addition under leadership and worker participation: “Participation of workers engages them in decision-making regarding OH&S management issues. In addition to participation of affected workers at all levels, health and safety representatives, where they exist, should be involved in these joint activities and may be authorized to make other workplace decisions.” An extra note is also added to remind the reader of accountability requirements: “While decision-making authority can be assigned, ultimately top management is still accountable for the functioning of the OH&S management system.”

As an internationally developed standard, ISO 45001 is the first globally developed consensus standard to be published addressing OH&S management. By the nature of the process, international standards are unable to address the individual requirements of

each participating country and the various cultural and regulatory needs. When the Canadian committee decided to adopt ISO 45001 as the National Standard of Canada, they took the opportunity to select a few key enhancements to align the standard to “facilitate the use of ISO 45001 in a Canadian context and in harmony with Canadian OH&S regulations and standards.” As many organizations today are in the active process of adopting the standard, time will tell how many adopt the international version and how many choose to use the Canadian adoption of ISO 45001.

Dylan Short is Managing Director of The Redlands Group Inc. and has 20+ years of expertise as a business owner, Vice-President Safety, not-for profit Board leader and international keynote speaker.

¹ CSA CAN Z45001 Occupational Health and Safety Management Systems – Requirements with guidance for use.



Alan Quilley, CRSP is an OH&S professional who has led some of the largest OH&S units in Canada. As an author of a number of OH&S books and a compelling speaker, he also consults, teaches and presents worldwide about managing for Safety Excellence. He doesn't just teach safety, he lives it.

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EDUCATION DIRECTOR UPDATE

by: Robert Montgomery, CHSC, CRSP



‘THE WHOLE IS LARGER THAN THE SUM OF THE PARTS’

The journey toward becoming a more productive and efficient practitioner will continue for your entire career. As I get closer to the end of my career journey, I'm reminded of how many have influenced my career and assisted me along the way. I'm grateful and hope I have been able to 'pay that forward'.

The CSSE Education Steering Committee (ESC) is an example of how members can help to guide other members to become more productive in their career journey. It takes many willing to dedicate their time and expertise to keep CSSE Education current and assist eager students to succeed in their career.

Six sub-committees report to the ESC through their own chair, who sets the agenda and time/date of the meetings and is responsible to the ESC for completion of specific assignments. Each sub-committee has two to six volunteers who are chosen based on their specific experience, skills and knowledge. Each member serves a minimum of one year and many members serve for many years.

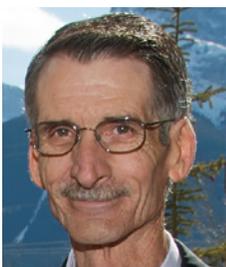
In the past year, the ESC completed substantial projects to assist in keeping CSSE Education up-to-date and relevant for the next generation of OH&S practitioners. I encourage members interested in enhancing CSSE Education to consider volunteering and contact me directly at education-dir@csse.org. I am grateful to our volunteers and want you to know who they are. **THANK YOU** to each one of you!

THE CHSC IS 25!

As our profession continues to grow and evolve, it is critical that CSSE Education retains the same high standards of content and delivery that have made it a designation worth attaining for so many OH&S practitioners across the country. Today, 700+ active CHSCs serve in a wide variety of industries and sectors and another 200+ are registered in the program, enroute to completing the requirements to become a CHSC.

As the Canadian OH&S landscape continues to evolve and the role of suitably trained OH&S practitioners continues to expand, it is critical for CSSE Education to ensure this valuable designation is sustainable for many more generations. Part of the answer lies in ensuring the CHSC meets a recognized standard; however, a Canadian-made standard does not currently exist for the type and scope of our offering. After a broad scan, we determined the **ICE1100 standard** is the most achievable standard for us. We are creating an Accreditation Working Group and are seeking dedicated members with relevant expertise to help us achieve this milestone. If you would like to assist, please contact me at **403-660-8421** without delay.

IN MEMORIAM



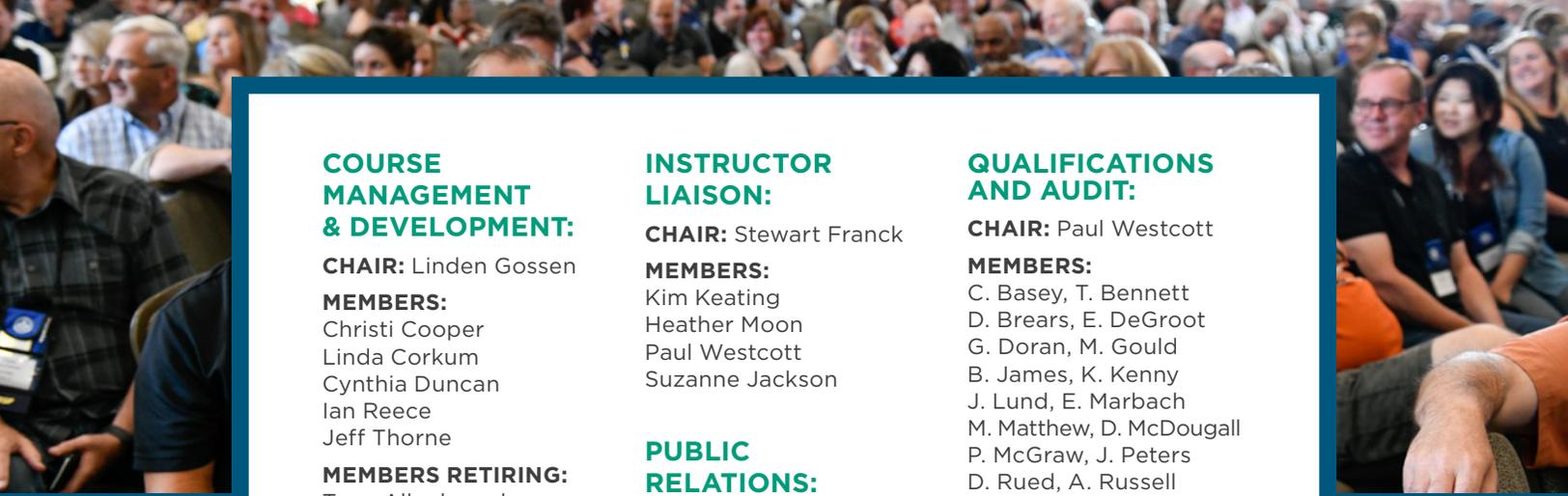
LYLE JACOBSON

CSSE extends its condolences to the family and friends of CSSE member, **Lyle Jacobson**, who passed away on July 5, 2019 in Weyburn, Saskatchewan.



JIM MONTGOMERY

1932 - 2019. CSSE member **Jim Montgomery** passed away recently in Georgetown, Ontario. Sincere condolences are extended to Jim's family and friends.



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EDUCATION DIRECTOR'S CORNER

I am honoured to continue for another term as your Education Director and thank you for your continued support. The challenges that lie ahead for our profession are daunting and will keep me busy and, thankfully, I do not have to engage them alone! Along with a capable group of CSSE member volunteers, I am thankful for the assistance of Erin Crisfield, Sheri Laudy and Tammy White who work tirelessly to ensure CSSE Education stays on track and is relevant.

I was pleased to be included and to represent CSSE Education in the National Education Symposium hosted by the Board of Canadian Registered Safety Professionals (BCRSP) in Ottawa in May. Together with representatives from many universities and colleges, we discussed the importance of ensuring OSH

students were presented with curriculum that met the standards set by the BCRSP. The first certificants of the new CRST certification have been named and BCRSP representatives reported on the high level of interest in this new certification. It was encouraging for me to see how all those present were committed to working closer with CSSE Education. This bodes very well for us. Stay tuned - more to come on this!

We continue to work toward translating all of our course material into French and to offer our Francophone colleagues OH&S instruction in French. The sooner this goal is achieved the better, as in my view we are not truly "National" until all of our educational material is available in both official languages.

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“

The practical applications of this (or any CSSE) course are well worth the investment.

”

Developing Effective OHSE Training Courses:

“

Able to apply immediately to the development of new course(s)”

“Good theories and strategies for teaching different learning styles to achieve success.

”

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See below for deadlines and publication dates.

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