

Safety Leaders Breakfast Meeting
May 6, 2014

Present

Bennett Dunlop Ford, Randy Erick
Cervus Equipment, Chris Fillator
Cervus Equipment
Custom Trucks,
Kal Tire,
Kal Tire, Laurie Wishira
Larry Paysen
Redhead Equipment,
Redhead Equipment,
Rocky Mountain Equipment, Jeff Ross,
Warner Truck Industries, Andy Schwindt
Warner Truck Industries, Georden Pettigrew
Warner Truck Industries, Vicki Radons
Young's Equipment,
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Guests

Ray Anthony, Director, Safety Operations South, Labour Relations and Workplace Safety
Genie Mintram, Safe Saskatchewan

Chris Fillator welcomed everyone to the meeting and provided background information about how this group started; Chris explained that this is an open forum, mainly on how safety leaders can benefit from business-to-business information sharing and hopefully we will keep building. Chris encouraged everyone to invite other business owners to these meetings.

Andy Schwindt suggested that to get employers to attend these meeting, MSA should have a standard, one-sheet form letter/handout to help companies understand who MSA is and what MSA does; this would help companies understand that they're not always being audited or will be told how much money they need to spend to bring their company up to code. Jeff Ross noted that MSA has this literature in the information package they hand out to their members.

At the last meeting, there were questions raised about labour relations so Chris invited Ray Anthony, Director, Safety Operations South, Labour Relations and Workplace Safety. Chris noted t that everyone is here for their employees and for their businesses. Ray is not here to provide good or bad information but instead to listen in on this meeting, to understand what we're trying to accomplish and maybe answer some questions.

With Saskatchewan being the highest (in Canada) with injuries and claims, we want to figure out what Saskatchewan is doing differently and how we can change the safety culture. Coming from Ontario,

Chris's experience has been that Ontario has more safety inspectors visiting businesses to ensure employer due diligence of providing a safe work environment and that employees are wearing personal protective equipment (PPE) at all times.

Chris introduced Ray Anthony, followed by round table of introductions. Chris encouraged the group to ask Ray questions about what his team does.

Ray provided an overview of his office, what they do and where they are located around the province. Ray explained that Labour Standards is split into different parts; the area that he works in, is occupational health and safety, with six locations around the province (Saskatoon, Regina, Yorkton, Estevan, Weyburn and Swift Current) Swift Current is the only location not staffed at this time. Ray has eight labour standard officers that includes four healthcare specialists that are RNs or EMTs, as well as officers with background in ergonomics. Ray's office responds to complaints from EMTs, machinists, etc. Ray also noted that his officers do not randomly show up to do an inspection but rather they show up because of a complaint or that the business is on a targeted list. Sometimes they may come out to gather statistical information. Labour Relations and Workplace Safety also have a radiation unit that inspects anything to do with radiation, e.g. lasers, welding; a hygiene unit that handles the chemical & biological hazards and the administration unit that manages the office.

Ray was asked how his office tracts compliance since companies are no longer required to send minutes from their safety meetings to OH&S. Ray responded that companies are required to retain their minutes at the place of employment for five years; while they are not required to send them to OH&S, they are required to produce them if asked. While the law looks complex, it really isn't; the idea is that you should have the essentials which includes:

- **Safety Bulletin Board** (including the names of your OH&S members)
 - Fire Safety Plan
 - Copy of the Act & Regulation
 - Muster Point
 - WHMIS information
 - Job Box Meetings can be done at this board

If you're doing orientation or job box meetings, do them at your Safety Bulletin Board.

Ray explained how important it is for managers to look at what they doing, how they are doing it, what they want done and to make sure workers are doing the same and without injuries, without damage to equipment or property.

The group discussed how important it is for managers to listen to workers, to read comment cards, have job box meetings (most companies have them once a week) and to respond to employee safety concerns.

Some of the participants are CORE certified, some are working towards CORE certification and some are not looking at CORE certification at this time. Chris suggested that if companies that are not CORE certified need help or support, he and others are willing to help. Ray explained the program standards for CORE certification in Saskatchewan. To become CORE certified, a company has to meet a safety standard. There are ten elements required for CORE certification. The first part is to:

- Take a look at what you do and develop written safety practices
- List of hazardous procedures (this requires a staff to take a course in hazard analysis and then go through all of the hazardous materials)
- Share processes

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The toughest part is changing current practices and procedures to meet the program standards. The second part in becoming CORE certified is to identify gaps in your training and fill those gaps and that's where MSA and other safety associations can be help.

Ray finds that more often than not, what goes on in safety meetings are not the things that are hurting the workers. Ray encouraged managers to take a look at their WCB statistics and point employees towards where accidents are happening.

Questions for Ray included

- How do you get you're your building tested for asbestos? *You must hire a private engineering firm and you must register your building if it is tested positive for asbestos; you can register online. You must identify how and where the asbestos is in your building*
- Should we have a staff at all times to operate the overhead crane? – *anyone expected to operate a crane should meet the requirements of Table 16.*
- How is the amount of crane operation training determined? *Required qualifications are determined by the tonnage and usually courses ranging from 8 to 12 hours plus 32 hours on the shop floor.*
- It is tough and time consuming to get employees to believe and follow safety procedures. The buy-in starts at the top; Supervisors must listen to their workers. As managers, you must set an example
- Who is fined if an employee is not wearing PPE – the employee or the employer? *There are number of factors to determine who is fined; if the employer provided the employee with PPE, safety education, etc. the employer has met due diligence, therefore the employee is fined*
- If log books for the overhead crane are maintained, employees know enough to go through the log book, make entries, etc., do you still need to hire a third party every year to inspect the logs? *Check the log book inspections in the CSA manual for requirements*

Comment: We are the people responsible for changing the safety culture in our businesses, enforcement doesn't work; practice safety in the workplace because it is the right thing to do, don't wait for an inspector to come in and tell you what you're doing wrong

As a whole, the group agreed it is a good idea to have these meetings on a regular basis. Chris reminded everyone about the MSA/SFSK meeting on June 25th at the Sandman Hotel; Chris invited Ray Anthony to attend the meeting as well.

Chris will arrange for a representative from WCB to attend the next meeting.

Meeting adjourned at 8:30 am.