



MONTHS LATER, SAFETY MESSAGE LINGERS ON AT ST. MALACHY'S HIGH



Rachel Milne's dream is to go to university to become a counselling psychologist – she can't afford to put her future on hold for a workplace injury. To her teachers at St. Malachy's Memorial High School, the Grade 11 student is smart, polite, and a joy to have in class. To her peers, she is a positive role model who has earned their respect.

So when she was asked to introduce guest speaker Candace Carnahan before 400 fellow students during the WorkSafeNB-sponsored *See Something. Say Something.* tour last October, she didn't hesitate.

"I was a bit nervous but after learning more about Candace's story, I'm very grateful I was asked," Milne said.

As a young worker, Carnahan was seriously injured in a mill accident that claimed her leg below the knee. Today she is a public speaker who shares her story with employers, government organizations and students across the country. She spent six weeks last fall sharing her story

with students in a tour of Anglophone schools around the province.

Months later, the effects can still be felt.

"It's definitely a step above books and pamphlets," Milne said, speculating that thanks to social media and smartphones, student attention spans perhaps aren't what they used to be. "I knew from looking around the room that we were all hanging off her every word. People still talk about it."

This is welcome news to WorkSafeNB's youth programs co-ordinator Jessica Brodie, who acknowledges that you have to be creative to get a long-lasting impact that will follow students through their working lives.

"We realize there are competing interests these days and that you have to make the most of your opportunities. We have to challenge the teenage perception of invincibility and sometimes that means showing them what can happen if you take

safety for granted. To do that, we have to ensure we make a connection with the students."

And sometimes the challenge is getting your foot in the door. St. Malachy's principal Beth Horgan is approached throughout the year by many organizations, each wishing to promote a message or service. But because curriculums are tight, she said the school can only approve a select few.

"We have to ensure that it will be a worthwhile experience for the students and that it will give them something they don't necessarily get from the classroom."

It didn't take Horgan long to realize they had chosen a winner.

"This wasn't just a message. She [Carnahan] developed an excellent rapport with students through storytelling. Not everyone can relate to losing a limb, but we can all relate to how such a traumatic experience would impact our emotional well-being and that of our friends, families and co-workers."

As the high school principal, Horgan said she always pays special attention to students during assemblies. It's not simply to ensure good behaviour.

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Mark your calendar!

**WorkSafeNB's
Health & Safety Conference**

October 1-3, 2014
Saint John Trade and Convention Centre,
Saint John, N.B.

NEW REPORTING REQUIREMENTS, NEW POSTER

Enclosed with this edition of **CONTACT** is an updated accident reporting poster to help you comply with revised accident reporting laws that come into effect June 1.

WorkSafeNB's director of compliance and regulatory review, Richard Blais, said the updated poster captures the proper reporting requirements in the event of a workplace accident. These requirements have been expanded to provide more clarity on what must be reported to WorkSafeNB, including the reporting of significant near miss incidents.

"The poster offers step-by-step instructions for both workers and employers, should an incident

occur, and can be used to supplement the required internal procedure on incident reporting. Employers should post the internal procedure and poster in an area that is highly visible for all employees to see and talk to their employees about it."

The new legislation affects all employers. For more information, or for additional copies of the poster and other resources, visit www.worksafenb.ca and access the *Important changes to our Acts* portal. •



WORKPLACE SAFETY MESSAGE: *Continued from page 1*



Soon after the youth tour, Rachel found herself in a position to remind her father, Michael, to wear his personal protective equipment while working on a vehicle in the family garage.

"I always ask myself, 'Will the students remember this?' And from the look on their faces, I knew they would."

Take Milne for example. Like many 16-year-old girls, she works part-time at a retail clothing store. While the risks aren't as obvious as those found in a mill like the one where Carnahan was injured, Milne said when you view the world through a different lens, you see things you might have missed before.

"In retail, the most obvious hazards are from climbing ladders to reach high shelves. I have friends who work in fast food who need to be careful with cooking oil, grills and sharp utensils. If you look closely at any job, you'll find risks."

While identifying hazards is one thing, finding the courage to speak up about them is another. Much like the name of the tour suggested, Carnahan's main point encouraged students to dig deep and speak up when they see something unsafe.

"Research shows that's one of the toughest hurdles to overcome," Brodie said. "It can be

quite daunting for a young, inexperienced worker to speak up, particularly around older, more seasoned colleagues."

The data backs it up. A recent survey of Atlantic Canadian youth indicated they may be hesitant to speak up for fear of reprisal. Furthermore, more than 1,000 New Brunswickers between the ages of 15 and 24 were injured at work in 2013.

"Young workers want acceptance," Brodie said. "They don't want to be seen as a weak link or a liability."

But try telling that to Milne. Soon after the presentation, she noticed her father, Michael, an auto mechanic with 36 years of experience spray painting an old car in the garage. When she noticed he wasn't wearing his personal protective equipment, she held him to task.

"I said, 'Dad, put that on before you get hurt!,' and he did. Injuries don't discriminate. Anyone can get hurt, whether you've been doing the job for years or if it's your first day. But by being safe, you are helping others to be safe as well." •

BOARD MEMBER PROFILE



Hector Losier

Growing up on a farm will engrain a work ethic that sticks with a person for life. Being raised with nine brothers and two sisters teaches patience and teamwork. These are the values that have defined Hector Losier all of his life.

Appointed to WorkSafeNB's board of directors in June 2011 to represent workers, the Tracadie native's upbringing has served him well throughout his 35-year career as a union rep, which has included time teaching safety programs at the New Brunswick Community College (NBCC).

"I put in quite a few 80 to 90-hour work weeks during my career, but I've always loved my job and working with the people."

Union work and teaching wasn't always his plan, however. After graduating from Tracadie High School in 1968, Losier said he decided to do what he knew best – woodworking.

"My grandfather was in the lumber trade for more than 50 years. I was about 10-years-old when he taught me how to scale lumber."

Losier was hired by Master Applicators in Fredericton in 1970 as a carpenter before enrolling in NBCC's carpentry program two years later. It was around this time he got his first taste of union work as a representative with the United Brotherhood of Carpenters. Here he discovered his true calling as a labour activist.

"I've always been outspoken about safety and always felt it was a right everyone should have, whether working on a unionized site or not. I was never shy about speaking up when I saw something unsafe."

It was this unwavering commitment to workplace safety that brought Losier into contact with WorkSafeNB in the late 70s when it was still known as the Workers' Compensation Board.

By working together, change was brought to strengthen regulations in the construction industry and laid the groundwork for the laws we recognize today.

From 1977 to 2012, Losier represented more than 4,000 unionized workers from every corner of the province with the Local 1386. The experience gave him an inside look at the challenges facing workers in various industries, from ferry workers and police officers to millwrights and boat builders. He got to know many of them by name, and crossed paths with some of the people he would later serve with on the board.

"When I joined the board I benefited by having common acquaintances with some of the other members – Sharon Tucker, David Ellis and Mel Vincent – through their own union involvement. It was nice to have that familiarity around the table."

Building off his experiences with the Local, he assumed the executive secretary treasurer position with the New Brunswick Regional Council (NBRC) of Carpenters, Millwrights and Allied workers in 1998.

But it wasn't always smooth sailing. In 2007, Losier was diagnosed with colorectal cancer. He was eventually referred to the Lahey Clinic in Boston for a life-saving operation. While the surgery went according to plan, a negative

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reaction to the chemotherapy caused him to slip into a coma for five days.

"It was just one of those things life throws at you," he said.

Never one to get stuck in a rut, Losier said he decided to bite down and do whatever it took to get back to work.

"The doctor said I should have been off work for eight weeks but I kept a positive attitude and was back in four. I'm just the type who needs to stay busy."

With that outlook on life, Losier gladly accepted when the New Brunswick Building Trades Council nominated him to the board. Now, three years into a four-year term, he feels there is still work to be done with the building trade portfolio.

"New Brunswick has a good safety record but you have to find ways to continuously improve. Ideally I'd like to see five more health and safety officers added to the payroll and the same safety rules for every contractor, whether residential, commercial or industrial."

Losier lives in Fredericton with his wife of 32 years, Elaine, and continues to sit on numerous provincial boards. He is passionate golf enthusiast and, unlike everyone in his family, a lifelong Toronto Maple Leafs fan.

"My maternal grandfather was of Irish descent and spoke very little French. As a boy I spent many weekends at his house. There weren't many channels back then and I came to like the Leafs while watching the English CBC. It wasn't quite the joke back then that it's become today," he said with a grin.

And despite retiring from the NBRC position in April 2012, he still gets calls from people he used to represent almost daily. They are calls he will always answer, he said.

"You have to like people. Everyone has a problem. A lot of times they just need a friend." •

WORKSAFE NB AND NEW BRUNSWICK FEDERATION OF LABOUR SEEK STRONG TURNOUT FOR DAY OF MOURNING OBSERVANCES

In 2013, 9,810 New Brunswick workers were hurt on the job, three of them fatally. Another four workers died from previous years' injuries or disease.

"On Monday, April 28, please join us in remembering fellow New Brunswickers who have suffered injury or death while simply supporting themselves and their families," said Gerard Adams, president and CEO of WorkSafeNB. "The effect of these deaths is devastating not only for the surviving family members, but also their friends, co-workers, employers and the community."

"Let's honour these workers who have been injured or killed on the job. Let's stand in solidarity to remember them and support their loved ones."

Once again, the New Brunswick Federation of Labour (NBFL) and WorkSafeNB are teaming up to recognize the April 28 event by providing

posters to workplaces. Additional posters are available through WorkSafeNB's regional offices and through local district labour councils.

NBFL president Patrick Colford urged New Brunswickers to show their support by attending a memorial.

"On April 28, please join the New Brunswick Federation of Labour (NBFL) and WorkSafeNB in recognizing the National Day of Mourning. Let's stand together and pledge to learn from these tragedies and work harder to reduce them," Colford said.

WorkSafeNB also suggests that you wear a black ribbon or pin (available in many workplaces) or take part in a flag lowering ceremony at your workplace. You are also encouraged to attend one of the Day of Mourning ceremonies being held at various locations around the province, Adams said.

"When a worker killed, it tears a family apart. Pay tribute to those present and those lost in New Brunswick workplaces with a moment's silence." •

For a list of Day of Mourning ceremonies, contact the New Brunswick Federation of Labour office at 506 857-2125.

DAY OF MOURNING AT A GLANCE:

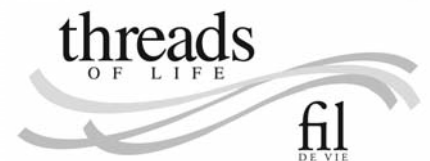
- The Day of Mourning was first observed in Canada in 1984.
- April 28 was chosen as the day of remembrance because it was the day the third reading took place for the first comprehensive *Workers' Compensation Act* (Ontario 1914) in Canada.
- Today, the Day of Mourning is observed in more than 100 countries worldwide.

WorkSafeNB and the New Brunswick Federation of Labour ask you to attend an observance and encourages all New Brunswickers to help make health and safety the most important part of their workplace's culture.





WORKSAFE NB WELCOMED TO THREADS OF LIFE FAMILY



New Brunswick families coping with the loss or serious injury of a loved one due to a workplace tragedy will have better access to support, thanks in part to a new partnership between WorkSafeNB and Threads of Life.

Established in 2003, Threads of Life is a national charitable organization made up of family members and friends living with the outcome of a workplace tragedy and dedicated to helping other Canadian families after they have experienced a tragedy at work.

Gerard Adams, WorkSafeNB president and CEO, said the Threads of Life gives friends and families a chance to share their stories and help connect them with resources to aid the healing process.

“Threads of Life is made up of compassionate individuals who understand the pain of losing a loved one to a workplace injury or disease. Many families feel alone in the wake of such tragedies, but the people at Threads of Life have often walked the same road and understand the magnitude of that loss,” Adams said.

Shirley Hickman, Threads of Life executive director, has walked that difficult road. She founded Threads of Life after her son, Tim, was killed on the job in March 1996. She said she looks forward to helping New Brunswickers in need.

“We have always welcomed New Brunswick families to attend our family forum and use our services, but this new partnership means we will

be able to reach more grieving families and offer them support. We’ll also be able to help WorkSafeNB in their goal to build safer workplaces.”

THREADS OF LIFE PROGRAMS

Threads of Life helps families of workplace tragedy along their journey of healing by providing unique family support programs and services in two key areas – its Family Support Program, and Community Action Program.

Working with provincial workers’ compensation boards and governments, Threads of Life helps families by providing a Family Support Program that:

- Connects family members who have experienced workplace tragedies (facilitating a sharing of experiences with personal and sustained interaction) through a trained Volunteer Family Guide.
- Connects families through annual Regional Family Forums, providing an opportunity to come together in a supportive community to learn about coping skills, active listening and healing for families and workers. The 2014 Atlantic Canada Family Forum will take place May 23-25 at Atlantica Hotel, Oak Island, Nova Scotia. For more information, visit: www.threadsoflife.ca
- Provides material resources to families to assist in understanding the grieving or traumatic emotional processes and experiences that occur after a workplace tragedy.

Through its Community Action Program, Threads of Life:

- Runs a national speakers’ bureau, providing public speaking training and opportunities for volunteers who have been personally impacted by a workplace tragedy and co-ordinates opportunities for them to share their personal story about the ripple effect of workplace tragedies.
- Generates financial and awareness support at the grassroots level through initiatives such as the annual Steps for Life walk, which effect change at a local level. These volunteers and participants provide an important connection between communities throughout Canada and Threads of Life.

STEPS FOR LIFE

MAY 4 – MARK YOUR CALENDAR!

The 2014 New Brunswick Steps for Life walk will be co-ordinated by our partners at the New Brunswick Construction Safety Association (NBCSA) on Sunday, May 4 (11 a.m.) in Miramichi. WorkSafeNB staff and their families are encouraged to show their support by participating in the 5k Steps for Life fundraising walk. For more information about the New Brunswick walk, visit: www.stepsforlife.ca. If you would like to participate in the Corporate Challenge and walk on one of WorkSafeNB’s teams, please contact Chad Humphries (506 632-2266) – chad.humphries@ws-ts.nb.ca.

WORKSAFENB'S PERFORMANCE HELPS KEEP NEW BRUNSWICK ONE OF THE SAFEST PLACES TO WORK IN CANADA



2013 results exceeded targets established by WorkSafeNB's board of directors, and helped to keep New Brunswick one of the safest places to work in Canada.

Detailed results on WorkSafeNB's performance can be found in its *2013 Annual Report* released April 1.

"Our performance demonstrates how New Brunswickers made a difference last year in

their workplaces," said Sharon Tucker, chair of WorkSafeNB's board of directors. "With such leadership in our province, we believe that more and more New Brunswickers will be inspired to engage in health and safety initiatives at work, creating a strong culture of workplace health and safety."

Some of the highlights of the *2013 Annual Report* include:

- A 2.84 workplace injury frequency rate per 100 full-time employees (FTE) in 2013. This represents a decrease from 2012 (3.00) and is well below the five-year target of 3.19.
- A 1.18 lost-time workplace injury frequency rate per 100 FTE. This rate continues to remain below the national average of 1.65.

- A 56.4-day average claim duration (average paid days) in 2013. This is lower than WorkSafeNB's target set at 59.1 days.

WorkSafeNB recorded an operating surplus of \$127.6 million in 2013, resulting in a funded position of 138.2%. "The strong funding position has allowed for a decrease in the provisional average assessment, from \$1.44 in 2013 to \$1.21 for 2014. This rate continues to remain the lowest in Atlantic Canada," said WorkSafeNB president and CEO, Gerard Adams.

To view the *2013 Annual Report*, please visit www.worksafenb.ca. You'll find it under the Corporate Reports tab. •

CAMPAIGN RECRUITS BACK PROTECTION AGENTS IN WORKPLACES ACROSS NEW BRUNSWICK

Since the campaign kickoff last November, more than 100 New Brunswickers from around the province have taken the Back Protection Agent pledge. These individuals will be entered into our grand prize draw for a free registration to our next Health and Safety Conference, being held Oct. 1-3 in Saint John.

The good news is that it's not too late to get involved. Sign up at the portal at www.worksafenb.ca before April 30 for your chance to win. Becoming a Back Protection Agent is easy, but don't take our word for it. Who better to tell you about it than

Back Protection Agents themselves?

We've heard from DEW Engineering's Lawrence Warren in Miramichi, who introduced a trolley to help his colleagues move fuel containers around the worksite.

"Now the employees can roll up to the bulk station, fill the containers and roll the cart to their work area – no spills and less physical handling."

Lisa LeBlanc, of the Shediac Villa Nursing Home said she and her co-workers bought a stool to

help them reach into a tall filing cabinet. She said getting involved was a snap.

"Once I visited the website, it was easy to navigate and it didn't take long to fill in the necessary forms."

At McCain Foods in Florenceville, safety coach Jennifer Furrow said the campaign provided resources for her to include ergonomics training for joint health and safety committee members. The mother of two said the need for a strong, healthy back extends far from the workplace.

NAOSH 2014

MAKE SAFETY A HABIT!



Bruce Harquail

Safe workplaces are important in North America. That's why each year Canadians, Americans and Mexicans celebrate occupational health and safety for an entire week by raising awareness and sharing their vision of safer workplaces and communities.

The 2014 North American Occupational Safety and Health Week (NAOSH) takes place May 4-10, and we encourage you to adopt this year's theme and "Make Safety a Habit".

"Making safety a habit today is a great way to add quality years to your life," said Bruce Harquail, a WorkSafeNB health and safety officer and a long-time NAOSH Week supporter and organizer. "Do you buckle up before you leave your driveway? Do you test your smoke alarms regularly? Have you considered installing a carbon monoxide detector in your home or workplace? These are just some of the safety habits you should consider."

With a career in health and safety that has spanned 30 years, Harquail has seen first-hand what can happen when people take shortcuts. That's just one of the reasons he began organizing NAOSH Week activities for joint health and safety committee members around the province 24 years ago.

"Safety culture is continuously evolving, and NAOSH Week is no exception," he said. "What started as a way for participants to get updates on health and safety legislation back in 1990 has grown into what we recognize today – an opportunity for like-minded individuals to come together and exchange the latest ideas and trends to take back to their own workplaces."

As it has in recent years, Harquail said the 2014 theme emphasizes a proactive approach to safety that extends far outside the workplace.

"Employers realize that their workplace health and safety programs are all for nothing if workers fail to take safety practices home with them. An injury is an injury no matter where it occurs."

"There are benefits to integrating workplace safety practices into all facets of life – a healthy workforce that puts in practice the theme 'Make Safety a Habit' isn't just good for the bottom line, but for families as well." •

FOR MORE ON NAOSH WEEK, VISIT: www.naosh.org/

BACK PROTECTION AGENTS: *Continued from page 6*

"Being safe at work means you will be able to enjoy your family when you go home. Your back is certainly worth the extra effort!"

And at the CNBB campus in Edmundston, Guilles Bélanger shared tips on proper mopping techniques with his colleagues.

"I taught the cafeteria lady on the night shift how to wash the floors by keeping her back straight to avoid injuries," he said. "The floors have never looked cleaner and she is pain-free!"

Well done everyone! Your actions, while unique, all demonstrate keen eyes for health and safety and

an unbridled enthusiasm for protecting backs in the workplace. WorkSafeNB thanks everyone for helping to keep backs safe in their workplace.

The winner of the grand prize draw will be announced in the May issue of *E-News*, WorkSafeNB's monthly electronic newsletter. •



Lisa LeBlanc

Lawrence Warren

Guilles Bélanger

Jennifer Furrow

IN THE COURTS



LLOYD DUTCHER DEVELOPMENTS LTD., pleaded guilty December 3, 2013 to a charge under the *Occupational Health and Safety (OHS) Act* for failing to provide such supervision, training and instruction necessary to ensure an employee's health and safety.

On June 21, 2012 an employee working for the company on a residential construction project fell through a stairwell opening on the second floor of the home to the basement floor. The worker was killed instantly. The charge stemmed from the fact that the company owner had been on site before the accident and observed the employees working at heights without fall protection and did not require them to wear it even though the equipment was available.

Lloyd Dutcher Developments Ltd. was fined \$15,000, plus a \$3,000 victim surcharge.

PROSPECT BUILDING CONTRACTORS (2004) LTD. pleaded guilty on January 10, 2014 to charges stemming from an incident in Fredericton in which an employee, who was also a supervisor, fell from a roof being installed on a commercial project. The company was fined \$4,000 and also made a \$1,000 donation to the Stan Cassidy Centre.

TERRAEX INC. pleaded guilty March 11, 2014 to a charge under subsection 181(1) of *General Regulation 91-191* of the *OHS Act*. The company was fined \$3,000 for failing to ensure proper shoring, bracing or caging of an excavation trench.

The violation occurred on April 18, 2013 at a project site in Saint John, N.B. The incident did not result in injuries, although a stop work order was issued because of the potential for serious injuries, as well as the zero tolerance violation.

BUYER BEWARE!



FEBRUARY 24, 2014 – It has been reported that a firm has been contacting New Brunswick workplaces requesting that they complete a survey on behalf of WorkSafeNB. The caller indicates that they perform health and safety audits on organizations, and directs users to our website for more information. The caller also tries to determine if the recipient has authority to make financial decisions on behalf of their organization.

The call recipients report that it may be implied that this firm is acting on behalf of WorkSafeNB.

Please note that we have no affiliation with this firm and have not, through staff or an external agent, contacted New Brunswick employers for this reason. If a workplace needs to be audited, a WorkSafeNB officer, with official identification, will visit the workplace and address the issues in person. •

FOR MORE BUYER BEWARE NOTICES, VISIT: www.worksafenb.ca