





## JOSH Committees

### Is Your Joint Health and Safety Committee Following the Rules?

The Workers Compensation Act requires employers to establish a Joint Occupational Safety and Health (JOSH) Committee in any workplace that regularly employs 20 or more workers - full and part time. (In some situations WorkSafeBC may require that workplaces with less than 20 employees also establish a JOSH Committee) The role of the JOSH

Committee is to bring workers and managers together to promote safety and to resolve safety issues that arise in the workplace.

#### The finer details...

Not just another workplace clique, your Joint Occupational Safety and Health Committee is designed to be a valuable means of consultation within your company. How do you know that your JOSH Committee is meeting the design criteria? Compare your Joint Occupational Safety and Health Committee against the following checklist to see what your level of compliance is with the Workers Compensation Act (Part 3 Division 4).

- Your Joint Occupational Health and Safety Committee has:**
- A minimum of 4 members
  - Both worker representatives and employer representatives
  - At least half of its members are worker representatives
  - Two co-chairs (one selected by worker representatives and one selected by employer representatives)
  - A written policy outlining how duties and functions are performed

**Your Joint Occupational Health and Safety Committee does the following:**

- Meets once a month
- Identifies unsafe situations in the workplace and works to remedy them
- Reviews health and safety complaints and makes recommendations to the employer on safety program development
- Consults with workers and employers on workplace health and safety issues
- Keeps up to date on applicable health and safety legislation and advises the employer on proposed changes to the workplace
- Ensures that inspections and accident investigations are carried out and participates when necessary
- Prepares monthly meeting reports and provides them to the employer for distribution/posting

The employer is responsible for providing the JOSH Committee with appropriate time and resources necessary to carry out its functions. Management's support and recognition are essential to ensuring the success of any company's Joint Safety and Health Committee.

For more information on JOSH Committees contact a Safety Advisor at the Construction Safety Network.

## AGGREGATE PRODUCERS' ASSOCIATION OF BC: SAFETY INITIATIVES

In response to the fatalities within the aggregate industry in 2007, the APABC made safety a high priority on their agenda. Discussions held at the association's general meetings resulted in the development of the Aggregate Safety Committee in September 2007.

through an initiative titled the Aggregate Workplace Safety Project.

The initial step is to compile the aggregate industry's safety related data (i.e. claims info, inspection reports, audit results etc.) and perform an analysis to identify trends. From there the Committee will determine strategies to increase employers' awareness on occupational health and safety and will work to develop education and training programs.

Contact Urvi Ramsoondar at [urvi@safetynetwork.bc.ca](mailto:urvi@safetynetwork.bc.ca) if you would like more information.

This tripartite committee is composed of industry representatives working in partnership with the Ministry of Energy, Mines and Petroleum Resources (MEMPR) and the Construction Safety Network (CSN). Together the group is developing plans to increase the safety culture of the aggregate industry

### NEED A SAFETY MANUAL?

**Most employers require a formal health and safety program manual. This can be a daunting, time consuming task for the majority of companies.**

**Did you know the CSN has an easy-to-use online course with which you can produce a health and safety manual in just a few hours?**

**Principles of Health and Safety Management (PHSM) is an informative, interactive program which is free for all COR companies. Even if you are not in COR, you can take advantage of PHSM.**

**Contact our Safety Advisors to find out how PHSM can benefit your company.**

**Page 2**

# WORK SAFE BC

## Account Management Update



**Ray Zukanovic**  
WorkSafeBC Account Manager

### Worker claim reporting now just a phone call away

Those of you who read this column regularly know that WorkSafeBC is dedicated to reducing the high rate work-related injury, illness, and death in the construction sector. But, when injuries do occur, our goal is to minimize the impact by providing injured workers with helpful, timely, and compassionate service.

That's the idea behind Teleclaim — a new WorkSafeBC service that makes it easier for workers to report time-loss injuries and receive personalized assistance with their claim.

Previously, to report a time-loss injury, workers had to complete an application for compensation (Form 6) and submit it to WorkSafeBC. But, since the system was paper based, there was little opportunity for personal contact with injured workers at the beginning of the claim process. As

a result, some injured workers felt frustrated, not knowing who to speak to or what to do once they had submitted their claim form.

Now, rather than filling out paperwork, workers can simply call Teleclaim to report their work-related injuries and speak directly with a WorkSafeBC representative. The process is quicker and easier than before and provides more personalized service up front.

Through surveys and focus groups, injured workers have told us they want service that is compassionate, they want to be treated as individuals, they want to be better informed about the claim process, and they want help returning to work. It sounds pretty straightforward, but our old claim reporting system simply wasn't optimized to meet these needs.

Teleclaim improves on the process by adding a human touch. When workers call Teleclaim, they receive assistance from a WorkSafeBC representative, who completes an injury report on their behalf, explains the claims' process, answers questions, and helps obtain services to assist with rehabilitation and return to work.

Employers will still need to submit a paper injury report (Form 7) or electronically through Employer Connect; but, to help streamline the process, in the future you will be able to review, revise, and submit electronic Form 7s, which have been pre-filled with information on the incident. This future enhancement will reduce the administrative work required for reporting injuries. In the meantime, Teleclaim will help facilitate earlier treatment and rehabilitation for your injured employees, helping to minimize the human and financial costs of injury.

Under the new reporting process, injured workers are still required to inform their employers of their injury or illness as soon as safely possible. In fact, our staff check with each caller to ensure they've told their employer of the injury. If not, we follow up with the employer — usually the same day — to

confirm that they are aware of the injury and in the process of submitting the necessary information.

To ensure a smooth transition to Teleclaim, WorkSafeBC began implementing the service in stages. We first piloted Teleclaim on Vancouver Island in October, 2006, followed by a rollout to B.C.'s Interior and North in April of last year. On December 3, 2007, the service was expanded to the Lower Mainland and all remaining areas of the province. Some of you may have recently received information packages as part of the Lower Mainland launch.

Since going live, the Teleclaim centre has processed over 20,000 claims and the feedback from injured workers has been very positive. Users tell us they appreciate being able to speak with a live person to get the answers they need right away rather than waiting for days or weeks. The average time it takes for caller to be connected to a WorkSafeBC representative is less than 1 minute.

Beginning early this year, WorkSafeBC will enhance this service further by introducing a live translation service for non-English speaking workers. We want to ensure that all B.C. workers, regardless of their background, have the same access to help if they are injured at work.

If you haven't already done so, I strongly encourage you to spread the word about Teleclaim among your employees, contractors, or co-workers. Teleclaim is available from 8 a.m. to 4 p.m., Monday through Friday, at 1 888 WORKERS (1 888 967-5377), or #5377 for Telus, Rogers, and Bell Mobility customers.

For more information on Teleclaim, visit our web site [WorkSafeBC.com](http://WorkSafeBC.com) or, if you have questions about the new service, please e-mail us at [teleclaim@worksafebc.com](mailto:teleclaim@worksafebc.com).

### Call Teleclaim at 1-888-WORKERS





# WORK SAFE BC

## Industry & Labour Services Update



**Don Nelson,**  
WorkSafeBC Manager of  
Industry and Labour Services

### What you need to do about deadly asbestos

If you remember asbestos being banned, the temptation is to think it's history. That's not so.

Asbestos accounts for roughly half the deaths in B.C.'s construction industry. In the last decade, that's meant that hundreds of workers have experienced tens of thousands of days lost from work. It has also resulted in millions of dollars in compensation costs.

Because it can take years to feel the full effects of asbestos, some of the fatalities are old sods like me. But today's workers don't escape. Most at risk are those maintaining, renovating or demolishing

the thousands of older buildings containing asbestos products.

Asbestos fibres become airborne easily and are light enough to stay that way a long time. Any asbestos-containing material (ACM) is dangerous. Just inhaling it can mean cancer or progressive lung disease — with symptoms including hacking cough, trouble breathing and weight loss.

WorkSafeBC regulations make clear who's responsible for controlling the ill effects.

Before any work is done around asbestos, the building owner or employer must have a qualified person inspect the site to identify and inventory any ACM that could be handled, disturbed or removed. "Qualified" means someone with relevant training and experience with asbestos. Before a job begins, or if ACM is found afterward, trained and qualified workers must remove and dispose of it with no other workers on the site.

For more on asbestos in construction go to "Publications" at [www.worksafebc.com](http://www.worksafebc.com).

- Select "Publications Index" at the upper right; click on "A" and scroll down to Safe work practices for handling asbestos, a detailed 68-page manual.
- Back at the "Publications" page, select "Slide Shows" and scroll down to Does the house you're working on contain asbestos?

Let me know what you think of this or any other safety issue. I'm at 604-231-863, or toll-free elsewhere in B.C. to 1-888-621-7233. Or email [don.nelson@worksafebc.com](mailto:don.nelson@worksafebc.com).

## BC Ready-Mixed Concrete Association - AWARDING SAFETY

Last year, BCRMCA approached the Construction Safety Network with the idea of partnering to provide safety awards to BCRMCA members. Working together, representatives from both associations developed three categories of awards to recognize and encourage safety excellence in the concrete industry.

This new initiative was unveiled at the 2007 BCRMCA convention in Victoria, with a presentation by the Chair of BCRMCA's Safety Committee, Bruce Wilmer from Lafarge Canada Inc, along with CSN's Safety Advisor, Urvi Ramsoondar.

Three general categories of safety awards will be offered:

1. The Corporate Award – for concrete producers
2. The Innovation Award – open to all members
3. The President's Award – open to all members

Among the three categories, the awards take into account safety performance (i.e.: number of loss time incidents), creativity in eliminating and/or reducing risk from identified hazards, and overall safety performance and leadership.

Complete details, including submission guidelines and entry forms for the 2007 year are available from BCRMCA. The deadline for submissions is August 31, 2008. Awards will be presented at the 2008 BCRMCA Convention, October 2-5 in Penticton, BC.

All award recipients will be selected by BCRMCA's Safety Steering Committee that includes respected individuals in the safety field from member companies and representatives of the CSN. All submission information is held in the strictest confidence.

For more information, please contact Committee Chair, Bruce Wilmer, at [bruce.wilmer@lafarge-na.com](mailto:bruce.wilmer@lafarge-na.com) or BCRMCA at 604-626-4141.

## A Recent Success Story

Contributed by Miranda Vande Kuyt,  
BC Workinfontet Youth Site ([www.workinfontet.bc.ca/youth](http://www.workinfontet.bc.ca/youth))

Tyler was in high school when he first heard about the career he now loves. When Tyler was in grade 12, Kent Orrock of the B.C. Road Builders & Heavy Construction Association came to his Auto Shop class to tell the students about the new training programs being offered. Fortunately, the information on the Road Building and Heavy Construction (RBHC) Foundation Program stuck with Tyler. After a summer as a not-so-glamorous short order cook, Tyler thought about the benefits of a career in road building and heavy construction. He then gave Kent a call and began his application to enter the RBHC Foundation Program.

During high school, Tyler had considered apprenticeships in other trades such as mechanics, but the costs and length of the courses were intimidating. The RBHC Program at Douglas College was relatively inexpensive as it was subsidized by the Industry Training Authority (ITA) of B.C. On top of that, the course was only four weeks long and still included many of the industry prerequisite certificates and training such as: first aid, flagging, WHMIS, civil engineering, safety training and a certificate of completion from the

ITA. By the time Tyler finished his program, he was hooked on a booming career in road building and heavy construction and even landed his first job in the industry.

Tyler accepted a job with JJM Construction, and he is still there, working on his apprenticeship to become a Heavy Equipment Operator. He spends his days operating bulldozers, rock trucks, articulating hauling trucks and front-end loaders. He enjoys learning continuously about different kinds of machinery and civil engineering as he works on the Golden Ears Bridge project. On top of all the other benefits of a career as a Heavy Equipment Operator, Tyler is also making an impressive salary for only being 19 years old!

Now when Tyler excitedly tells others about his great career he says, "It all started with a presentation in high school and 4 weeks of college..."

If you would like more information about the Road Building & Heavy Construction training programs, please contact Kent Orrock at [kent@roadbuilders.bc.ca](mailto:kent@roadbuilders.bc.ca) or visit [www.roadbuilders.bc.ca](http://www.roadbuilders.bc.ca).

### 2008 is...The Year of the Supervisor!

In coming months, we will be unveiling some exciting safety tools for supervisors. Please see upcoming issues of the Link, as well as our website, for more details.

### SUBMISSIONS

Getting your article printed in *the Link* is now even easier than ever! Any time you want to submit an article or picture to *the Link*, just email it to [leah@safetynetwork.bc.ca](mailto:leah@safetynetwork.bc.ca). Every effort will be made to print your submission. Electronic photos are particularly welcome. Please ensure that you provide a description of the photo with your email – include the name of the event, date, location, and names of any people shown, as well as the organization(s) involved. If suitable, your story or photo may appear in the next *Link*!

# Board Members Profile



**Eric Anderson**

Eric Anderson is General Manager, Lafarge Ready-Mix in Vancouver. He has been with Lafarge for 18 years. Eric came to the company through an acquisition of his family aggregate business, Coquitlam Sand and Gravel.

Born and raised in Vancouver, Eric worked in a variety of assignments in Lafarge including Strategy, Manufacturing and Growth & Development. He is on the Board of Directors of the BC Ready-Mixed Concrete Association.

"I have only been on the board at the CSN for a short period of time yet hope to provide industry insight and also share the work of the CSN within my community."



**Moss Thomas**

Moss Thomas is president of City Projects Ltd., a mid-sized wall and ceiling contractor specializing in Tenant Improvement work. City Projects has been in business since 1986. Prior to that, Moss was president of M. Thomas Contracting Ltd., a company incorporated in 1977, doing Base Building construction to include drywall, structural steel studs, and lath and plaster contracting.

"I am very pleased to have been asked to serve on the Construction Safety Network Board on behalf of the ICBA. I look forward to being part of a solutions-oriented team. I trust that together we will tangibly encourage and enhance the viability of safe work practices."



# Slow Down Campaign

WorkSafeBC's "Slow Down" road awareness campaign has been a great success, with several exciting launches throughout the province. If your company would like to get involved by having your workers pictured on the signs, please contact our office.



## MARK'S WORK WEARHOUSE DISCOUNT CARDS

The CSN and Mark's Work Wearhouse have partnered to offer a complimentary 10% discount card to our members. If you would like to receive free cards for your employees, please contact our office.



## An Afternoon of Information Sharing and Networking

On Friday, January 28th the CSN hosted the 2nd Annual Road Builder and WorkSafeBC Meet and Greet. This year's event was attended by 12 industry representatives, along with WorkSafeBC claims staff and CSN's Urvi, Steve, and Leah.

Through networking, group discussions and presentations by WorkSafeBC staff, the importance of communication between all parties was shown to be essential. When WorkSafeBC claims staff, employers, workers, and medical professionals work together and communicate effectively, it makes the claims process flow smoothly and ultimately provides the injured worker with the best possible chance of getting back to work in a safe and efficient manner.

The CSN was pleased to present our latest toolbox initiatives, the New Worker Orientation package and Construction Safety Tool Kit, as well as remind the group about our Job Demands Analysis documents, which aid in communication between all parties.

Here's what some of the participants had to say about the event:

*"It was great to have the opportunity to put a face to the people we deal with as well as hear similar concerns being raised by other employers... This was my first time at the meet and greet... I liked hearing from the various areas, voc rehab, nurse advisory and Al Johnson, Regional Director of Construction."*

*"I enjoyed meeting our Customer Service Representative and the new Case Managers. Although I've met with some of the claims staff before, it was great to hear from them as well. The venue was conveniently located... Overall, it was good and I certainly would attend another in the future."*

*"Having a group together like this really opens up the opportunity to ask questions which some times are difficult to answer over a phone or email. The speakers were very informative."*

If you would like to participate in next year's meet and greet, please let us know.

# ICBA IS YOUR SOURCE FOR GOLD SEAL CONSTRUCTION MANAGEMENT COURSES

When the 2010 Olympics arrive in Vancouver, the highest, strongest and fastest athletes will be rewarded with gold. Just as in the Olympics, gold also symbolizes the highest achievement for those in the construction industry – taking the form of the Gold Seal Construction Management program.

ICBA is in its 8th straight year of offering Gold Seal Courses to the BC construction industry and has recently expanded course offerings to more locations across the province. We offer: Supervisory Skills, Project Planning, Contract Law, Principles of Construction Management, Communications Skills and Estimating.

Participants in this accredited national program will receive comprehensive and practical training on how to build teams that can manage, organize and sustain maximum productivity, and long-term commitments by employees. The importance of proper safety measures in minimizing risk and saving time and money is also covered.

A complete listing of Gold Seal courses offered through ICBA can be accessed on the ICBA website, [www.icba.ca](http://www.icba.ca), in the Courses and Events section. For more information on the benefits of Gold Seal accreditation, please contact ICBA training coordinator Gemma de La Pena at 604-298-7795.

## 2007 CHBA BC Georgie Awards Winners

The Canadian Home Builders' Association of BC produces an annual Georgie Awards program that celebrates excellence in home building. Entrants and finalists continue to exemplify the high caliber of expertise and hard work that is associated with CHBA BC member companies.

The Georgie Awards is the culmination of great partnerships, commitment and dedication to the high standards the industry strives to uphold. For a list of this year's winners, visit [www.chbabc.org](http://www.chbabc.org)

# BC Homes Magazine Presents Inaugural 2007 Residential Construction Person of the Year Award

2007 was an exciting year for Tim Kasten of Hillside Contracting in Kamloops. In September, Kasten was the recipient of the Canadian Home Builders' Association of BC's Workplace Health & Safety Innovation Award, presented by WorkSafeBC. His innovative thinking and his dedication to his staff and their safety was exactly why BC Homes Magazine named Kasten the 2007 Residential Construction Person of the Year.

"Though we received many qualified nominations, Tim Kasten best represents the criteria of leadership, strategic thinking, the

pursuit of excellence and balanced workplace values. We are honoured to name him BC's Residential Construction Person of the Year," said Scott Whitmarsh, Publisher and Editor of BC Homes Magazine.

Kasten believes in building green and building for the future. His commitment to teach apprentices about the trades highlights his dedication to the industry and to alleviating the labour skills shortage. Aside from his successful business, Kasten devotes his time and knowledge not only to the industry, but also abroad. He is currently 1st Vice President with CHBA BC and

in January 2008, joined other CHBA BC Board Executives and traveled to tsunami-ravaged Sri Lanka to help rebuild housing in that region. There, Kasten and the team helped set up a trades training school so that once they left, the people of Sri Lanka could build for themselves.

The 2007 Residential Construction Person of the Year Award Luncheon to honour Kasten was held in Kamloops BC on Friday, February 29, 2008. At the luncheon, Kasten shared his business success secrets for building a loyal and successful staff. For more information, please contact the CHBA BC office at 604.432.7112.

### VISION

The Construction Safety Network will be the leading employer occupational health and safety association.

### MISSION

The CSN is employers working together, with WorkSafeBC, providing programs and services that create a positive safety culture for the construction industry.