

# WHSCC

# news

SPRING 2002 VOLUME 8 N° 1

Workplace Health, Safety and Compensation Commission of New Brunswick

## Inside

### 5\*22

After years of research and development, the Workplace Health, Safety and Compensation Commission (WHSCC) is launching an innovative, systematic approach to health and safety. This program will be known as "5\*22." David Greason, Vice-President of Prevention Services states: "This product will provide a complete system for an effective health and safety program in a workplace with a roadmap on how to get there."

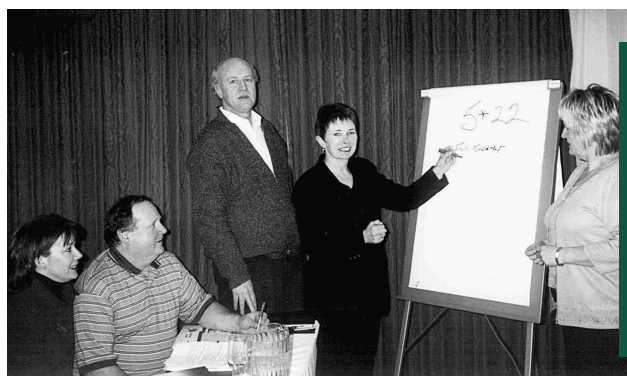
In addition, the 5\*22 program is designed to help employers and employees address their health and safety needs in the workplace by presenting a common understanding of what is represented by the words "health and safety." Mr. Greason added: "a common terminology will allow workplaces and WHSCC to communicate and work effectively with each other."

Mr. Greason explained: "by defining health and safety in the

form of 5 fundamentals: health and safety responsibility, management commitment, employee involvement, hazard and risk management, and health and safety education, we then start to give meaning to the words 'health' and 'safety'."

The 5 health and safety fundamentals defined in the program identify 22 health and safety topics that need to be put into practice to create a safe and healthy work environment. Mr. Greason said that "knowing the 5 fundamentals and implementing the 22 health and safety topics provides everyone with the basic information and tools required for success."

Visit our website [www.whscc.nb.ca](http://www.whscc.nb.ca) under "Resources" for more information about 5\*22. You will find the dates and locations of upcoming public workshops which begin in April 2002.



Pictured here are the Health and Safety Consultants who will have the lead role in delivering the program.



from left to right: Roger Burt, Reg Arsenault, Michel Fournier and Lorraine Drapeau.

from left to right: Monique Witzell, Barry Roberts, Kevin Whelton, Sue Linton and Martine Bélanger.

Meet Donna McNeil Board Member



Duty to Accommodate: Legal Requirements

Disability Week 2002

Health & Safety Pays

A Day with... Youth Spokesperson



WHSCC Assessment Rate Setting Principles

Good News! Teamwork Works



You may Get our Attention

Risk Alert

North American Occupational Safety and Health Week

Published by:  
WHSCC of N.B.  
Agreement No. 40659085  
c/o Communications  
P.O. Box 160  
Saint John, New Brunswick  
E2L 3X9

Toll Free: 1 800 222-9775  
Fax: (506) 632-4999  
[www.whscc.nb.ca](http://www.whscc.nb.ca)

## Health and Safety is:

1 HEALTH & SAFETY RESPONSIBILITY	2 MANAGEMENT COMMITMENT	3 EMPLOYEE INVOLVEMENT	4 HAZARD & RISK MANAGEMENT	5 HEALTH & SAFETY EDUCATION
<ul style="list-style-type: none"> <li>Accountable for unsafe work practices</li> <li>Knowledgeable about OHS Act and regulations</li> <li>Develop H&amp;S policy, H&amp;S plan &amp; safe work procedures/practices</li> <li>Identify areas of responsibility</li> <li>All employees responsible for their H&amp;S</li> </ul>	<ul style="list-style-type: none"> <li>Visibly involved in H&amp;S</li> <li>Support workers concerns</li> <li>Inform workforce about H&amp;S issues</li> <li>Promote H&amp;S initiatives</li> <li>Demonstrate concern for the well-being of employees</li> <li>Measure H&amp;S performance</li> </ul>	<ul style="list-style-type: none"> <li>Knowledgeable about hazards and risks</li> <li>Follow safe work practices</li> <li>Participate and support H&amp;S initiatives</li> <li>Behaviours support the improvement of workplace H&amp;S</li> <li>Perform job tasks to prevent risks</li> </ul>	<ul style="list-style-type: none"> <li>Identification and assessment of hazards and risks</li> <li>Report and investigate incidents and accidents</li> <li>Manage hazards and risks</li> <li>Attend to occupational health, hygiene, and ergonomic issues</li> </ul>	<ul style="list-style-type: none"> <li>Assess the H&amp;S educational needs of employees</li> <li>Educational plan identifying needs and delivery approach</li> <li>Provide educational opportunities</li> <li>Establish follow-up strategies</li> <li>Allow H&amp;S learning by doing</li> </ul>



All Accidents are Preventable

## Hot Off the Press



**Personal Protective Equipment Selection of Eye and Face Protection**

Hazard	Activities	Recommended protection					
		Spectacles with side shields	Goggles	Eye-cup / Respirator	Monocular goggles	Welding helmet	Face shield
Group A Flying objects	Chipping/Drilling/Scaling Grinding/Planing/Buffering Riveting/Flaming/Shearing Hammer mills/Chiseling Heavy sawing/planning Wire and strip handling Hammering/Unpacking/Nozzling Punch press/Lathe work Woodworking/Sanding	•	•	•	•	•	•
Group B Flying particles/ Dust/Wind	Light metal working/machining Exposure to wind/dust Resistance welding Sand/cement handling Painting	•	•	•	•	•	•
Group C Heat/Clare Sparks/ Molten metal splash	Plastering/Concrete work Material handling/mixing Working with molten metal Soldering/Brazing Spot stud welding Hot dipping	•	•	•	•	•	•
Group D Chemical splash	Hot dipping De-greasing Spraying chemicals Clears/Breathage Handling liquid labware Sandblasting Shot blasting Sheet piling Sintering	•	•	•	•	•	•
Group E Abrasive blasting		•	•	•	•	•	•
Group F Clare splash		•	•	•	•	•	•



## Meet Donna McNeill board member...



Definition of an Occupational Health Nurse: "The Occupational Health Nurse works in a wide range of workplace settings, with a primary role to ensure the continued health of working populations, through both health promotion and the prevention of injuries and diseases."

Donna McNeill's occupational medicine background is just one of a number of valuable assets she brings to the board table at WHSCC. Donna has served as the Chair of the Health and Safety Committee of the New Brunswick Nurses' Union, and she is the President of the Saint John Regional Hospital Nurses' Local, representing 1,400 nurses.

When asked to describe her responsibilities as an occupational health nurse, Donna enthusiastically listed an extensive range of duties: "Investigating accidents at the hospital, providing recommendations regarding accident prevention, and assisting in the establishment of return-to-work programs for injured employees are the duties which closely resemble the work being done by the Commission."

The role of the occupational nurse does not stop there – Donna has also been involved with promoting wellness, providing health education and acting as a resource agent for the Employee Assistance Program at various hospitals.

Donna also indicated: "Occupational nursing allows one to venture into other areas, for instance when you recognize that not all employees are at the same reading level, this can be a health and safety issue, so you go ahead and assist them with a remedial reading program. The personal rewards are significant, especially when the employees go on to obtain a GED certificate."

When asked for Donna's opinion on the value she brings to the board, her response was immediate: "experience." Currently assigned to the Anesthetic Care Unit (recovery room) of the Saint John Regional Hospital, she has a first-hand knowledge of the impact of sickness, accidents, and illness on workers and their families. "There is much more than the physical aspect of an injury or illness, there is also the loss of wages and the accompanying stress. Workers at the lower end of the wage scale suffer great hardship losing even a small amount of income. Return-to-work programs are, therefore, of key importance to all the parties involved; the worker, the employer, and the families."

Additional assets Donna believes she brings to the table are common sense, focus, and the ability to view the impact of certain policies from the workers' perspective. While considering the last item very important, Donna

also acknowledges that the challenge for her, as a member of the board, is to ensure the compensation system is accessible, fair, and equitable to both workers and employers: a balanced system.

Donna was appointed to the board of directors in February 2001 for a three-year term. Reflecting on her first year of service, Donna said she has spent the time learning about the organization from the inside out. "The members are provided with extensive briefing material and my goal has been to study the material to ensure I am effective when making decisions at the table. I think one of the most important responsibilities for the members is to 'be prepared!'"

In terms of emerging issues facing the WHSCC, Donna states: "my major concern relates to the ability to recruit and retain care providers. It is already a major challenge for WHSCC and the entire health care industry in New Brunswick. Occupational diseases are also emerging issues. The weapons we need to combat occupational diseases will be found in research and prevention activities."

Donna is an empty-nester whose pride is obvious when she speaks of her two children. Her daughter Natalie is a Forester working in Colorado and her son Scott, who now lives in Peterborough, Ontario, is enrolled in the Ontario Provincial Police (OPP) Training Program.

One might ask, "what does a person like Donna do in her spare time?" Volunteer of course! The Girl Guides of Canada, Girls Select soccer team, Saint John Youth Hockey Association and the Home and School Association have all benefited from Donna's giving nature.

When asked how she managed to do so much while still working 12-hour shifts, she said her grandmother once said to her: "You have an amazing spirit, it is a blessing, you have to share it."

Obviously Donna has heeded her grandmother's advice!

## Duty to Accommodate: Legal Requirements

The duty to accommodate injured and disabled workers is a legal obligation that stems from provincial and federal human rights legislation, as well as Supreme Court of Canada rulings. Employers and unions in New Brunswick are required to make every reasonable effort, short of undue hardship, to accommodate an employee covered by a protected ground of discrimination within human rights legislation, which includes physical or mental disability. This duty applies to employers of all sizes and is not time limited.

In addition, some provinces' workers' compensation legislation have sections that address this topic. In New Brunswick, when the disability is caused by an accident or illness covered under the provincial Workers' Compensation Act, there are additional legislative requirements to accommodate the worker.

Human rights legislation requires the employee with the disability, as well as his or her union (if applicable), to cooperate and participate in the accommodation process. However, the primary responsibility is with the employer because there rests the ultimate control over the workplace. The duty to accommodate requires an employer to determine whether existing positions can be adjusted, adapted, or modified for the employee, or whether there are other positions in the workplace that may be suitable. To help prove an employer's accommodation efforts are genuine, a four-step process is considered:

- Determine if the employee can perform his or her existing job "as is;"
- If not, determine if he or she can perform the existing job in a modified or "re-bundled" form;
- If not, determine if they can perform another job in its existing form;
- If they cannot, determine if they can perform another job in a modified or "re-bundled" form.

The Supreme Court of Canada has identified important aspects of what has been termed the "undue hardship" test. Six factors that are pertinent to consider are:

- Financial cost;

- Impact on a collective agreement;
- Problems of employee morale;
- Interchangeability of the work force and facilities;
- Size of the employer's operations; and
- Safety.

As noted earlier, accommodation in the workplace is a multi-party responsibility. Along with the employer and the union, the worker must also actively participate in seeking accommodation solutions. Workers cannot expect a perfect solution, and when a reasonable accommodation proposal has been identified, the employee has a duty to cooperate. The worker should be aware that if a reasonable proposal is turned down, the employer's duty is discharged.

Note – The WHSCC may be able to assist workplaces in their efforts to accommodate injured workers and/or offer assistance with the establishment of workplace disability management programs. Please contact your local WHSCC office for more details. Further information on human rights legislation may be obtained from the New Brunswick Human Rights Commission.

### The Cost of Disability

Disability caused by workplace accidents has significant cost implications for New Brunswick workers and their employers. On average, each year in New Brunswick, 15,000 work-related injuries occur resulting in almost 500,000 days of lost time. The resulting human and financial costs are staggering.

One recent study in Canada estimated that disability-related costs are 1.5% to 4.5% of payroll for the direct costs of short-term and long-term disability. It is suggested the indirect costs can be as much as five times that amount.

The key to reducing all costs associated with workplace disability is an emphasis on early intervention and assisting employees to return to productive work activities as soon as possible following an illness or injury.

## The First Canadian National Amputee Hockey Team Wins "Gold" in Lake Placid



Canadian athletes won not two, but three gold medals in hockey in February.

The First Amputee International Championship was held in Lake Placid and the Canadian team captured the gold on February 23, 2002. The teams competing in the championship were Canada, Russia, Finland, and USA.

On behalf of everyone at WHSCC, congratulations to Chris, Guy, and the entire Canadian team for a job well done! We know their success will be an inspiration to others who have undergone the experience of an amputation.

Good luck in Italy in 2006!

Two Canadian players, Chris Burns and Guy Belliveau, are from New Brunswick. The staff of the Workers' Rehabilitation Centre had the pleasure of meeting Chris and Guy during their rehabilitation treatment at the Centre.

## Disability Awareness Week 2002

The Premier's Council on the Status of Disabled Persons is pleased to confirm Disability Awareness Week (DAW) will be held from May 26 to June 1, 2002. The theme will be "Be Active! Be Safe! Be Healthy!"

Activities for Disability Awareness Week will be coordinated at the provincial level by the Premier's Council on the Status of Disabled Persons. The Co-Chairpersons will be Randy Dickinson and Gary Comeau working with a volunteer Executive Planning Committee.

During the run-up for Disability Awareness Week 2002, the provincial committee will be planning a variety of new and exciting activities related to the theme. Local committees will also organize community projects across the province. It is expected that thousands of New Brunswickers will attend these events, making DAW 2002 a true community initiative.

If you have an idea for a new Disability Awareness Week 2002 activity, please share it with the Premier's Council on the Status of Disabled Persons. Regular updates will be posted on the Council's website. For more information, contact:

Disability Awareness Week  
648 – 440 King Street  
Fredericton, N.B.  
E3B 5H8  
Toll Free: 1 800 442-4412  
E-mail: pscsdp@gnb.ca  
Website: www.gnb.ca/0048



## Health and Safety Pays!

Everyone benefits from the reduction and elimination of workplace injuries.

In addition, many New Brunswick employers benefit financially as well.

Through the WHSCC assessment system, which recognizes good health and safety experiences, 5,460 employers received rate reductions of \$7,681,854. These employers had assessment rates established at a lower rate than the industry because of their safety records, and the reduction can be as high as 40%.

Conversely, 1,533 employers had surcharges of \$8,840,739, and paid up to 80% more than their industry average, and up to 120% more than their competitors.

Twenty-seven employers received rebates of \$172,102 for having effective health and safety systems in place which are audited through the Risk Management Services program.

These rebates and rate reductions are provided in recognition of safer workplaces and provide a competitive advantage for some companies.

Four companies have received recognition by the Commission at the annual Health and Safety Conference for exemplary work in making their environments safer:

MMH Prestige Homes  
City of Miramichi  
Modern Enterprises  
Ferme Avicole Nadeau Poultry

## Announcements

### Construction Safety Association Opened Its Doors

The construction industry of New Brunswick now has its own industry funded association. The New Brunswick Construction Safety Association (NBCSA) officially opened its doors in September of 2001. The association has offices in Miramichi and Moncton and as of January 2002 began to offer health and safety training to any worker or company that pays WHSCC premiums under the construction sector. For more information, please call Mr. Roy Silliker, Manager, NBCSA, at (506) 627-1477.

The WHSCC applauds and supports the innovative efforts of the New Brunswick construction industry in establishing an association devoted to improving health and safety in that sector.

## WHSCC Assessment Rate Setting Principles

### "Shedding Light on a Complex Subject"

The Commission uses a combination of components to determine assessment rates for employers. Setting rates involves distributing the cost of insuring work-related accidents and is based on three fundamental principles: full funding, accountability, and statistical reliability. The intent of the system is not to balance each insured employer's premium payment exactly to the insured employer's costs, but rather to group and assess employers by similar industry and accident risk.

The employers are grouped together according to their industry and associated risk. This classification system is based on the primary business activity of the employer and not on the occupation of each worker. Consequently, for an employer engaged in only one primary activity, all workers involved in supportive functions (administrative offices, garages, sales, delivery, etc.) are classified according to the primary activity of their employer.

To establish the basic rate, five years of claims costs are used. For the analysis, direct cost ratios are calculated for the 2002 rate setting year for each industry by dividing claim payments between 1996 and 2000, on accidents which occurred in those years, by the total payrolls during the period.

The Experience Rating System introduces individual assessment rates for participating employers. Experience rating is used to recognize the difference in claims costs experience among employers within a particular rate group. All employers, with annual assessments of \$1,000 or more, participate in the experience rating program. An employer's rate is adjusted downwards to a maximum of 40 percent or upwards by as much as 80 percent, depending on whether that employer's claims cost experience compares favourably or unfavourably with the average claims cost of the rate group.

The average assessment rate for 2002 is increasing due to several driving factors: rising claims costs, particularly medical costs, and claims duration.

Between 1997 and 2001, the total assessable payroll increased from \$4.7 billion to over \$6 billion and claims costs have almost doubled. Over the same time period, until 2001, employer assessments did keep pace with rising claims costs.

Practicing health and safety, prevention, and implementing return-to-work programs for injured workers are still the best tools to improve productivity, reduce assessment rates, and keep New Brunswickers working.

## A day with... New WHSCC Youth Spokesperson

Candace Carnaham joined the WHSCC Prevention team in 2001. "My accident could have easily been prevented. Others can be also."



When she shows her prosthetic leg, the hundreds of high school students gathered in the school gym stretch and lean forward to have a good look. The atmosphere is relaxed and friendly, no one is the least bit embarrassed to ask questions – any questions. "The students are pretty curious and ask a lot of questions which reflect their reality and preoccupations. Do I mind wearing shorts? How did my friends react to the accident? Can I still go out dancing?" explains Candace Carnaham, WHSCC Youth Spokesperson.

Candace joined the WHSCC Prevention team in 2001. Since then, accompanied by Silvy Moleman, Youth Program Coordinator, she has spoken about workplace safety to over 4,500 students in some 30 New Brunswick high schools. And their agenda is quickly filling for 2002. "The message we bring to students is simple: look out for yourself, pay attention. If you don't know how to do a job safely, ask your supervisor. You have the right to refuse dangerous work."

Moleman continues: "Candace has great success wherever she goes. We have schools which have asked her to present a second time, and it's not rare to have students coming back to hear her again." The reasons? "She gets their attention. Candace is young, energetic and she talks freely about any aspect of her accident, her rehabilitation process, and her life with a prosthetic leg. Accidents are still among the leading cause of serious injuries, even death, to youth. There is impact in students hearing Candace's message, because it is relayed from someone their age that has first-hand experience with an accident and its long-term consequences."


At the age of 23, Candace Carnaham is a UNB grad in psychology and resides in Fredericton. She lost part of her leg three years ago in a workplace accident during her summer job in a mill. But this didn't stop her from accomplishing any of her goals. Shortly after her accident, she spent a month traveling and studying in Mexico, and another one backpacking in Europe. Now, she regularly trains at the gym and enjoys taking long walks.

"I enjoy touring schools. I like to think that my workshops may prevent an accident or even save a life. Safety needs to be part of everything we do: at work, at home, driving, or in our leisure time. I want students to understand that they are responsible for their own safety, to never assume that someone else is watching out for them. My accident could have easily been prevented. Others can be also."


So, is Candace's message really hitting home? One student summed it up really well: "Your presentation really opened my eyes and made me realize how important it is to be careful and safe."

The WHSCC is presently preparing a safety poster featuring Candace. It will be distributed in high schools, colleges, and youth employment centres during the spring. If your workplace is interested in receiving some copies, please contact Silvy Moleman at 1 800 442-9776.

## DAY OF MOURNING



On Sunday, April 28, the WHSCC invites you to join workers, their families, employers, and government in paying tribute to those who were injured or killed during the past year while doing their jobs.



## GOOD NEWS! Teamwork Works!



Pictured on the left, Betty McPhee, WHSCC Rehabilitation Specialist; right, Linda Bedford, Receptionist, Extra-Mural Program.

Linda Bedford's case is the perfect example of a good news story. When you combine the hard work of a motivated injured worker, the willingness of an employer to be accommodating, and the expertise of a WHSCC case management team, the results can be gratifying.

In describing her injury, Linda explained that she had spent four years working as an employee of Region 3 Hospital Corporation in the Food Service Department. Linda enjoyed her work, however the physical repetitiveness finally took its toll. During 1998 and 1999, Linda noticed a gradual development of pain in her wrists.

Initially the prescribed treatment involved Linda wearing carpal tunnel braces. Unfortunately, the braces did not ease Linda's symptoms. In fact, the pain later progressed to involve both elbows and shoulders. Although additional treatment was received, including physiotherapy and visits to physicians and specialists, the results were poor. Finally, Linda was unable to return to work in July 2000, as a result of RSI (repetitive strain injury).

Pain and job loss were not the only problems Linda faced, she also lost the ability to enjoy life's simple pleasures, such as braiding her daughter Karrie's hair and lifting her younger daughter, Jamie. The girls accepted very early that their Mom's injury meant things in their life had also changed.

"Being a single Mom and unable to return to work was frightening, as was my fear of the unknown," Linda stated. "I had no idea what I was going to do."

It was at this point that the WHSCC case management team became involved. Used in long-term cases, case management coordinates everyone involved: the worker, the employer, and the health care providers. Their goal is to return the worker to the workforce as soon and as safely as possible.

The WHSCC team assigned to Linda included: Betty McPhee, Rehabilitation Specialist; Andrea Ryerson, Occupational Therapist; and Maureen Stokoe, Case Manager. Armed with a positive attitude and support from her team, Linda's case now began to move in the right direction.

The first step involved the work of Betty McPhee, Linda's Rehabilitation Specialist. Betty assisted in career planning and "job interest" testing. The results of the testing led to Andrea Ryerson, the Occupational Therapist, conducting a job site analysis of a secretarial / clerical position. Andrea's conclusion was that Linda would have the capacity to perform clerical work.

Linda then began her own research and with the assistance of the Rehabilitation Specialist and Debbie McAllister of the Academy of Learning, a ten-month Executive Office Assistant Program was chosen.

The ball was now in the court of the Case Manager, Maureen Stokoe. Maureen considered the recommendations and approved the plan for Linda's training at the Academy of Learning.

"To return to school was terrifying," Linda stated, "however, once I completed my first exam, my self-confidence was boosted and from that point, I thoroughly enjoyed the experience."

While Linda was busy becoming an honour student, her team was actively working with her former employer. Linda's Rehab Specialist provided Marie Griffiths of the Human Resources Department of the Region 3 Hospital Corporation with her résumé. Ms. Griffiths contacted Maureen Close McKee, Director of the N.B. Extra-Mural Program Region 3 South and the result was a job interview which led to a part-time position for Linda. Hiring Linda was particularly accommodating on the part of the employer, as she had completed only half of the training program.

Betty McPhee was not surprised when she heard the good news. "The Region 3 Hospital Corporation has been wonderful," she stated. "We have a good working relationship, in fact, we meet once a month to discuss our progress on the cases involving their employees. The best possible outcome for all concerned occurs when the pre-accident employer accommodates the injured worker; it is a win-win situation."

Linda's journey did not end with her job at the Extra-Mural Program; arrangements were made with the Academy of Learning for Linda to continue her program on Saturdays or evenings. Linda is looking forward to receiving her diploma and in the meantime, her part-time work has become a full-time job with the accident employer.

When asked what advice Linda would offer to other injured workers, she cheerfully responded: "Although there are still some days with flare-ups and pain, you do learn to cope and enjoy your life again."

Thanks to Linda, the employer and the case management team, Karrie is also smiling because on Mom's good days, her hair is in braids once again.

## New Appointments:

Raymond Campbell, WHSCC Chairperson, is pleased to announce the following appointments to the Board of Directors of the Commission:

- Norman Bernard, of Sussex, representing workers
- John Mahar, of Fredericton, representing employers

## You may Get our Attention

Nearly five out of every 100 workers in New Brunswick have a workplace accident. More than two of every 100 accidents are lost-time accidents. However, the majority of the 27,000 workplaces in the province are accident-free.

Unfortunately, there are still workplaces and industries where the frequency and severity of workplace accidents are very high.

The WHSCC has a mandate to promote a safe and healthy work environment. Our objective is to eliminate accidents by focusing our interventions on those workplaces and industry groups with a history of workplace accidents. To this end, we have statistically analysed workplace injuries and identified those workplaces and industries with high accident records, and we will be focusing our efforts there.

Workplaces with high accident records are selected by the Commission for special attention. Our objective is twofold: first, to identify and address the causes of accidents; second, to have the workplace build a successful health and safety program.

The Commission will be focusing staff energies to these workplaces. Included will be assistance with implementing effective accident prevention systems by our Health and Safety Consultants, Ergonomics and Education Consultants, and increased inspections by Health and Safety Officers.

Six industry groups will receive particular attention this year. These are: Trucking, Highway Construction, Sawmills, Prefabricated Housing, Special Care Homes, Nursing Homes, and Logging. Commission Health and Safety Officers and consultant staff will be working with the industry associations and individual workplaces to address safety issues and promote effective programs.

The Commission will continue to regularly inspect other worksites as part of its normal inspection program.

Our objective is to ensure that workplaces comply with the Occupational Health and Safety Act and its regulations. Failure to comply can lead to stop work orders, prosecution, and fines.

However, simple compliance by itself is not enough. Workplaces need to go above and beyond minimum compliance. They need to have the necessary systems in place in order to prevent accidents and have a safe and healthy workplace. Therefore, the Commission encourages both... compliance to legislation and implementation of a strong health and safety system in each workplace.

## In the Courts

TRI-GIL PAVING AND CONSTRUCTION LTD. of Moncton was charged with four counts of not having the required safety equipment on vehicles used during a paving job. The company was also charged after employees were found to be not wearing the required head protection. The company entered a guilty plea and was fined a total of \$8,625.

ATLANTIC PRESSURE TREATING LIMITED of Tracyville was charged after an employee suffered an injury. The company had provided a metal cutting saw with a spark guard for the employee to use in cutting wood. The spark guard did not provide adequate protection and the employee suffered a serious cut. The company pled guilty and was fined \$4,600.

IRVING OIL LIMITED of Saint John was fined \$10,000 after being found guilty of obstructing an investigation into an accident at an Irving facility. The court heard testimony that a company official removed a key piece of evidence that was under the control of a Commission officer while it was being stored at another location for testing.

SASHA CONTRACTING AND RENOVATIONS of Moncton entered a guilty plea after being charged for not reporting an accident. A crane on a construction site had come into contact with power line and the Commission was not notified. The company was fined \$2,500.

CITY WIDE CRANE RENTALS LTD. of Moncton entered a guilty plea after being charged for not reporting an accident. A crane on a construction site had come into contact with a power line and the Commission was not notified. The company was fined \$1,000.

IMPERIAL BRUSH CO. LTD. of Richibucto pled guilty to two counts under the Occupational Health and Safety Act. After an accident at their workplace the company did not report the incident to the Commission and had cleaned up the area by the time an officer became aware of the accident. The company was fined a total of \$3,000.

CHIPMAN SAWMILL INC. of Chipman was charged after an employee caught his hand in an unguarded pulley. The company entered a guilty plea to a charge that they failed to provide supervision and was fined a total of \$3,000.

Two supervisors and two employees were charged arising from an incident during the construction of a bridge on the Trans-Canada Highway project. A Commission officer found two employees working at a height with no fall protection, and two supervisors observing the work. All four were charged and all four entered guilty pleas. These are as follows:

- Jean-Yves Beaulieu, a supervisor, was fined \$2,000 for failing to ensure the health and safety of employees;
- Jacques Verrette, a supervisor, was fined \$2,000 for failing to ensure the health and safety of employees;
- Gérard Gionet, an employee, was fined \$1,000 for failing to conduct himself to ensure his own health and safety; and
- Marcel Thériault, an employee, was fined \$1,000 for failing to conduct himself to ensure his own health and safety.

## RISK Alert

Each year, the WHSCC receives numerous calls from workers who must work in hot conditions. With summer just around the corner, procedures for working in hot environments – whether it is inside a hot building or outdoors under the sun – should be reviewed.

To receive more information on this “hot” topic, please contact WHSCC Prevention Services at 1 800 442-9776 or visit our website at [www.whscc.nb.ca](http://www.whscc.nb.ca).

### HEAT STRESS CAN KILL

**H**ot summer weather can cause dangerous conditions for people who work in places such as bakeries, foundries, restaurant kitchens, laundries and pulp mills. A combination of high outdoor temperatures with heat build-up inside can be fatal.

You owe it to yourself and your co-workers to recognize the signs of heat stress and to know the proper first aid measures. Everyone should learn to take a few simple precautions to prevent heat cramps, heat exhaustion and heat stroke from happening in the first place.

#### Drink plenty of fluids

When working in hot conditions, your body can lose up to one litre of fluid per hour. Don't rely on thirst to tell you when or how much to drink. Drink large quantities of fluids before you begin to work and about one cup every 20 minutes while you work. The best fluid to drink is water, or liquids with some sodium content. Don't drink any form of alcohol – it causes your body to lose fluids.

#### Increase your salt intake slightly

The salt in most prepared foods should be sufficient, but if you're working in extreme conditions, drink liquids with some sodium content, or try an electrolyte replacement drink such as “Gatorade”.

#### Wear appropriate clothing

Wear light-coloured, loose-fitting clothing that doesn't leave too much skin exposed. Wear a hat in the sun.

#### Take it slowly

Start by working slowly and taking short, frequent breaks. Gradually increase the frequency, intensity, or duration of your tasks as your comfort level improves. Some workers reach full acclimatization within a week; others take longer, depending on their size, stamina, and the type of work they're doing.

#### Listen to your body

Learn to recognize the three main forms of heat stress and their symptoms:

- **heat cramps** – painful muscle spasms, excessive sweating;
- **heat exhaustion** – headache, dizziness, weakness and nausea; clammy, moist skin;
- **heat stroke** – hot, dry, flushed skin; severe headache; confusion, delirium, convulsions and loss of consciousness.



## Invitation to health and safety committee co-chairs



The New Brunswick Chapter of the Canadian Society of Safety Engineering (CSSE) and its partners invite all occupational health and safety committee co-chairs to a breakfast to celebrate the North American Occupational Safety and Health (NAOSH) Week which takes place May 5 to 11, 2002.

Location	Date and time	Breakfast held at
Moncton	Monday, May 6	Crystal Palace
Edmundston	Monday, May 6	Howard Johnson
Florenceville	Tuesday, May 7	Florenceville Inn
Fredericton	Tuesday, May 7	Howard Johnson
Bathurst	Wednesday, May 8	Danny's Inn
Saint John	Wednesday, May 8	Howard Johnson

Under the theme “Prevention is the Cure,” co-chairs from each region will reflect upon health and safety achievements of the past year, while enjoying a breakfast buffet.

Those interested in attending the Moncton breakfast, please contact Marlene Godfrey at (506) 851-2172. For all other breakfasts, please contact Tammy O'Leary at (506) 453-6028 or toll free at 1 800 442-9776 to confirm your attendance. RSVP by May 3.

Each year, the Canadian Society of Safety Engineering, the Canadian Centre for Occupational Health and Safety and Human Resources Development Canada select a site for the federal launch of NAOSH Week. This year, we are proud to say that Moncton, New Brunswick, has been chosen.

For more information on the national launch, please contact Jan Fralick, CSSE, at (905) 893-1689 or visit their website at [www.csse.org](http://www.csse.org).