

N L C S A

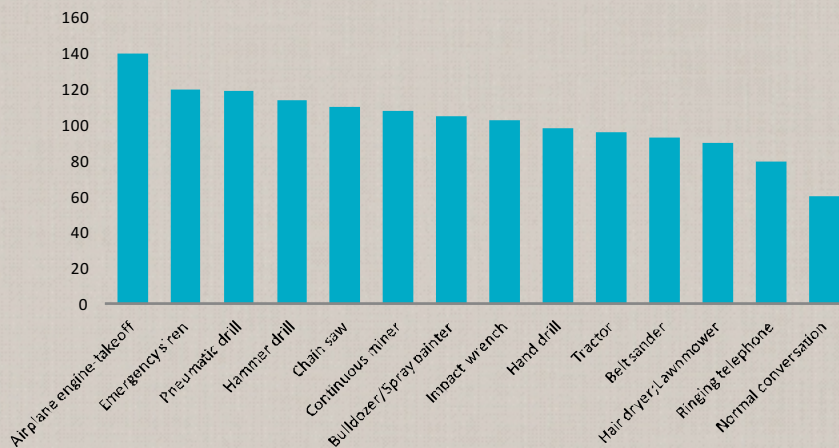


NEWFOUNDLAND  
& LABRADOR  
CONSTRUCTION  
SAFETY  
ASSOCIATION

## Noise Hazards & Hearing Conservation Programs

The Canadian Centre for Occupational Health & Safety (CCOHS) advises that noise is one of the most common occupational health hazards, with permanent hearing loss being the main health concern. Noise levels that are greater than 85 decibels averaged over eight hours can damage hearing. For reference, an average conversation would be measured at 60 dB, operation of a heavy equipment vehicle at 90 dB, and a rock drill registers a sound pressure intensity of 110 dB. It is an employer's responsibility to identify noise hazards at the workplace and ensure that employees are not overexposed.

Selected Workplace Noises Measured in Decibels



Section 68 of the Newfoundland and Labrador Occupational Health and Safety Regulations states that where a worker is required to work in an area in which noise levels exceed permissible noise exposure criteria, a hearing conservation program is required. This program is to include the following:

- A noise survey;
- Workplace signage;
- Training and education; and
- Audiometric testing.

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CEO Message



Jackie Manuel, CEO

I have recently had the opportunity to review files and information from the early days when the NLCSA was first established. This was at a time when the average assessment rate paid by employers in the construction industry was close to \$7.00 and more than six(6) out of every 100 construction workers were injured severely enough each year that they were unable to return to their next scheduled shift. Furthermore, our workers' compensation system was extremely underfunded and edging towards bankruptcy.

It was recognized by industry leaders that these trends could not continue. They understood that as an industry, we needed to take control of construction health and safety and they had the vision and the courage to make this a reality. And it wasn't easy. Despite the industry's efforts in the first couple of years, assessment rates continued to rise but in 2001, our injury rate started to decline and assessment rates began to fall

shortly after. In fact, on average, even factoring in inflation, employers are paying less than half in workers compensation premiums than they were when the NLCSA was founded. For most employers, this is an annual savings of thousands, even tens of thousands, of dollars.

In order to ensure the continuation and sustainability of the NLCSA, it was decided by the industry to put a small levy in place. It was recognized that improving health and safety in the industry was a collective responsibility and as such, it was a shared liability. All construction employers would contribute because all employers would benefit. However, the industry remained steadfast in its conviction that health and safety, the NLCSA and the levy, remain within the purview and control of the industry, and not government. And to this day, this is what has remained in place.

Today, the average assessment rate is just over \$2.00 (as compared to \$7.00) and our lost time injury rate is below two – accomplishments that would not have been even imaginable 20 years ago when we started.

To continue these trends and to protect the considerable investments made by the industry, we must continue with these efforts. Never forget that the NLCSA is YOUR association, created and supported by the construction industry. Our success is your success.

The Association is here to answer your questions and assist you in any way that we can. All staff in Mount Pearl may be reached by dialing 709-739-7000 and entering the correct extension.

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## New COR™ Companies

Since we last reported, the following companies have achieved full COR™ status upon completion and implementation of an effective health and safety program:

74802 Newfoundland and Labrador Inc.  
A & R Associates Inc.  
Balco Construction Inc.  
Big Land Construction  
C & C Enterprises Incorporated  
CAP Management Services Ltd.  
CIMA Canada Inc.  
Central Painting Inc.  
Corner Brook Stream Development Corporation  
Driver's Industrial Installations Ltd.  
Dayco Construction Ltd.  
Deering Truckng  
Donald H Smith Backhoe Trucking Limited  
Dovetail Contracting Inc.  
Dramis Communications Solutions Ltd  
Electro Shield Electrostatic Painting  
Gales Septic Cleaning  
Green's Construction Ltd.  
Heddle Marine Service NL  
J & T Welding & Construction Ltd  
LMN Holdings Limited  
Legge Surveys Limited  
Make Enterprises Ltd.  
Mulrooney's Construction Limited  
NF Safety Tech Ltd.  
Peter Simmons Enterprises Ltd  
PowerTel Utilities Contractors Limited  
Quinco Enterprises Ltd.  
Russell Butler Electrical  
Shemetco Limited  
T & T Contracting  
T. Day Trucking  
Three River Silivculture Ltd  
Todd Robbins Services Inc.

Tri-Mar Enterprises Limited  
Wheeler's Excavation Ltd

## New /Renewed CSO's

Congratulations....

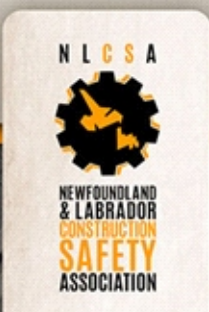
Mike Roberston - NEW  
Frank Delahunty - NEW  
Anick Marcoux -NEW  
Stephen Foley - NEW  
David Austin - NEW

Lori Coombs - RENEWAL  
Tammy McCabe - RENEWAL  
Jennifer Lake - RENEWAL  
John Wicks - RENEWAL

## Audit Instrument Now Available Online

The NLCSA Audit Instrument is now available online and can be downloaded and printed from [www.nlcsa.com](http://www.nlcsa.com). It is added to the Resource Library on the website under the COR™ materials:

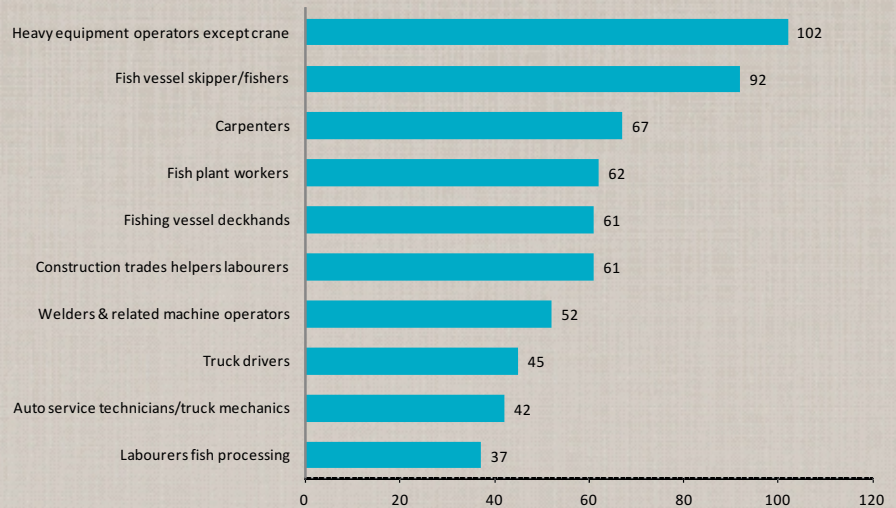
(<http://www.nlcsa.com/resource/cor.php>).



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A noise survey will identify areas or tasks where excessive exposure to noise occurs. Without this testing, it cannot be confirmed whether permissible levels of noise are being exceeded. Where hazardous levels of noise are identified, employers are required to eliminate or reduce noise to an acceptable level through the use of engineering controls. Where engineering controls do not lower noise levels to acceptable limits, workers must wear CSA approved hearing protection. Signage must be posted at all entry points identifying the area as having high noise levels and describe the protective equipment required. Training requirements for all workers in the effects of noise exposure as well as the fitting, maintenance, care, and use of hearing protection must be included in the program.

## Top 10 Occupations with Hearing Loss-related Claims



Audiometric testing is mandatory for each employee who is required to use hearing protection devices. This allows employers to evaluate the effectiveness of hazard controls in the workplace. Audiometric testing must be completed with 3 months of employment and annually thereafter. Indication of noise-induced hearing loss, identified during annual audiometric testing, can potentially signal problems with the hearing conservation program. However, it will also provide the worker and employer information on any hearing loss that may have occurred prior to employment.

The impact of not appropriately identifying, evaluating, and controlling noise hazards in the workplace outweighs the time and financial commitment required to develop and implement a proactive hearing conservation program.

### List of Industrial Hygiene Service Providers in NL, WorkplaceNL

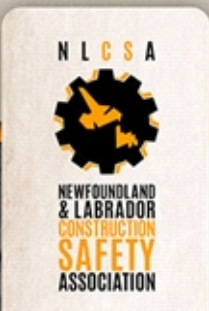
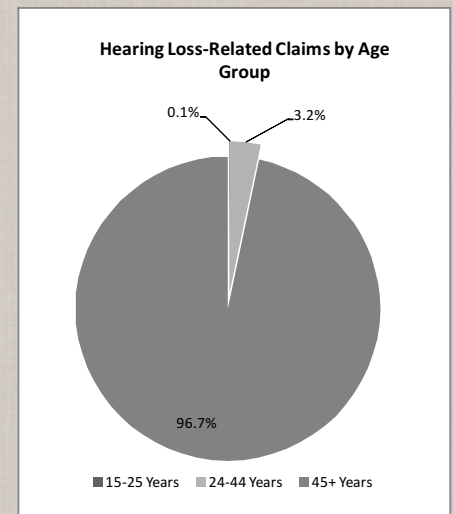
<http://www.whscc.nl.ca/download.aspx?ID=f8674c9d-352b-408c-8233-b7e8928052cb>

### Additional resources on noise hazards:

#### The Hearing Video, WorksafeBC

<https://www.worksafebc.com/en/resources/health-safety/videos/the-hearing-video>

<sup>1</sup>Canada Safety Council, [www.canadasafetycouncil.org](http://www.canadasafetycouncil.org)



## Threads of Life profile

**A serious injury, illness or a fatality at work changes everything — for the family and the business.**

Threads of Life – the Association for Workplace Tragedy Family Support – is there to help. We help people struggling with the results of a workplace tragedy know they're not alone through our unique peer-to-peer volunteer family guide program, networking events and information services. Threads of Life members also have opportunities to work towards prevention of future workplace injuries and illnesses, through our speaker's bureau and by sharing their stories.

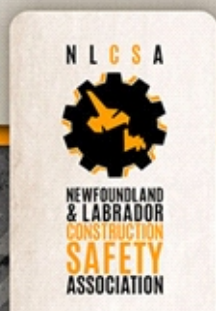
Threads of Life is a national charity dedicated to helping Canadian families who have been affected by a workplace fatality, life-altering injury or occupational disease. It currently provides a network of hope and healing to more than 2,400 family members through one-on-one peer support, links to other community support services and the opportunity to take action to help prevent similar tragedies to other families.

Threads of Life was created in 2003 to fill a major gap in Canada's health and safety and social systems. There is no well-known hotline to call or place to go to find the kind of emotional support and caring often required to make it through the aftermath of a workplace fatality or severe injury/illness in Canada. Threads of Life established a unique Volunteer Family Guide program, training family members who have been through a workplace tragedy to act as a listener and a shoulder to lean on for new family members. People who are coping with the results of workplace fatalities, injuries and illness are also invited to attend annual forums where they can learn healthy coping skills and share their experience with others who understand.

In addition to our work directly with family members, Threads of Life works closely with government and corporate partners to achieve our shared vision of a culture in which work-related injuries, illnesses and deaths are morally, socially and economically unacceptable. Many family members volunteer for the Threads of Life speakers bureau, telling their personal story at conferences and safety events to help prevent future tragedies. For more information about Threads of Life and the services we offer visit [threadsoflife.ca](http://threadsoflife.ca).

### Steps for Life – Raising awareness and funds

We organize an annual awareness and fundraising walk called Steps for Life – Walking for Families of Workplace Tragedy. Steps for Life takes place in communities from coast to coast in Canada. The walk honours those affected by work-related fatalities, life-altering injury and occupational disease. It's also an opportunity for companies to show their commitment to health and safety – and they do that in force! (cont'd on page 6)



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Companies sponsor local walks, allow their employees to volunteer, and enter teams. For more information about Steps for Life you can visit [stepsforlife.ca](http://stepsforlife.ca)

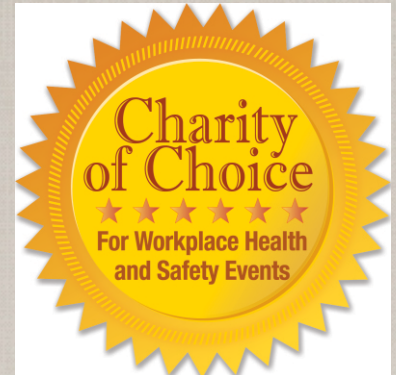
**How you can help:**

**Volunteer:** help out with our annual Steps for Life walk – see [www.stepsforlife.ca](http://www.stepsforlife.ca)

**Spread the word:** let those who need help know where to find it: [www.threadsoflife.ca](http://www.threadsoflife.ca)

**Donate:** your gift will directly support Canadian families affected by workplace fatalities, life-altering injuries and occupational disease – visit [www.threadsoflife.ca/donate](http://www.threadsoflife.ca/donate)

**Designate:** make Threads of Life your company's Charity of Choice

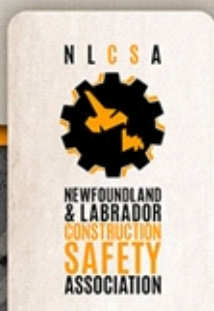


## Reminder re: New Internal Auditor Requirements that Came Into Effect January 1<sup>st</sup>

The NLCSA has established an Auditor Certification standard for individuals conducting Internal Audits under the COR™ Program. Effective January 1, 2016, all Internal Audits under the NLCSA's COR™ program must be completed by a certified Auditor. The audit is a legal document that should reflect an accurate picture of how a company's health and safety program is functioning. Anyone who has completed the Principles of Loss Control and Principles of Loss Control Audit courses as part of the 5-day COR™ training program and has successfully completed at least one internal audit in the last three years is considered to be a certified auditor. Any individual who holds a valid Construction Safety Officer (CSO) designation from NLCSA would also automatically meet the Auditor Certification requirements. In addition, NLCSA will accept the auditor certification issued by another member organization of the Canadian Federation of Construction Safety Associations (CFCSA). Other auditor certification and training will be considered upon request.

Anyone conducting internal audits after January 1st, 2016 who does not already meet the auditor certification requirements must, at the very least, successfully complete the new one-day Auditor Certification Course which is based on Principles of Loss Control and Principles of Loss Control Audit. Most COR™ companies will already have an individual, working with their company, who has completed the 5-day COR™ training program and meets the certified Auditor requirement. Those individuals would not need to attend the Auditor Certification course.

For more information on the new 1-day Auditor Certification course or 5-day COR™ training program, call us at 709-739-7000 or toll free at 1-888-681-SAFE or visit our [training schedule web page](#).



### Important Notice about OHS Committee Status

The *Occupational Health and Safety Act* requires that where there are 10 or more workers at a workplace, an OHS Committee must be established. This is also a fundamental requirement of PRIME – WorkplaceNL's employer incentive program.

From time to time, the workforce may drop below the threshold (10) where a Committee is required and as such, meetings are no longer required. Similarly, if an OHS Committee was established on a specific site or project, and the project is completed, then the Committee would no longer meet.

Unless you notify WorkplaceNL of your change in status (completion of project, decrease in workforce, seasonal shutdown), they will have no way of knowing that your OHS Committee is no longer required to meet. In such cases, when minutes are not submitted, your Committee would be considered "delinquent" and you may receive a visit from an OHS Officer and/or risk forfeiting your PRIME refunds.

To avoid this unnecessary situation, you must notify WorkplaceNL of your change in status. To do so, simply contact one of the Committee Coordinators as follows:

Corina Goodyear - 709.778.1547 or [Corina.Goodyear@workplacenl.ca](mailto:Corina.Goodyear@workplacenl.ca)

Charmaine Bungay – 709.778.1347 or [Charmaine.Bungay@workplacenl.ca](mailto:Charmaine.Bungay@workplacenl.ca)

If you have any questions, you can also contact the NLCSA at any time at 709.739.7000, 1.888.681.SAFE (7233) or [info@nlcsa.com](mailto:info@nlcsa.com)

### Always Here to Help...

The NLCSA employs twelve (12) safety professionals who are responsible for delivering training, conducting audits, reviewing member files and providing safety advice to members. Though there are a number of Safety Advisors on staff, it is common for these individuals to be away from their office while performing their job duties. This also includes not having access to member email correspondence. Due to the nature of this work environment, the NLCSA assigns one Safety Advisor, all day (including over the lunch hour), each and every business day, to be available at the NLCSA's Head Office to answer phone calls, reply to emails received through the NLCSA's general info line ([info@nlcsa.com](mailto:info@nlcsa.com)) and meet in person with members. This helps ensure that members' questions/inquiries are dealt with in a prompt and timely manner.



All Safety Advisors have full access to member files (both electronic and physical files) which include detailed notes allowing any one of the Safety Advisors to assist with any questions or concerns you may have. As an example, if a Safety Advisor from the NLCSA conducted your COR™ External Audit, this does not mean you can only correspond directly with this individual. If that was the case, your file could be left on hold until that Safety Advisor was back in the office. Any Safety Advisor would have access to your audit report, submissions and status under the COR™ Program.

All correspondence submitted to the NLCSA should be either emailed to [info@nlcsa.com](mailto:info@nlcsa.com), hand delivered, faxed (709-739-7001) or sent by regular mail to ensure it is received and reviewed in a timely manner. If you wish to speak with a Safety Advisor at any time during business hours, please call 739-7000 or 1-888-681-SAFE (7233) and your call will be directed to the Safety Advisor who is scheduled that day to assist members.





## \$2,100,000 Left on the Table

In 2015, 2,818\* construction companies left over **\$2, 100,000** in PRIME refunds on the table. In order to be eligible for a PRIME refund, a construction company must be COR™ certified and in good standing as of December 31<sup>st</sup>, 2016.

The total PRIME refunds available for 2015 for the construction industry was over \$5,543,300. COR™ certified companies received \$3,430,753!

Do you want your share? Contact us. We can help.

\*Data as of August 31, 2016