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**Safety  
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BRUNSWICK



**Services de  
Sécurité**  
NOUVEAU-  
BRUNSWICK

**46th Annual**

# Health & Safety Conference

Longest running Health & Safety Conference in Atlantic Canada



**ALL NEW  
HR STREAM!**



**April 28-29, 2016  
Delta Beausejour Hotel - Moncton, NB**

## Pre-Conference Agenda - Wednesday, April 27, 2016

Please Note: Pre-conference activities are optional for delegates.

12:00 pm – 4:00 pm	Delegate Early Registration
12:00 pm – 6:00 pm	Exhibitor Set Up

## Conference Agenda - Thursday, April 28, 2016

7:30 am – 11:00 am	Delegate Registration
7:30 am – 8:30 am	Breakfast
8:30 am – 9:00 am	<b>Official Opening</b>
9:00 am – 10:00 am	<b>Keynote</b> Waking up to Fatigue Factors in Your Workplace
10:00 am – 10:15 am	<b>Refreshment Break</b> Visit Exhibitor Booths
10:15 am – 11:15 am	<b>Session 1A</b> LOTO Procedure Development <b>Session 1B</b> Road to Mental Readiness (R2MR) Program
11:25 am – 12:25 pm	<b>Session 2A</b> OHS Risk Assessment <b>Session 2B</b> Wellness Programs at Work
12:30 pm – 2:00 pm	Banquet Luncheon
2:00 pm – 3:00 pm	<b>Session 3A</b> Using Social Media in Emergency Planning <b>Session 3B</b> Challenges of an Aging Workforce
3:00 pm – 4:00 pm	Exhibitor Receptions (Prize Draws)
4:00 pm – 5:00 pm	<b>Session 4</b> The Legal Defence of Due Diligence

## Conference Agenda – Friday, April 29, 2016

8:00 am – 9:00 am	Breakfast
9:00 am – 10:00 am	<b>Session 5</b> Musculoskeletal Injury (MSI) Prevention
10:00 am – 10:15 am	Refreshment Break
10:15 am – 11:15 am	<b>Session 6</b> The Face of Workplace Tragedy
11:15 am – 12:15 pm	<b>Keynote</b> From Personal Experience to Public Outreach: Two Sides of Concussion
12:15 pm – 12:30 pm	Closing

**\*HR Stream Sessions in Red**

### CRSP MEMBER BONUS!

BCRSP has previously awarded CM points for this event. The conference contains 8 technical hours and may be eligible for BCRSP CM points. See BCRSP website at [www.bcrsp.ca](http://www.bcrsp.ca) for CM point criteria.

## Gold Sponsors



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## Silver Sponsors



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## Bronze Sponsors





## Keynote Presenters

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**Thursday, April 28, 2016**  
**9:00 am – 10:00 am**



**Susan Sawatzky, B. Ed, CRSP**  
**In-Scope Solutions**

Susan Sawatzky, B. Ed, CRSP, owner of In-Scope Solutions, is an independent safety consultant specializing in Fatigue and Stress Management. Susan speaks internationally on the topic of fatigue in the workplace and consults with a wide variety of industry clients to assist in finding appropriate organizational fatigue solutions. She is also an instructor with the University of New Brunswick and the University of Calgary instructing Fatigue Management, Stress Management and Psychological Health and Safety in their various OHS Programs.

Recent industry experiences include drafting OHS Fatigue Legislation currently being proposed for Alberta and providing subject matter expertise for the Fatigue Management Best Practices publication for the mining/extractions industry. Susan was also involved in creating fatigue policy and guidelines for the Canadian oil and gas industry as the previous manager of their fatigue portfolio. She is also a certified External COR Auditor.

### **Waking up to Fatigue Factors in Your Workplace**

Fatigue is four times more likely to cause worker impairment than drugs or alcohol. Fatigue is a key causal factor in 20% of all vehicle fatalities and indicated in 5% of all WCB fatalities. Yet this prevalent health and safety risk is still largely under-recognized by the majority of organizations and industries.

Canadian fatigue management practices, however, are evolving quickly. Fatigue legislation has already been proposed for Alberta. If implemented, this change will begin to impact business practices for fatigue management across the country. HR and Safety professionals will need to understand how fatigue is a health and safety issue and be aware of how to assess fatigue risks within their own organizations.

This presentation is designed to empower you to better understand current research, scientific findings, and workplace issues affecting fatigue. You will leave with a better understanding of how to implement current best practices and strategies in your own organizations to effectively manage fatigue.

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**Friday, April 29, 2016**  
**11:15 am – 12:15 pm**



**Matt Eagles**  
**Medical Student – Memorial University**

Matt Eagles is a third year medical student at Memorial University. A native of Fredericton New Brunswick, he captained the Moncton Wildcats of the QMJHL and the St. Thomas Tommies of the AUS Men's Hockey Conference prior to entering medical school. His hockey career ended at 23 because of concussions. He is also a co-founder of Concussion-U: an interest group dedicated to concussion education and awareness. With the help of the other group members, Matt has spent the last two years targeting young hockey players in an effort to help them protect their brains, and their futures.

### **From Personal Experience to Public Outreach: Two Sides of Concussion**

Drawing from personal experience, Matt Eagles has joined forces with 4 other medical students at Memorial University to help educate the public on the topic of concussion. As a hockey player, he was forced to retire because of repeated head injuries. Now he wants to prevent that from happening to others. His talk will focus on the importance of getting personal when discussing brain injury, and how it can encourage others to change the culture around concussion.

## Conference Agenda

Thursday, April 28, 2016

### 10:15 am – 11:15 am Session 1A

#### **LOTO Procedure Development?**

Jamie Pellegrini, Brewery Safety Manager  
*Moosehead Breweries*  
Jim Arseneault, Director of OHS & Traffic Safety  
*Safety Services New Brunswick*

Learn how to develop Lockout/Tagout Procedures in your workplace from start to completion. Session will cover areas such as energy sourcing, standard forms, testing/confirmation process, as well as employee involvement and training covering both awareness and hands-on.

### 10:15 am – 11:15 am Session 1B

#### **Road to Mental Readiness (R2MR) Program**

Dr. Julie Devlin, Manager - Operational Stress Injury Clinic  
Fredericton  
*Horizon Health Network*

An introduction to the Mental Health Commission of Canada's Road to Mental Readiness Program. Topics to be discussed will include the concepts taught in R2MR, the value of R2MR, and the implementation of the program in the RCMP as well as other first responder organizations.

### 11:25 am – 12:25 pm Session 2A

#### **Occupational Health and Safety Risk Assessment (A Requirement of the Hazard Prevention Program under the Canada Labour Code)**

Deborah Gillis-Williams, Labour Affairs Officer OHS  
*Employment, Workforce Development & Labour Program*

What is a Hazard Prevention Program Under the Canada Labour Code?

What is an Occupational Health and Safety Risk (OHS) Assessment?

- Why is an OHS risk assessment important?
- What is the goal of an OHS risk assessment?
- How do you complete an OHS risk assessment?
- How do you rank or prioritize the OHS risks?

How are the Hazards Identified?

- How do you know if the hazard is serious (poses an OHS risk)?
- What are methods of hazard control?

Why is it Important to Review and Monitor Your OHS Assessment?



### 11:25 am – 12:25 pm Session 2B

#### **Wellness Programs at Work**

Carol Reimer, RN, BScN, MSc, Workplace Wellness Consultant  
*Verus Consulting*

What does it take to create a wellness program that makes an impact? Companies are taking more responsibility for employees' health which is paying dividends in retention, productivity and time on the job. This session will be highly participatory as we work together to craft a wellness program that works for you. Highlighting key elements of successful workplace wellness programs and drawing from real life experiences, this session will give you some hands-on practice in wellness program planning.

### 2:00 pm – 3:00 pm Session 3A

#### **Using Social Media in Emergency Planning**

Katie Dance  
*The Co-Operators*

By attending The Co-operators social media presentation, you'll learn about what's next in social media and social business, bring back innovative and effective ideas you can start to apply right away and the value of engaging and embracing online audiences.

### 2:00 pm – 3:00 pm Session 3B

#### **Challenges of an Aging Workforce**

Pam Pinnington/Marion Brehaut  
Project Lead/Occupational Therapist  
*CBI Workplace Solutions*

The aging workforce presents a challenge for many employers today. The percentage of the population aged between 45-64 has increased to 41.4% in 2011 and is not expected to decrease for another 20 years. Many workers are choosing or needing to work to age 65 or beyond; the days of "Freedom 55" are behind us. Although the aging worker brings with him/her a wealth of experience and knowledge, their aging bodies are often not up to the tasks that they once completed effortlessly.

This presentation will discuss the effects of aging on the human body and how that impacts the worker's physical and functional ability at work. We will discuss strategies and solutions to help the employer manage the aging workforce and ensure that your employees are able to continue working safely and effectively until they reach the point of retirement from work.

### 4:00 pm – 5:00 pm Session 4

#### **The Legal Defence of Due Diligence: Top 5 FAQs**

Lucie LaBoissonnière, Lawyer  
Dominique Fontaine, Lawyer  
*McInnes Cooper*

"Due diligence" is a legal defence to many charges under occupational health and safety laws. In this session, Lucie

LaBoissonniere and Dominique Fontaine will use actual court decisions and their own real-life experiences to answer the top five frequently-asked questions about the legal defence of due diligence, and provide you with practical tips you can incorporate in your own company:

1. What exactly does "due diligence" mean in the context of the legal defence of an OHS charge?
2. Why is due diligence and building a culture of workplace safety so important?
3. Who has obligations under OHS laws, and what are they?
4. How do I establish the defence of "due diligence" from a practical perspective?
5. When is the legal defence of due diligence established – and when is it not?

## Conference Agenda Friday, April 29, 2016

**9:00 am – 10:00 am**  
**Session 5**

### **Musculoskeletal Injury (MSI) Prevention**

Todd J. Hickey, Ergonomics Consultant  
*WorkSafeNB*

Musculoskeletal Injuries (MSIs) make up nearly 40% of the injuries suffered in New Brunswick workplaces. During this session participants will learn about MSIs and their causes, as well as strategies to reduce risks associated with manual handling.

**10:15 am – 11:15 am**  
**Session 6**

### **The Face of Workplace Tragedy**

Wally Power  
*Threads of Life*

When a serious injury or death happens in the workplace, it may show up in the news for a day or two, but then the news and the world quickly move on. Few people understand the ripple effects of a workplace tragedy, which reach not just the worker, but the close and extended family, friends and community, as well as co-workers. Wally Power is a volunteer member of the speakers bureau for Threads of Life, the Association for Workplace Tragedy Family Support. Wally will tell a personal and moving story of workplace injury, and how he has found ways to adapt and cope, maintaining his positive attitude. Wally's story is an unforgettable reminder of why workplace safety is important.

## **Two Options for Lunch on Thursday, April 28th**

Because April 28<sup>th</sup> is the official day of mourning we will have two options for lunch to allow delegates to participate in the official day of mourning events on the waterfront. For those who wish, we will provide a take away lunch as well as transportation to and from the ceremonies. Or alternatively a banquet luncheon will be held for those wanting to remain on site in the exhibitor area. Please indicate your preference at the time of registration.

## **Start your Day off Right on Friday, April 29th**



Pending interest (if we have enough participants register) we will arrange for an early morning yoga session on Friday, April 29<sup>th</sup> at 7:30 am. Start your day off with light stretching and focus your mind on the possibilities of the day.

## **Your Delegate Registration Includes:**

Access to all sessions held during the conference Meals (breakfast, breaks, and lunch on Thursday)  
Copy of presentations or executive summary available to delegates following the conference  
Pass to view exhibitor displays  
Ample opportunity to network with your peers  
Chance to win some great door prizes

## **About the Conference?**

Each year Safety Services New Brunswick hosts a Health and Safety Conference attracting delegates from throughout New Brunswick, Atlantic Canada and beyond. This is the longest running Health and Safety Conference in Atlantic Canada.

The conference is diverse in nature with sessions and speakers focusing on a wide variety of health, safety, and human resource topics.

## **Who Should Attend...**

Safety Managers  
Human Resources Professionals  
Small Business Owners  
Safety Committee Members  
Law Enforcement  
Managers Responsible for Safety  
Health Professionals  
Insurance Professionals  
Therapists  
Anyone looking to improve their safety knowledge



All Delegates who register **BEFORE APRIL 1, 2016** will have their names entered in a draw to win an iPad. iPad winner will be drawn during the opening ceremonies.

We wish to acknowledge the support of our Board of Directors and Planning Committee who assisted throughout the year in the planning of our conference.

### **2015/2016 Safety Services New Brunswick Board of Directors**

Darrel Nickerson, JD Irving Ltd.

*Chairperson*

Peter Morgan, City of Saint John

*Past-Chairperson*

Bill Walker, Safety Services New Brunswick

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Nola Manderville, Agropur Dairy Co-Operative

Stephen Moore, City of Fredericton

Jamie Pellegrini, Moosehead Breweries

Louise Steward, The Sisson Partnership

Harold Valdron, The Co-Operators Insurance

### **2016 Conference Planning Committee**

Gail Brownlee (*Chairperson*)

Deborah Blackmore, University of New Brunswick

Jean-Yves Breau, Bell Aliant

Serge Gallant, Bell Aliant

René Houle, RCMP "J" Division

Craig McClintock, Enbridge Gas New Brunswick

Darrel Nickerson, JD Irving Limited

Shelley Parker, NB Power Corporation

Jamie Pellegrini, Moosehead Breweries

Gail Steeves, Safety Services New Brunswick

Bill Walker, Safety Services New Brunswick

### **Safety Services NB Staff**

Bill Walker, President & CEO

Jim Arsenault, Director of OHS & Traffic Safety

Cindy Carr, Director of Administration & Motorcycle Safety

Gail Steeves, Manager of Finance and Contracts

Robyn Smith, Administrative Coordinator

Erin Hunter, Safety Start Coordinator

Julie Mulherin, Administrative Assistant

### **Are You a Member?**

Safety Services New Brunswick fills an important niche in the New Brunswick safety marketplace. We are committed to achieving even greater impact from our programs through partnerships with special interest groups and industry. Join us today and we will help build and maintain a leading edge safety program for you, your organization and your family. Membership categories include:

#### **ASSOCIATE** (\$110 Annually)

This membership is for non-profit organizations, government departments, municipalities, and educational facilities.

#### **SMALL BUSINESS** (\$225 Annually)

This membership covers companies with fewer than 20 employees.

#### **SUSTAINING** (\$350 Annually)

This membership covers companies with 20 or more employees.

#### **PARTNER IN SAFETY** (\$1,000 Annually)

Partners in Safety are recognized as a major sponsor in most publications.

*For a complete list of benefits and a membership application, contact our office.*

### **Exhibitor Opportunities Still Available!**

Safety Services New Brunswick has been hosting its annual Health and Safety Conference for 46 years. This is the longest running safety conference in Atlantic Canada. Our delegates include decision makers and key safety contacts for major corporations, large and small businesses, as well as government agencies throughout New Brunswick. We are pleased to offer exhibitors who participate in our conference maximum exposure to our delegates. We encourage our delegates throughout the conference to visit our exhibitor area. Contact Safety Services New Brunswick for a complete exhibitor package. Or visit our website at [www.ssnb.ca](http://www.ssnb.ca).

### **Door Prizes Needed!**

Throughout the conference during sessions and breaks, door prizes are drawn so that delegates and exhibitors present have a chance to win a prize. This is a popular and fun element to our conference.

If your company has a small promotional item (or items) that you are able to contribute, we would be pleased to add your item to our prize list. Companies donating prizes are given recognition at the conference.

Simply contact Gail Steeves at Safety Services New Brunswick [gail@ssnb.ca](mailto:gail@ssnb.ca) or (506) 444-0174 and she will arrange for pickup of your prize. Or drop the prize in the mail (include a note stating that it is a conference prize donation, and include your company name for recognition purposes). We very much appreciate your support.

Mail prizes to:

Safety Services New Brunswick

440 Wilsey Road, Suite 204, Fredericton, NB, E3B 7G5





**Safety Services New Brunswick**  
*Your Go-To Safety Service Provider*

Safety Services New Brunswick is the province's leading not-for-profit safety service provider, offering comprehensive training and consulting in occupational, road and community safety. Since 1967, Safety Services New Brunswick has pioneered safety education and training programs that have improved quality of life for New Brunswickers. In-class instruction and hands-on training combine theory and practical, providing opportunities for people to apply their knowledge under the guidance of our certified health and safety professionals.

Safety Services New Brunswick is your GO-TO source for customized safety consulting, auditing and training services. A culture of safety and health is promoted by delivering coordinated, comprehensive services throughout New Brunswick. We offer occupational and traffic safety training to organizations of any size, in any industry throughout the province to improve productivity, reduce costs and increase your bottom line. Some of our training programs include:

**Occupational Programs**

Arboricultural Electrical Safety  
Bucket Evacuation  
Canada Labour Code Part II  
Chain Saw Safety  
Confined Space Awareness  
Confined Space Entrant/Attendant  
Crane Safety and Basic Rigging  
Due Diligence  
Forklift (Coaching the Lift Truck Operator)  
Forklift Refresher  
Incident Investigation  
Job Hazard Analysis  
Joint Health & Safety Committee  
Marine Occupational Health and Safety  
Pole Top Rescue  
Safe Chipper Operation  
Safety Certified Audit Program  
Scaffold Safety  
Traffic Control/Signallers Course  
Transportation of Dangerous Goods (TDG)  
Trucker Safety Program  
WATCM Training  
Work Area Protection  
Workplace Hazardous Materials Information Systems (WHMIS)  
Workplace Inspection  
and Many Others

**Driver Improvement Programs**

All-Terrain Vehicle Operation (ATV)  
Defensive Driving Courses (DDC)  
Driver Evaluations  
FLI – Coaching Series  
Motorcycle Training Course  
Pilot Driver Certification  
Professional Driver Improvement Course (PDIC)  
Safe Trailing  
Winter Defensive Driving Course  
Winter Driving Program – SAFE

**Professional Programs**

Supervisor Development Program (SDP)  
Practical Loss Control Leadership (PLCL)  
Complete Range of Consulting Services

**Youth and Community Safety**

Safety Start  
Babysitter

**Online Safety**

A full catalogue of online safety programs available at  
[www.ssnb.ca](http://www.ssnb.ca)

Please contact our office for details on any of our programs:

**Safety Services New Brunswick**

440 Wilsey Road, Suite 204  
Fredericton, NB E3B 7G5  
Phone: (506) 458-8034 Toll Free: (877) 762-7233  
Email: [info@safetysservicesnb.ca](mailto:info@safetysservicesnb.ca)  
Website: [www.ssnb.ca](http://www.ssnb.ca)



# DELEGATE REGISTRATION FORM

**April 28-29, 2016**

**\* Register online at: [www.ssnb.ca](http://www.ssnb.ca)**

Name: _____	Title: _____
Company: _____	Safety Services New Brunswick Member <input type="checkbox"/> Non-Member <input type="checkbox"/>
Address: _____	City/Province: _____
Postal Code: _____ Tel: (     ) _____	
Email: _____	Registrations will be confirmed via email.

**Conference Delegates: Please indicate which unchecked sessions (A or B) you plan to attend:**

- |  |   |
|--|---|
| <input checked="" type="checkbox"/> Keynote – Waking up to Fatigue Factors in your Workplace | <input checked="" type="checkbox"/> Session 5 – Musculoskeletal Injury (MSI) Prevention |
| <input type="checkbox"/> Session 1A – LOTO Procedure Development                             | <input checked="" type="checkbox"/> Session 6 – The Face of Workplace Tragedy           |
| <input type="checkbox"/> <b>Session 1B</b> – Road to Mental Readiness                        | <input checked="" type="checkbox"/> Keynote – Two sides of Concussion                   |
| <input type="checkbox"/> Session 2A – OHS Risk Assessment                                    | Lunch option Thursday ( <i>please select preference</i> )                               |
| <input type="checkbox"/> <b>Session 2B</b> – Wellness Programs at Work                       | <input type="checkbox"/> Onsite Banquet   |
| <input type="checkbox"/> Session 3A – Using Social Media in Emergency Planning               | <input type="checkbox"/> Take Away (Day of Mourning Ceremony)                           |
| <input type="checkbox"/> <b>Session 3B</b> – Challenges of an Aging Workforce                | <input type="checkbox"/> I would be interested in participating in yoga on Friday       |
| <input checked="" type="checkbox"/> Session 4 – Legal Defence of Due Diligence               | <i>*HR Stream sessions are highlighted in red.</i>                                      |

**Payment Method**

- ☐ Cheque Enclosed  
☐ Invoice Me (Payment due before April 15, 2016)

Charge my Credit Card (please check one):

Visa ☐ MasterCard ☐ American Express ☐

Card # \_\_\_\_\_ Exp \_\_\_\_\_

Name on Card: \_\_\_\_\_

*\*No Registrations or Cancellations after **April 15, 2016***

**Make Cheque Payable to:**

Safety Services New Brunswick  
440 Wilsey Road, Suite 204  
Fredericton, NB E3B 7G5

**To Register:**

Toll Free: 1-877-762-7233 (7NBSAFE)  
Fax: (506) 444-0177  
Email: [info@safetyservicesnb.ca](mailto:info@safetyservicesnb.ca)  
**Register Online** [www.ssnb.ca](http://www.ssnb.ca)

**Price to Attend the Conference**

- |   |       |
|---|-------|
| <input type="checkbox"/> Safety Services NB Member* | \$350 |
| <input type="checkbox"/> Non-Member                 | \$450 |

\*If unsure contact Safety Services to determine if you are a member.

As a registered charity we do not charge HST on our conference registrations. Above price is the full amount due upon registration.

**For Hotel Reservations:**

Contact the **Delta Beausejour Hotel**  
at 1-888-890-3222

Quote Reference: Safety Services New Brunswick\*

Single Occupancy Room Rate: \$139.00/night plus tax

\*There are a limited number of rooms blocked at this discount conference rate, register early to avoid disappointment. Room block will be released on March 25, 2016, and discount rate may not be available after that date.

**REGISTER BEFORE  
APRIL 1, 2016  
FOR A CHANCE  
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**Safety  
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**Services de  
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