

NEWSLETTER

JUNE 2019



NEW COURSE COMING SOON

Compassion Fatigue
for Mental Health | 5

2019 AWARDS

Above & Beyond
City of Excellence
Organizational Safety Excellence
Safety Improvement | 8

ARE YOU REGISTERED?

2nd Annual Joint Conference
September 15-18
Penticton, BC | 2

2nd ANNUAL JOINT CONFERENCE & TRADE SHOW SEPTEMBER 15-18, 2019 PENTICTON, BC

2019



IT STARTS HERE

This joint conference is presented by the British Columbia Municipal Safety Association and the Public Works Association of British Columbia.

The benefits include more presentations in key topic areas including safety, public works, and leadership; a larger trade show; and more opportunities to network with municipal leaders and industry professionals from across BC.

Combining the key strengths and areas of expertise of each of our associations elevates the quality and value of your conference experience.

Easy and convenient online registration with secure and flexible payment options.

[VIEW THE PROGRAM](#)

Note: session selection is not required

[REGISTER NOW](#)

Monday, September 16th KEYNOTE PRESENTATION

Harnessing the Hurricane of Change:
Increasing Resilience through the
Mindset of a Champion



SPEAKER: Dr. Mark DeVolder

Change is constant, unpredictable and accelerating. Extreme change can – much like a hurricane – leave you dizzy, dazed and disoriented, as though the earth is moving under your feet. Even if you survive the storm, you know more is coming.

Change expert Dr. Mark DeVolder throws a lifeline to you with strategies he's developed to clear away the fog. You will learn how to rewire your brain to adapt to change, future-proof yourself and increase personal resilience by developing the mindset of a champion. Mark's practical principles enable you to act boldly, nimbly and quickly in face of exponential change.

Tuesday, September 17th KEYNOTE PRESENTATION

Leadership: It Starts With ME

SPEAKER: Michelle Ray



We've often heard the adage "everyone can be a leader", but what does this mean? More importantly, how is this relevant to your career and your life? The most practical answer is to think of leadership in terms of character, not position or title. A leader is someone at any level who has grasped the ability to take charge of their thoughts, and consequently their actions, in any situation.

Delivering her message with insight, wit, energy and humour, Michelle's engaging, informative and dynamic keynote presentation offers practical, actionable strategies to help you take the lead, rise above the day-to-day challenges and strengthen relationships at all levels.



MEETINGS

DATE	MEETING	LOCATION
Sept 15, 2019	Regular General Meeting	Penticton Trade & Convention Centre
Dec 6, 2019	Regular General Meeting	Sundance Place Motel Delta

2019 SAFETY TALKS

All new monthly safety talks are posted on our website for 2019. From 2011 to 2018 we published a wall calendar with the monthly talks. In an effort to be green and reduce costs, we chose not to publish a 2019 calendar. Instead we developed 12 new safety talks which have been posted online for convenient download. Print them, share them!

Find all of our safety talks at bcmsa.ca/resources/crew-talks/

WEBINARS

Several times a year we host a free one-hour webinar. Yes, that's right, FREE! During each session, moderators provide an overview and answer questions. Free and interactive – it's a win/win.

*We want to hear from you...
Help us plan future webinars*

What is your ideal webinar topic?

[Suggestions, questions, or feedback?](#)

[VIEW PREVIOUS WEBINARS](#)



Cone Zones help protect roadside workers, so slow down and drive with care. Their lives depend on it.
ConeZoneBC.com

Cone Zone season has arrived. Free roadside safety toolkit for employers.

Does your company have employees working on or beside the road? It's your legal responsibility to ensure the health and safety of your workers and your contractors working in a Cone Zone. As an employer you are required to do the following:

- Ensure your workers know the hazards related to working at the roadside.
- Provide workers with the training, equipment and resources to keep themselves safe.
- Ensure employees who drive for work know how to safely drive through potential hazards in roadside work zones.
- Follow the safety requirements set out in the *Workers Compensation Act*, the *Occupational Health and Safety Regulation* and the [Interim Traffic Control Manual for Work on Roadways](#).

Download the free [Roadside Safety Tool Kit](#) for employers to help improve the safety of your roadside workers.

Workers can also access [tools and resources](#) and the [online roadside safety quiz](#) that provide information on how to stay safe when working in roadside Cone Zones.

GET IN TOUCH

Mike Roberts
Executive Director
E: mroberts@bcmsa.ca
P: 778-278-3486 | C: 778-835-9669

Justin Chouhan
Manager of Audit & Training Services
E: jchouhan@bcmsa.ca
P: 778-278-3436 | C: 778-954-7399



NEW TCP COURSES

TCP CERTIFICATION (2-DAY)

Course length: 2 full days (16 hours total)
Class minimum/maximum: 6/14
SSCP*: elective course
EOCP CEU's: n/a
Price: \$260 per person for up to 14 (minimum 6);
 Participants will receive a Participant Guide and Hip Guide as part of the course (requirement by the BCCSA).
 Minimum \$1800 charge per class.

Course overview: This WorkSafeBC approved two-day training session is designed to qualify those who work as high-risk Traffic Control Persons (TCPs) throughout the province of BC. This comprehensive, 2-day course consists of classroom and practical training and is the only standardized program of its kind acceptable to WorkSafeBC under Section 18 of the Occupational Health and Safety Regulation for high-risk traffic control.

[LEARN MORE](#)

TCP REQUALIFICATION (1-DAY)

Course length: 8 hours
Class minimum/maximum: 6/14
SSCP*: elective course
EOCP CEU's: n/a
Price: \$150 per person for up to 14 (minimum 6);
 Participants will receive a Participant Guide and Hip Guide as part of the course (requirement by the BCCSA).
 Minimum \$1200 charge per class.

Course overview: This WorkSafeBC approved 1-day training session is designed to re-certify those who work as high-risk Traffic Control Persons (TCPs) throughout the province of BC.

[LEARN MORE](#)

NEW COURSE COMING THIS FALL!

COMPASSION FATIGUE FOR MENTAL HEALTH

Course length: 4 hours
Class minimum/maximum: 6/30
SSCP*: elective course
EOCP CEU's: n/a
Price: \$1,500 charge per class

Course description: This course is designed to help us understand what compassion fatigue is, and to use the ABCs of prevention by: building Awareness and recognizing the signs in ourselves and those around us; developing skills to bring Balance in our lives by using effective coping strategies and understanding the difference between depleting and nourishing activities; and to re-Connect and build positive support systems both in our personal and work life.

*Interested in hosting this course?
 Contact [Justin Chouhan](#),
 Manager of Audit & Training Services*

*Supervisors Safety Certificate Program (SSCP)

WHEN INFRASTRUCTURE UPGRADES UNCOVER HIDDEN HAZARDS

By Kim Stubbs, WorkSafeBC Industry Specialist

As municipalities expand, upgrade, or repair their water and sewer pipes, they may uncover a potential hazard — asbestos cement pipes (ACP). Asbestos was a common ingredient in the cement used to manufacture water and sewer pipes, especially during the 1940s–1960s. Asbestos fibers are non-corrosive and lightweight, and add tensile strength and binding capabilities to the cement in the pipes. Their smooth fibres provide a slick surface for the inner walls of the pipes, reducing friction and lowering the pressure required to pump contents through them. The typical lifespan of these pipes is around 70 years, depending on the manufacturer and the working environment.

While the pipes remain buried for normal use within their lifespan, they are not a threat to health. However, when pipes are decommissioned and the water that ran through them is removed, the pipes collapse, fracture, and degrade into small pieces, becoming friable asbestos.

Excavation activities can uncover decommissioned ACPs in various states of decay, and once uncovered, asbestos fibres from the pipes can become airborne and pose a threat to workers' health.

Asbestos exposure can cause certain lung diseases and cancers, including asbestosis and mesothelioma, and is the leading cause of death for workers in the construction industry. Between 2009–2018, 611 workers died in B.C. from diseases related to asbestos exposure.

How should asbestos cement pipes be handled?

When excavation work uncovers decommissioned ACPs, the municipalities or their contractors must remove the uncovered pipes using recognized safe work procedures, including having an exposure control plan and a respirator program to protect workers. Municipalities must also

maintain an inventory of ACPs in their asbestos management program. An inventory helps to anticipate and plan for work with ACPs, preventing unexpected delays and costs, as well as minimizing risks to the workers. Although municipalities are not required to remove ACPs outside of the areas being excavated, those pipes must be documented in the inventory for reference in future work.

Reburying ACPs in soil does not eliminate the risk to workers and it is not a method of encapsulating or enclosing asbestos fibres — if the pipes are uncovered during a later project, workers can breathe in respirable asbestos fibres raised from the soil by wind or other disturbance.

The harmful effects of asbestos may not appear until years after the exposure has occurred.

“Asbestos cement pipe in the ground presents an exposure risk if it's excavated. However, if this material is inventoried and properly removed during planned construction activities, we will reduce the risk of asbestos

exposure to future generations of workers.” — Geoff Clark, Senior Occupational Hygienist, WorkSafeBC

What are the responsibilities of the municipality?

The harmful effects of asbestos may not appear until years after the exposure has occurred. To protect workers from the risks of exposure now, it's important for municipalities and their contractors to understand and fulfil their obligations regarding asbestos and workplace health and safety. For the latest bulletin from WorkSafeBC, summarizing the regulations and required procedures for municipalities and contractors on asbestos cement pipes in underground works projects, visit [worksafebc.com](https://www.worksafebc.com).

For more asbestos-related resources, visit [worksafebc.com/asbestos](https://www.worksafebc.com/asbestos).

WORK SAFE BC

INTERNAL AUDITOR TRAINING

This two day course is for staff from local governments or naturally-aligned organizations who wish to learn more about how the COR audit is conducted. Participants wishing to become certified Internal Auditors must successfully complete a student audit within three (3) months.

In order to maintain certification, two (2) maintenance Internal audits and seven (7) hours of approved training must be completed within 3 years of Internal Auditor Certification.

Date - October 1 - 2, 2019 - 8:30am to 4:30pm

Cost - \$300/person - Lunch included

Location - Langley

[REGISTER NOW](#)

Prerequisite for Internal Auditor Training: Safety Management Systems

A Health and Safety Management System is a comprehensive in-depth approach that addresses all aspects of an organization's operations from a health and safety viewpoint and involves management and workers in a meaningful way. An organization wishing to pursue COR must have had the CAO or another manager participate in a Safety Management Systems course.

[REGISTER NOW](#)

FREE COR TOOL FOR ORGANIZATIONS



Check out our free interactive [online self assessment for organizations](#) to receive feedback on their readiness for a COR review. This tool can also be used as a way to assess their current Safety Management System as measured by WorkSafeBC COR Standards and Guidelines.



ABOUT COR

The Certificate of Recognition (COR) program rewards employers who have developed and implemented safety management systems against industry based standards. It provides an opportunity for employers and safety associations to take a proactive role in promoting health and safety. Employers can reduce injuries and accidents in the workplace, reducing worker suffering and improving the workplace safety culture. Achieving and maintaining a valid COR is required for earning an annual incentive payment from WorkSafeBC.

Certificates are issued by WorkSafeBC and are co-signed by the Certifying Partner. The BCMSA is the Certifying Partner for employers in the Local Government Classification Unit and is responsible for the creation of the Local Government Audit Tools, Training and Certifying External and Internal Auditors, and overall quality assurance of the program.

Have questions or want more information?

Justin Chouhan
Manager of Audit & Training Services
jchouhan@bcmsa.ca | 778-278-3436

Dale Seth
COR Program Administrator
dseth@bcmsa.ca | 778-278-3430

AWARDS

ABOVE + BEYOND RECOGNITION AWARD

The BCMSA recognizes individuals who have acted alone or as a team in providing assistance to either those in need of medical aid using their knowledge in first aid; or those in a situation where their lives may be in danger with or without the application of first aid.

If you know of someone who has acted alone or as a team in providing assistance to either those in need of medical aid using their knowledge in first aid; or those in a situation where their lives may be in danger with or without the application of first aid in the past year, the BCMSA would like to recognize their effort.

ORGANIZATIONAL SAFETY EXCELLENCE AWARD

Objective of the Award: To recognize local governments for activities that improve experience rating, and ultimately reducing injuries, illness, disease and fatalities.

Eligibility: Any BC local government (in classification unit 753004) - including City, Village, Township, District, Municipality and Regional District - that demonstrates and meets the criteria of this award.

Criteria: To be eligible, an organization must meet one of the two following criteria:

- The current experience rating is in a discount position with a consistent experience rating discount of -20% or more over a three-year period, or
- A reduction of 20 percentage points in the past 4 years and has to be in a discount by the end of the most recent three-year period.

2019 CITY OF EXCELLENCE AWARD

A joint venture between the BCMSA, BC Common Ground Alliance, BC Construction Safety Alliance, Public Works Association of BC, Technical Safety BC, and WorkSafeBC, this award was created as a way to recognize municipalities who follow safe underground disturbance practices.

Reintroducing this prestigious award with a simpler nomination process. Recognizing local governments for activities that improve ground disturbance, safe excavation techniques and best practice at or around underground infrastructure, in the year previous to the award.

Who's eligible? Any BC local government - including City, Village, Township, District, Municipality, Regional District, First Nation community and Tribal Council - that demonstrates and meets the criteria of this award.

SAFETY IMPROVEMENT AWARD

Objective of the Award: To recognize local governments for activities that improve experience rating, and ultimately reducing injuries, illness, disease and fatalities.

Eligibility: Any BC local government (in classification unit 753004) - including City, Village, Township, District, Municipality and Regional District - that demonstrates and meets the criteria of this award.

Criteria: To be eligible, an organization must meet the following criteria:

- A reduction of 15 percentage points or more in the past 4 years with the current experience rating no greater than +20%

Note: All awards will be presented at the BCMSA/PWABC Joint Annual Conference, September 15th- 18th in Penticton

[LEARN MORE](#)

THE POWER OF NEGATIVE THINKING

By Spencer McDonald, President, Thinking Driver

Driving is the most dangerous thing that you do.

Your chances of being killed or injured while driving or riding in a vehicle are greater than any other activity that most people do. Travelling by automobile is many times more dangerous than any other mode of transportation.

It's funny, most of us have sat in a departure terminal waiting to board an airplane and have had at least the passing thought: "I hope this isn't the time that something goes wrong", or have been on the plane when there has been turbulence and the plane started bouncing around and thought: "This is it, now we are all going to die!"

But we don't: Except in rare and tragic cases. And the number of these occurrences and the number of fatalities involved, pale in comparison to the numbers that are killed every year on the nation's highways.

But have you ever thought before climbing behind the wheel, "What I'm about to do is dangerous. If either I or any of the hundreds or thousands of people that I will share the road with today, people that I don't know, have never nor WILL EVER meet and know nothing about, screw up, I could end up badly hurt or killed."

We don't think those thoughts, though. Not most of us.

I saw a t-shirt once that said, "I am a bomb disposal technician. If you see me running, try to keep up".

Some activities are just so dangerous that most of us don't even consider engaging in them.

But not driving.

Yet it is the leading cause of unintentional death at 10.9 fatalities per population of 100,000 according to the Centers for Disease Control.

If you drive as part of your job, it's the most likely way that you will be injured on the job too.

Being an astronaut is probably one of the more dangerous jobs, but not because of driving land-based vehicles!

Chris Hadfield, the Canadian astronaut who flew on the International Space Station in 2013 for 5 months and was its Commander most of that time, says that this dangerous mission was the culmination of his career that began in the Canadian military where he was a fighter pilot, then a test pilot, then finally an astronaut. Hadfield said in an interview after the mission that he isn't a risk taker by nature and in fact he is risk averse and even afraid of heights! He tries to reduce

the risk in every activity that he does by being aware, educating himself about the risk and preventive ways to mitigate or reduce that risk, and as he calls it, by practising "negative thinking."

He says that there is a lot of popular psychology these days about the power of positive thinking but he relies more on negative thinking. Thinking that asks: "what could go wrong here?" Instead of either ignoring risk or just hoping or trusting that everything will be okay.

Once engineers analyze and identify the risks and dangers in the mission, activity, or task, they can plan how to reduce that risk and how to implement a primary plan and a backup plan if the first risk reducing strategy fails. Only after doing everything reasonable to reduce the risks of an incident or accident, does the mission go forward with confidence that everything that can reasonably be done, HAS been done.

Does that eliminate risk though?

Absolutely not!

Space travel is inherently risky, as we have seen from the several tragedies dating back to the Apollo days and through two (2) shuttle missions lost with all crew members, so even after taking every conceivable precaution, something can still go wrong.

Most of us will never become astronauts, but driving is no different than space travel as an inherently risky activity and an activity where things can also go terribly wrong even after taking every defensive precaution. The risks involved with driving are even more difficult to identify and the defences more uncertain than ones involving space travel in some ways. At NASA, everyone is on the same team and working towards the same safe and incident free outcome. We share the roads with strangers who may or may not take the same care that we do. NASA engineers are controlling risk involving generally predictable equipment and machinery failure. We have to deal with the uncertainty of unpredictable human behaviour in people we that we don't even know!

So the next time you slip behind the wheel, think about yourself as a fighter pilot or astronaut. Not the daring and risk taking Buck Rogers, hero of screen and story, but the real thing: a thoughtful and skilled technician and expert at negative thinking, assessing situations and reducing the risk of accident.

That way, like Chris did, we can all come home safely.



Contact Spencer McDonald:
smcdonald@thinkingdriver.com