



## SAFETY ASSOCIATION OF SASKATCHEWAN MANUFACTURERS

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1313 Broadway Avenue  
Regina, SK S4P 1E5  
Phone: 306-525-7276

### Meeting Report

August 17, 2017

Q3 Safety Meeting – Open Forum

Saskatoon Inn – Manitoba Room, 2002 Airport Drive  
Saskatoon, SK

#### In Attendance:

SASM	Ken Ricketts	Cathy Glasser
	Rae Sloan	Ijaz Chatha
	Desira Rostad	Karla Griffin

#### Members

Scott Glum – Prairie Meats  
Len Horvath – F.P. Bourgault Tillage Tools  
Brett Matisz – F.P. Bourgault Tillage Tools  
Susanne Babcock – Loraas Disposal  
Cam Wilson – Highline Manufacturing Ltd.  
Milton Myers – AGI Envirotank  
Jennifer Onabanjo – POS Bio-Sciences  
Wayne Morgan – Great Western Brewing Company  
Greg Czarnecki – Great Western Brewing Company  
Amy Gabriel – Bourgault Industries Ltd.  
Frank Blandin – Bourgault Industries Ltd.  
Tracy Slywka – Injury Solutions Canada  
Sherrie Snook – Sofina Foods

#### WCB

Scott Coghlan

1. **Sign Up:** 8:30 am – 8:45 am
2. **Call to Order:** Chairman Ken Ricketts called the meeting to order at 8:49 am.
3. **Introductions:** All in attendance introduced themselves.
4. **Subjects for Round Table:**
  - a. Is there going to be development of new online training? Ergonomics and Return to Work will be added to online course offerings. Pallet Jack (Low Level Power Jack) is being considered.
5. **Presentations of COR, SMA & MSP Recipients:** – Cathy Glasser
  - a. Certificate Presentation:
    - i. M A Ironworks re-certified at the Silver level
    - ii. Safety Management Administrator Certification:
      1. Brett Matisz (F.P. Bourgault Tillage Tools)
    - iii. Manufacturing Safety Professional:
      1. Wayne Morgan (Great Western Brewing Company)

6. **Return to Work Issues:** - Cathy Glasser

- a. SASM recently met with SK WCB to discuss Return to Work (RTW) and issues that some SASM Members have faced. Discussion points raised by WCB:
  - i. The employer has more initial control due to the fact that an incident may take 24 hours to be reported to WCB, then another 24 hours to determine which employer the employee is connected to.
  - ii. A great number of claims are resolved within 48 hours, making WCB lagging behind most employers' ability to deal with a claim. They understand that it is a problem and they are working on a resolution.
  - iii. WCB will give support to any claim that does not have restrictions indicated by the Health Care Provider (HCP).
  - iv. WCB will contact the HCP to be given restrictions for a RTW claim. There is a three day gap and this is a problem for employers. It can take anywhere from 2-4 weeks before it moves to a Case Manager.
  - v. WCB indicated that 86% of all claims have restrictions provided by the HCP. SASM indicated that may not be the case among the manufacturers of Saskatchewan.
    1. A SASM Member example was provided that indicated 60% of their claims did not come with restrictions.
- b. **Discussion ensued regarding what employers can do (or have done):**
  - i. Some organizations have gone directly to physiotherapists, instead of a doctor, who can do functional testing immediately.
  - ii. Some companies have used Canadian Back Institute (CBI) and have seen results.
  - iii. Workers have often not been trained on a company's injury policy (RTW program) and the expectations of restrictions. Consider discussing RTW expectations at orientation, during toolbox talks and as refresher training.
  - iv. Some companies in rural areas have met with the doctors in their area to discuss functional abilities forms and their completion, and that they have modified duties for their employees. They have had success since meeting with doctors in their area.
  - v. Some companies are seeing success because a designated individual takes the injured employee to a medical professional. Some companies have negotiated front of line service with a medical professional, and the injured worker can go to their own doctor after seeing the employer's doctor.
  - vi. Discussion ensued regarding the positives and challenges between being in smaller communities versus larger cities.
    1. It was suggested to write a letter of complaint to the Saskatchewan Medical Association if you are having difficulties. This can be tough if an organization is located in a small community because problems may arise. It was suggested to write a letter as a last resort.
- c. **What can we (SASM and Members) do proactively as an association?:**
  - i. Meeting with WCB was the first step to provide concrete examples of restrictions not being completed by health care professionals. Ken Ricketts encouraged Members to send SASM examples and experiences as this will be passed to WCB (i.e. clinics, doctors, where specific problems/difficulties have been experienced, tracking when restrictions were not provided).

- ii. SASM will be compiling a report for WCB with more specific information (i.e. geographical, is it a specific clinic/doctor?).
- iii. It was also discussed that doctors need more training on RTW. The Health Region is also going to see changes in the near future as it transitions to one authority from multiple regions/authorities.
- iv. How doctors are paid may be an area to review. There is a specific code that indicates that the doctor is being paid by WCB (640 – return to work counselling). They can bill every four weeks after the day one consultation.
  - 1. Examples were discussed based on Alberta’s system and comparing it to how Wellpoint Health Services operates here in Saskatchewan (they have their own doctors).
  - 2. All in attendance were provided with WCB’s Medical Restrictions (HCP Form). Discussion ensued regarding how general the form is and how it should indicate through a checklist more specific functional abilities/restrictions to ensure that restrictions are indicated.
- v. It was suggested that perhaps Safety Associations could work together to address these issues at a provincial level.

d. **Additional areas of discussion surrounding RTW:**

- i. Assessable wage and how in some circumstances workers can make more through a WCB claim, when compared to their normal paycheques, based on their last year’s gross salary because of bonuses and other incentives.
- ii. WCB is looking at psychological issues surrounding return to work and the difficulties that some individuals have with returning to work. There is a study that can be accessed through the resource section of WCB’s website.
- iii. Communication to bring awareness is going to be one of the most effective ways to tackle this situation. Getting mad will just cause opposition. Discussion ensued regarding employers ensuring that they have modified duties lists. There is a responsibility on employers as well.

7. **Executive Director’s Report:** - Ken Ricketts

- a. Ken provided an update on SASM overall 2017 to date and issues impacting the M41, M72, M91 and M94 rate codes. Topics discussed included:
  - i. Payroll
  - ii. Total claims
  - iii. Days lost
  - iv. Costs
  - v. Causes of injury: falls, contact with object, WHMIS and the number of claims and days lost for each category.
    - 1. Discussion of clarity on “contact with object”. LRWS doesn’t get the information on whether the object was moving or the worker was moving. They simply know that it is contact with object. This is why some firms have been contacted to implement a traffic control plan within their plants regarding Powered Mobile Equipment (PME).
  - vi. Ergonomic injuries are up 15% compared to 2016

vii. Injured body part: eyes, head, back, shoulder, hand and the number of claims and days lost for each category.

**b. 2017 2<sup>nd</sup> Quarter Activities Were Reviewed:**

i. Safety training (classroom and online), safety education, gap/audit, occupational hygiene, ergonomic assessments and fit testing.

**8. SASM and Your Firm: - Ken Ricketts**

a. **Are we Meeting your Needs?** Changes that will alter the membership cost must be in the budget for approval by the Directors at the Sept 7<sup>th</sup> Board meeting.

i. Course Development: are there any other PME based courses being added? Loader training is desired, pallet jack has been asked for before, more hands on training such as interactive videos, hands on interaction in classroom courses, and courses/content that focus on behavioural change. Perhaps something at the management level (a 1-2 hour course).

ii. WHMIS – will that be on SASM's online platform. No because it is cheaper through CCOHS (\$10.00 per course). SASM offers the WHMIS 2015 TTT for general WHMIS but you will also have to go over your site specific WHMIS with employees.

**9. Under Consideration for 2018: - Ken Ricketts**

a. **Proposed Hearing Conservation Program.** Charge you \$20.00 a year per worker (an increase in the levy of approximately \$0.04) or it can be optional (on call with no levy increase):

i. Includes noise level testing @ N/C. Decals supplied day of testing

ii. Includes hearing fit testing @ N/C. Performed with E-A-RFit (3M)

iii. Includes audiometric testing @ \$40/test at Member's site (smaller firms SASM would do the testing and with larger firms SASM would work with a contractor such as EX-Cell Hearing).

1. Shoebox Audiometry is a program that is being considered as it can be used in a mobile capacity.

Members present expressed interest in the program being optional and not being part of the Association Levy.

**b. Proposed Certification Rebate Program:**

i. Bronze Certification

- Receive 20% of previous year's membership cost
- Plus 30% of previous year's Rental Advisor costs (Rental Advisor service is \$350/day)

ii. Silver Certification and Re-certification

- Receive 35% of previous year's membership cost
- Plus 40% of previous year's Rental Advisor costs

iii. Gold Certification and Re-certification

- Receive 50% of previous year's membership cost
- Plus 50% of previous year's Rental Advisor costs

iv. The firm must additionally reduce their total claims by 15% per year until they are 20% below their rate code average.

v. Rebates would be paid over a 3-year period beginning the year of certification.

vi. Cost to the Members to implement and operate the rebate system is \$0.01/\$100 of salary.

1. At this point there was no discussion of moving forward with a Rebate Program.

c. **Proposed Occupational Hygiene Changes:**

- Air quality testing at lab costs only
- Fit testing (respiratory or hearing) at no charge if more than 10 workers tested
- Ergonomics remains at no charge for assessments and training

d. **Proposed Materials Charge:**

- \$30/student for all classroom training (full courses at SASM's site or Member's site)
- \$5/student for all Lunch and Learns

e. **Proposed Training Charge:**

- Day rate charged to Members if: fewer than 6 people (regular course); fewer than 10 people (Lunch and Learn) plus the course or Lunch and Learn is available online

10. **Introduction of SASM's New Website:** - Desira Rostad

- a. Desira Rostad navigated the website and in progress Learning Management System (LMS) to show the audience current development. Neither the website nor LMS are live at this time.
- b. Questions by Members:
  - i. Is social media outreach something that can be considered, or that is being considered (i.e. Twitter, LinkedIn, Facebook)?
  - ii. Confidentiality. How is your server protected? STORM will be hosting so SASM will have to follow up with that information.

11. **Adjournment:** The meeting adjourned at 1:43 pm.