



SAFETY ASSOCIATION OF SASKATCHEWAN MANUFACTURERS

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Meeting Report

August 11, 2016

Q3 Safety Meeting – Open Forum

Ramada Hotel – Saskatchewan Room

Saskatoon, SK

In Attendance:

SASM	Ken Ricketts	Cathy Glasser
	Vince Bell	Karla Griffin
	Rae Sloan	Ijaz Chatha

Members

Dan Sembalerus – Highline Manufacturing Ltd.
Debra Lee – Trailtech
Wayne Morgan – Great Western Brewing Company
Frank Blandin – Bourgault Industries Ltd.
Susanne Babcock – Loraas Disposal
Trinda Delainey – L & M Wood Products
Nicole Delainey – L & M Wood Products
Scott Glum – Prairie Meats
Lisa McGarry – JTL Industries Ltd.
Jonathan Sherman – BASF Canada
John Hancock – Doepker Industries Ltd.
Gord Secuur – Advance Tank Centres Ltd.

Guests

Toby Desnomie – Saskatchewan First Nation Safety Association

1. **Sign up:** 8:45 am – 9:00 am
2. **Call to order:** Chairman Ken Ricketts called the meeting to order at 8:54 am.
3. **Introductions:** All in attendance introduced themselves.
4. **Executive Director's Report on Activities & Results:** - Ken Ricketts
 - a. **New News:** SASM will be changing our business model over the upcoming months and years to become a more “user pay” model – SASM’s business model has to change – in the past we’ve been Member centric so we are moving towards opening up services to Non-members
 - b. **Old News:** Long term claims are costing the employers and workers approx. \$2,000,000 annually amongst our Member firms alone (claims that go over the calendar year end)
 - a. Discussion of claims lasting over 5 years and associated WCB fees

c. **A New Strategic Plan:**

- Reporting style will be slightly changed (how we report things). We are also going to provide Members with more information on what is happening within the association
- Plan will be re-visited on an annual basis
- Review of SASM Executive Director Report (January-June 30, 2016)
 - Ken Ricketts mentioned that SASM is trying to keep the association levy as low as possible, but the 2017 levy will go up: industries have shrunk thus there will be an increase
 - Discussion of the days lost attributable to 2014 claims – claims that carry over
 - SASM’s biggest struggle continues to be the addition of new rate codes – discussion ensued regarding four rate codes that have a higher than average injury rate

d. **Working with other agencies:**

- The goal is to become more “connected” – more safety associations are coming to our meetings. We work with WorkSafe Saskatchewan, Labour Relations and Workplace Safety (LRWS), the Western Canada Safety Associations, Saskatchewan Industrial and Mining Suppliers Association (SIMSA), Department of Agriculture, etc.
 - Discussion of meat processors and how some organizations are classified – don’t fall under the M72 code
- More work will be taking place with Chamber of Commerce and other community / business organizations

e. **Reduce the cost of injury:**

- Reduce the cost for employers and workers
- Costs for employers are a function of the number of claims, the type of injury, and the length of claim
- Costs for workers are a function of the days away from work
- Statistics affecting M41, M72, and M94 rate codes were reviewed
- Long term and “forgotten” claims are over 20% of costs

Discussion ensued on the following topics:

- Manufacturing is considered a prescribed industry (high risk)
- SASM will give Members statistics every quarter
 - Discussion of how rate codes have progressed
 - Discussion of the increase in days per claim
- Occupational doctors and partnering with clinics – this way the doctor knows what the organization does and what alternative activities can be done at specific locations
- Certified return to work program that SASM is working on in Regina – there is no projected timeline at this time for the rollout of the pilot project
 - Discussion focused on doctors not cooperating with return to work, and possibly WCB not paying a doctor if they don’t participate with return to work. The doctor is going to have to prove that a worker cannot work if they are not restricted to a bed. Discussion ensued regarding worker and employer rights and protection under WCB

- Discussion of the number of firms present who would be ready/qualified for the return to work pilot project i.e. are certified to the requirements or are ready to be audited for the requirements
- Service rate for each rate code and how they are determined by the number of claims put through individual rate codes

Questions were raised and discussion ensued on the following:

- What do we do with employees who have to have surgery? Depends on the return to work program, the doctor, and the severity of the injury
 - “Return to Function” is the new phrase that is starting to be considered rather than Return to Work – it was started in Australia and the West Coast of the USA
 - Discussion of chasing claims
 - Is there not a time frame in which WCB takes a look at claims and decides that an individual may need to have re-training, etc.? Discussion ensued on how some people fall through the cracks, and some workers don’t know that they have options
 - Functional abilities forms
- f. **Increase Revenue:** - in order to decrease the association levy or increase services
- Memberships and Rental Advisor are up
 - It is possible that rental advisor will open up to Non-members next year (2017)
 - Training and Hygiene are down
 - Hygiene is now open to Non-members
 - Overall revenue is up and expenses are down
- g. **Increase Ergonomic Awareness:**
- The Executive Director outlined Claim Costs and Length (increase or decrease) for the M41, M72, M91, and M94 Rate Codes
 - Are you on top of ergonomics at your location?
- h. **Additional Information:**
- Operator training – 544 students (online and classroom)
 - Safety education – 351 students (Supervisor, Committee, etc.)
 - Gap / Audit – 14 firms
 - Occupational Hygiene – 21 locations

5. **Certificate Presentations:** – Cathy Glasser

Cathy presented the following individuals and firms in attendance with their certificates:

- L & M Wood Products (accepted by Trinda Delainey & Nicole Delainey) – COR Bronze Level
- JTL Industries Ltd. (accepted by Lisa McGarry) – COR Silver Level

Lisa McGarry, JTL Industries Ltd., will be doing a presentation for WCB in North Battleford – How to Improve your Safety System. Lisa discussed that JTL Industries Ltd. utilized a Gap Analysis followed by SASM’s Safety Management Administrator course, which was supported by Management commitment from the company.

6. **SASM’s New Business Model & Other News:** – Ken Ricketts

- a. For the first time in 9 years a manufacturing rate code was not one of the 5 worst in 2015

- b. WCB overfunding first payment cheques should have been received by now (sent in July). Another payment is coming in December
- c. What does the new business model mean to your firm? – SASM’s new service guide and quick facts were referenced:
 - More ‘user pay’ over the next few months and years
 - Lower membership fees over the next few years
 - Faster enrollment in online training
 - Possibly longer lead times for training and services in the interim
 - More diversity in SASM’s classroom courses
 - For the most part regional courses will remain the same
 - Online training has taken over much of SASM’s training

Questions were raised and discussion ensued on the following:

1. Will WHMIS be online through SASM? No you can get it through WCB online and other locations
2. Site specific training – now a charge when there are fewer than 6 students attending the course
 - a. Question: how much will another company get charged if we get them to come to our facility for a course to get it up to 6 people? Discussion ensued – no specific answer at this time
3. Ergonomics Lunch n’ Learns being run at facilities
4. SASM is looking at becoming an approved provider of Saskatchewan Polytechnic’s Standardized Contractor Safety Training
5. Online training is going to change: hopefully in October a new online training platform will start in terms of development
 - a. When will it be available? Hopefully by February of 2017
6. Advising/Consulting will be opened up to Non-members
7. Drop in fit testing at Saskatoon and Regina office locations
8. Hearing protection – quantitative fit testing with 3M E-A-R Fit Validation System as of the middle of August, 2016. Only 3M products can be tested
9. Discussion of COR and premium discounts provided in other provinces
 - a. WCB Manitoba’s rebate incentive for certified firms
10. Discussion of SASM’s Gold level of certification
 - a. Ken wants SASM’s auditors to be the most highly trained in the province
 - b. Discussion of how SASM’s audit compares to Enform, SCSA, etc.
 - c. Discussion of ensuring that SASM’s name remains reputable and that we remain a source of a high level of training and certification, as there are many organizations that provide training and certification, etc.
11. The Executive Director asked those Members in attendance if they are okay with the Member / Non-member pay model presented
 - a. Discussion of how Members and Direct Members pay SASM (i.e. how is WCB involved)
 - b. Question: why some rate codes are not mandated to be a part of a Safety Association. Discussion ensued regarding sizes of firms, letters of support, and the WCB

requirement to sign a specific percentage of support from the rate code as a whole.
There are multiple factors

- c. Discussion of rate codes being required to be a certain size. If companies that comprise a large percentage of a code close, and it impacts the rate code, then that rate code may be combined with a different rate code.

7. **WCB Presentation** – Shelly McFadden, Director Prevention

- a. Shelly McFadden could not attend the meeting.

8. **Round Table Discussion:** - open discussion facilitated by Ken Ricketts

- a. LRWS – protective headwear – overhead cranes/hoists: a Member raised a recent experience with an officer specifying that workers were to wear hard hats when working with overhead cranes. Specific details were provided and discussed
 - i. Risk assessment
 - ii. Discussion ensued regarding interpretation of legislation differing from officer to officer
- b. The Executive Director provided a brief introduction regarding a letter that he received about becoming part of a Community Advisory Board as part of research under the title *Social Determinants of Health Among Migrant Workers Study*. The research is being conducted by a group of Doctors, Economists, Social Scientists and Migrant Worker Advocates who want to get a clearer picture about the needs of Foreign Temporary Workers. The group is comprised of individuals from the University of Saskatchewan and the University of Regina.
 - i. Discussion ensued regarding the rights and specific rules for Foreign Temporary Workers and the differences in culture and expectations regarding safety
 - ii. The study is considering some of the following questions:
 - What are some of the workplace safety issues/concerns that you hear about foreign workers in your industry?
 - What are some of the most common injuries of employees in this sector?
 - What recourse do employees typically have if they get hurt?
 - What role do employers play in terms of ensuring workplace safety for foreign workers?

Discussion continued on how this letter came to SASM – more detail is needed.

- c. A Member raised questions regarding the MSP designation and MSA course – when will the next MSA course be? There is currently no course set to run on the upcoming schedule.

9. **Adjournment:** The meeting adjourned at 1:46 pm.