



# 2019

## WCB Workplace Health & Safety Conference

## CONFERENCE BROCHURE

Delta Prince Edward Hotel  
Charlottetown, Prince Edward Island  
Thursday, April 25, 2019

### **Event Check-In**

*7:45 a.m.-8:30 a.m.*

### **Welcome Remarks**

*8:30 a.m.- 9:00. a.m.*

*Key Note Speaker: Michael Landsberg*

### **Darkness and Hope: Depression, Sports and Me**

Michael Landsberg was the charismatic and outspoken host of TSN's *Off the Record*—and from watching his show, you'd never guess that he has been battling mental illness and depression for most of his life. Lifting the stigma from this topic, Landsberg delivers a powerful and personal keynote on the dangerously misunderstood issues of depression and mental health. Landsberg shares the story of his own battle with mental illness, as well as the unexplored stories of some of the world's most recognizable sports figures, to show us that recovery, strength and hope are possible in some of our darkest times.

Landsberg is an ambassador for Bell Let's Talk, an initiative focused on raising awareness and encouraging dialogue about mental health, and the founder of #SickNotWeak, a charity that helps people understand that mental illness is a sickness, not a weakness. His documentary, *Darkness and Hope: Depression, Sports and Me*, was nominated for a Canadian Screen Award for Best History or Biography Documentary Program or Series. The Canadian Alliance on Mental Illness and Mental Health also named Landsberg one of its

Champions of Mental Health. For his longstanding dedication to promoting mental health awareness, Landsberg was honored with the Humanitarian Award at the Canadian Screen Awards. One of the best-known personalities in Canadian broadcasting, Landsberg has been with TSN since the network's inception. He hosted *Off the Record* from its debut in 1997 to its finale in 2015 and is currently the co-host of TSN's *First Up*. Twice nominated for the Gemini Award for Best Host or Interviewer in a Sports Program or Sportscast, Landsberg was the Whistler Host for Olympic Daytime on CTV during the Vancouver 2010 Olympic Winter Games. During the London 2012 Olympic Games, he anchored TSN's Olympic Daytime.



### **Nutrition Break**

*10:20 a.m.-10:40 a.m.*

### **First Session**

*10:40 a.m.-12:00 p.m.*

### **Workplace Violence- Critical Steps in Prevention Planning**

Whether you are an employer, employee or worker representative, we all share a common goal of fostering a safe and respectful workplace, one which is free from the negative effects of workplace violence and other occupational abuses. In order to ensure our collective success, it is critically important for organizations to have in place a comprehensive violence prevention plan. Participants can expect to learn more about the relationship between policy development, workplace assessments and investigations, victim support and emerging trends in training and development to name a few. We will also review the merits, limits and appropriateness of conducting individual threat assessments.

**Workshop Leader:** *Glenn French, Canadian Initiative on Workplace Violence*

Mr. French is the President and CEO of the Canadian Initiative on Workplace Violence, based in Toronto, Canada. Within the mental health field, Mr. French has held many senior administrative and clinical positions within both the private and public sectors. Established in 1998, the Canadian Initiative is a consultancy that studies trends in workplace conduct within Canada. In addition, they research and catalogue the practices, which organizations and unions are employing to reduce the risk of workplace aggression. The Initiative works with employers to set policies and procedures, conduct organizational risk assessments, as well as, provide a wide range of educational programs for both employees and management. The Initiative has been showcased on CBC (The National), CITY TV, CTV, Global Television, The National Post, Globe & Mail, Toronto Star, MacLean's Magazine, as well as wide coverage on radio and trade publications, including Public Safety Canada's Prevention Magazine. In 2001, the Canadian Initiative partnered with the Federal Government in planning for the first North American conference on workplace violence as part of the North American Agreement on Labour Cooperation, including both United States and Mexico.

## OHS Myth Busters

Workers Compensation Board of PEI not only provides compensation and services to injured workers and their employers, but also offers many prevention services and strategies for Island workplaces. This session will review common misconceptions around Occupational Health and Safety (OHS) and the important role we play in supporting a safe work environment. It will discuss the benefits and contributions of OHS Officers and Education Consultants in helping you create a healthy and safe workplace. Topics will include: The Leadership Link, Safety Culture, the Process of Compliance (it is easier than you think), and Committees that Work. Experience a refreshing approach to Workplace Health and Safety by attending this session.

**Workshop Leader:** *Joe McAulay & Elizabeth Pederson, WCB OHS*

Joe is currently employed as an Occupational Health and Safety Officer with the Workers Compensation Board of PEI. Joe had been serving the stakeholders of PEI since 2007. Duties include workplace inspection related to the enforcement of the Occupational Health and Safety Act and Regulations. Joe has completed UNB certification training programs related to Occupational Health and Safety and has sat on a number of community boards and as a member of the CSSE chapter of PEI.

Elizabeth is an Education Consultant with the Occupational Health and Safety Division of the Workers Compensation Board of PEI. She helps Island employers and workers with education about their responsibilities under the PEI Occupational Health and Safety Act. She has spent the last 20 plus years working as an Adult Educator. She has a passion for helping people and is very focused on safety at Island workplaces and wants to share this knowledge and help to promote safety.

## Radon in the Workplace

This session will answer many of the great questions that employers and workers have about radon, like: What is radon and what are the health effects? How does radon enter buildings and what are the acceptable exposure limits? Throughout this session, participants will learn more about how to measure radon limits, and what to do if the results are higher than the acceptable limits.

**Workshop Leader:** *Lance Richardson-Prager, Health Canada*

Lance is currently a Regional Radiation and Air Quality Specialist at Health Canada. He attended school at Dalhousie and McGill University. He is responsible for the implementation of Health Canada's Radon Program in Atlantic Canada and provides Federal Nuclear Emergency Plan support. Lance's areas of specialty are in Radon, Occupational Health, Law, Environmental Assessment/Mitigation and Industrial Hygiene.

## Fit For Duty: What Does it Mean in the REAL World?

What do you do when an employee reports to work unfit for duty? What are your responsibilities? Join us for an in-depth discussion on why it is important to have a policy in place, what should be included and what are everyone's responsibilities. Through the session, participants will learn more about what "Fit for Duty" means and how to address it, which includes discussions on how to deal with cannabis in the workplace.

**Workshop Leader:** *Jim Arsenault, Safety Services NB*

Originally from Prince Edward Island, Jim spent his early years travelling the globe, first as a member of a military family and later as a member of the military with his own family. After leaving the military, Jim operated a commercial diving company that works world wide, specializing in explosive work.

Deciding to spend more time with his family, Jim worked with a local transportation company in Fredericton as an operations manager and corporate health and safety manager. He later joined the New Brunswick Safety Council as their Program Manager for a number of years before choosing to start his own safety consulting firm.

After that, Jim was recruited as the Senior OSH Specialist with the Province of British Columbia. After a full circle, he found himself back with the NB Safety Council (now known as Safety Services New Brunswick) as the Director of OSH and Traffic Safety. One of the key functions in the role was to design programs based on client needs.

A few years later, Jim was approached to put together a program that focused on what supervisors need to know pertaining to health and safety. The program was adapted and delivered to managers and supervisors at NB Power, the Provincial Department of Transportation and Saint John Energy.

## Lunch

12:00 p.m.-1:00 p.m.

## Second Session

1:00 p.m.-2:20 p.m.

### How's and Why's of Workplace Harassment Legislation

This session will review policy writing requirements, and what every employer needs to know when developing a policy, including the legal implications. This session will also walk participants through a step by step investigation process of how to respond when there is a report of workplace harassment.

**Workshop Leader:** *Stephen Carpenter, WCB of PEI*

Stephen Carpenter was a partner with Stewart McKelvey and practiced in areas such as human rights, labour and employment, education, Insurance and litigation. He recently joined the Worker's Compensation Board of PEI in March as the Senior Legal Advisor within the Executive Services Division. From the client's perspective, today's laws seem increasingly inflexible and complicated. However, law can only get overly complicated if one allows it to become that way. Stephen takes a common sense approach and applies the law in a straightforward and practical manner, while working hand in hand with the client to find a solution. Stephen's clients include employers in a cross-section of industries as well as organizations in the following industries as Insurance, Education, and Health.

### Silica, It's Not Just Dust

This session will provide an overview of the Respirable Crystalline Silica (RCS) dust hazards in construction and regulation changes which are shaping the industry in Canada and the US. Through the session, we will look at the option of utilizing engineered solutions like dust reduction systems to limit the RCS exposure to those working with or around concrete on the job. Each participant will leave with a better understanding of how to determine and control the exposure level.

**Workshop Leader:** *Maria Parra, Hilti Canada*

Maria is a registered Professional Engineer in Nova Scotia and British Columbia. Mari graduated with a Bachelor's degree in Mechanical Engineering and Master's in Industrial Engineering from Florida (FIU). She has extensive experience in manufacturing as a safety and production manager in a glass manufacturing plant, and in the construction industry successfully creating working relationships with front line workers as well as high level decision makers. She currently holds the title of Project Manager at Hilti Canada.

*About Hilti*

Hilti develops, manufactures, and markets products for the construction, building maintenance and mining industries, primarily to the professional end-user. It concentrates primarily on anchoring systems, hammer drills, firestop, and installation systems, and manufactures and markets an array of tools including, but not limited to, cordless electric drills, heavy angle drills, laser levels, power saws, and fasteners.

## Advancing the Safety Culture

This session will provide participants with a background on safety culture with a focus on the “how to’s” needed to advance the safety culture. Using real world experiences, we will provide tools and methods that can drive safety culture, resulting in reductions in time-loss days, WCB costs and WCB premiums.

### **Workshop Leaders:** *Glyn Jones, EHS Partnerships Ltd.*

Glyn Jones, M.A.Sc, P.Eng., CIH, CRSP is a Partner and senior consultant with EHS Partnerships Ltd. Mr. Jones is a chemical engineer and completed a Masters’ degree specializing in environmental and occupational health and safety at the University of Toronto, Department of Chemical Engineering and Applied Chemistry.

Mr. Jones has over 30 years of experience as a consulting environmental, health and safety professional. He has vast experience in environmental health and safety management systems development and auditing. Glyn has been a practicing safety professional (CRSP) and occupational health and environmental specialist (P.Eng, CIH, ROH). Over the last 30 plus years he has gained extensive experience and expertise in risk management. He has completed work in heavy industry, manufacturing, commercial building industry, institutional settings, and for all government levels in Canada and overseas. Mr. Jones has extensive experience in the construction, manufacturing, forest products industry, and the oil and gas sector.

## “Take Care” When Dealing With Carbon Monoxide Poisoning

Hyperbaric oxygen therapy (HBO2) may be required emergently for the treatment of various occupational illnesses and injuries, most commonly decompression sickness in divers, and CO poisoning as a result of industrial accidents. This presentation will describe what HBO2 therapy is, how it works and who may need it. There will be a detailed description of decompression sickness and CO poisoning, ways to improve worker safety and avoid accidents, and discussion of several cases.

### **Workshop Leader:** *Dr. Debbie Pestell, QEII Health Sciences Centre*

Dr. Debbie Pestell graduated from McMaster University Medical School in 1993 and boarded in Family Medicine in 1995. She served as a Medical Officer in the Royal Canadian Navy for 21 years. During this time, Dr. Pestell completed a Master’s Degree in Public Health, and a Fellowship in Diving and Hyperbaric Medicine with the US Air Force in San Antonio, TX and the US Navy in Panama City Beach, FL. She served as the national consultant in Diving and Submarine Medicine during the last 10 years of her military career before retiring from the Canadian Forces as a Lieutenant Commander in 2011.

Since that time, Dr. Pestell has worked as a Diving and Hyperbaric Medicine Consultant at the QEII Health Sciences Centre in Halifax, Nova Scotia. She also provides medical support to the commercial diving community in the Maritimes, founded Undersea Medicine Canada in 2016 which is an organization that trains Canadian physicians in diving medicine, and has just completed a 2-yr term as the President of the Canadian Undersea and Hyperbaric Medical Association (CUHMA). She continues to serve in the Reserves.

**Nutrition Break**

*2:20 p.m-2:40 p.m.*

## *Third Session*

*2:40 p.m.-4:00 p.m.*

## Having the Difficult Conversations: A Manager’s Role in Building Healthier Workplaces

People managers play an integral role in creating a work environment that supports the psychological health of employees by providing support during times of distress. These conversations can be messy, emotional, and frustrating when they don’t lead to successful outcomes and solutions. Learn how you can approach difficult conversations with compassion and empathy while ensuring work still gets done. Join the Canadian Mental Health Association for a hands-on look at simple techniques to make these difficult conversations a little less difficult.

**Workshop Leader:** *Jordan Friesen, Canadian Mental Health Association*

Jordan is an enthusiastic, committed, and forward-thinking leader at the helm of CMHA's workplace programs and services across the country. He draws experience from a wide variety of roles including clinical service delivery, case management, education, and organizational development to ensure that CMHA remains at the forefront of workplace wellness trends and in tune with the needs of Canadian workplaces. Jordan brings a strengths-based approach and focuses on long-term, sustainable change in order to improve the health of today's evolving workplaces.

## **Scaffolding– 10 Questions You Should Be Asking**

Do you know what the best practices are for safe access? The scaffolding and access industries are influenced by a myriad of regulations, standards, site policies and manufacturer's instructions. Some are vague, others are misleading- and some even conflict with each other! Only the Law of Gravity remains consistent. This presentation is designed to equip you with important questions you should be asking about height access operations. Just 10 questions will substantially improve your scaffolding and access operations and safety.

**Workshop Leader:** *Stephen Pike, Access Institute*

Stephen Pike is the founder of the Access Institute and author of Questioning Safety Series. Since 1997, he has trained and certified over 30,000 workers in technical access and rescue on sites worldwide. He specializes in scaffolding, swingstage operations, and suspended access systems. Highly energetic and dynamic, Stephen has spent the last 20 years engaging participants in his training events and seminars. An internationally respected author, consultant, and keynote speaker – he blends his East Coast humour, wit, and technical expertise into lasting inspiration. His goal is to motivate and equip safety professionals, supervisors and other leaders with proven tools to protect their organizations and people.

## **Fishing Safety**

This breakout session will cover various requirements for safety equipment on fishing boats, best practices for emergency situations on how to use and customize the equipment and will also speak to the importance of PFD's and how they function in the fishing industry. Topics that will also be covered are Transport Canada Fishing Vessel Safety Requirements and PEI Provincial Regulations specific to PEI fishermen.

**Workshop Leader:** *Matthew Duffy, FSANS and Jeff Thompson, OHS Officer*

Matthew Duffy is the Safety Advisor with the Association. Matthew has been around commercial fishing his entire life, with both his grandfather and father as career fishermen – he understands the risks of the job and how to mitigate them. With that knowledge in mind and a certificate in Occupational Health & Safety from NSCC, Matthew will speak on the various requirements of safety equipment on fishing boats, best practices for emergency situations on how to use and customize the equipment and also speak to the importance of PFD's and how they function in the fishing industry.

Jeff was born and raised on Prince Edward Island and currently resides in Charlottetown with his wife and 3 children. Jeff has spent the last 30 years working with the Dept of Environment as the Surface Water Technician Supervisor. In this role he monitored water quality in streams, rivers, and estuaries along with water quantity in irrigation areas of the province. Jeff has also been a part of the Provincial Forestry wildland fire export team for the past three years, traveling to BC to fight forest fires. Jeff has always had an interest in safety. He was part of The Dept of Environment's OHS Committee and a safety representative for his work area, along with starting training to be a safety representative for the Provincial wildland fire team. This safety interest led Jeff to accept a one year temporary position as an OHS officer this past August.

## **Protecting Vulnerable Workers in Your Workplace**

Vulnerable workers are those who have greater exposure than most to injury and illness due to their lack of experience, reluctance to ask questions, communication barriers and type of work. The term vulnerable worker does not just apply to one group. Some workers are more vulnerable to workplace injury, either due to language barriers or because they are new or young workers. Under the law, employers have responsibilities to protect their workers, and workers have rights and responsibilities as well. Join us to learn how to protect vulnerable workers (or yourselves).

**Workshop Leader:** *Jim Arsenault, Safety Services NB*

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