The Health and Safety Issue

Including a feature on safe excavation and a one-on-one discussion with Chief Prevention Officer George Gritziotis, as well as profiles of GVCA’s two national award-winning members: Gateman Milloy and Boehmers Block.
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GVCA and CCA: Tracking the Issues that Matter

I had a chance to attend the Canadian Construction Association’s annual conference in Mexico in March, and I wanted to share with you a few thoughts about the work being done on the national front to address issues that we’ll all soon face.

First, let me say the conference was incredible. The opportunity to meet others in the industry, discuss common issues and exchange ideas was top notch. If you have the chance to attend next year’s event in Banff, make it a priority.

Some of the issues we discussed at the conference included the legalization of marijuana (and its impact on construction), prompt payment and the quality of construction documents. Through CCA and on its own, GVCA is already watching each of these, and we will continue to flow through the information you and your employees need to respond to these changes.

Many new initiatives are impacting the construction industry. How our industry looks in the next few years will be very different from today. I am excited about the future, and look forward to the journey with you.

MESSAGE FROM THE PRESIDENT

Reflecting on Awards and Safety

I am so proud of our GVCA members. I always am. Their great work is on display across our region every day. That said, I was especially proud when I returned home from the CCA Conference in March. Two of our members won national awards.

Boehmer Block received CCA’s annual Innovation Award and Gateman-Milloy was the recipient of the Community Builder Award. These awards are open to the more than 20,000 companies across the country that make up the CCA, so it’s a massive achievement for two of our members to rise above the pack and claim these top titles. Congratulations to both. And to anyone who’s thinking about applying for next year’s awards, I say go for it!

Changing the subject a bit, the first week of May is Construction Safety Week. It’s a time for all of us—and I mean people inside our industry and out—to think about the safety of the people who work in our industry. Everyone who works in construction has a family that they want to see at the end of their workdays. Let’s all do our part to make sure they do. Join GVCA for a special BBQ on May 5 to help celebrate Construction Safety Week.

Jeff Kienapple, CAIB, CRM

Martha George, GSC
Crystal Ball Report: Unmatched Construction Intelligence

GVCA's Crystal Ball Report is a unique and insightful member service. Updated daily by GVCA staff, the report tracks planned projects during the pre-bidding phases, following them from concept to design to prequalification, construction and completion.

French Secondary School Waterloo

**Status:** design underway  
**Value:** $8 million  
**Project details:**  
A French secondary school will be built in Waterloo and will be part of the central southwest Ontario French public school board, Conseil Scolaire Viamonde.

Preliminary design is complete. Selection process for a preferred site is underway. The scope of work will be finalized when a site has been selected and approved by the Ministry of Education. Working drawings schedules are undetermined pending approvals. Further project schedules will be finalized based upon funding approvals in late 2017–2018.

**Next update:** June 2017

Townsend House (Honey Bee Research Centre)

**308 Stone Road E., Guelph**  
**Status:** conceptual planning, design team selection  
**Value:** $5 million  
**Project details:**  
The scope of work consists of construction of a new Honey Bee Research Centre or renovations to the current facility. The research facility requires a molecular biology laboratory focusing on honey bee genetics and diseases, 13 apiaries for its 300 hives, an indoor colony overwintering room and the equipment necessary for all aspects of beekeeping and hive product processing. Spaces required in the new design include: unheated storage, overwinter bee rooms, freezer capacity for wax moth and small hive beetle control, honey barrel storage, extraction room and packaging room along with kitchenette, loading dock, retail outlet, classroom and lab spaces (including incubator and caging space), and offices with lunchroom. The new facility will need to meet the current food safety standards for food production and sales.

**Next update:** June 2017

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GVCA Journal May/June 2017
FORMER EMPLOYEE SUED for Defamatory Facebook Posts

In recent years, less than sensible comments on social media have gotten countless employees in trouble with their bosses. Employees who have used Facebook as a forum for posting threatening language and vile insults about supervisors or offensive accusations about the companies they work for have quickly been shown the door; and arbitrators and labour boards are often prepared to uphold these dismissals.

A new decision from the Court of Quebec, however, confirms that the consequences of resorting to social media to badmouth an employer don’t stop with the end of the employment relationship. Ian Ritchie, the dismissed employee in question, found this out the hard way, when his former employer sued him for defamation after he posted accusations about the operation of their business on Facebook.

Ritchie worked as an attendant at the Monseigneur Blanche Residence, a private care facility in Sept-Iles, Quebec, for a brief period in February 2016. After he was dismissed (for failing to meet the residence’s service standards), Ritchie published the following message on his personal Facebook page:

“**When you work in a private care home and you see an attendant drag a patient by the legs, that is not good…**

**But when you speak to your boss about it and he shows you the door, saying that you’re criticizing the work done by your [colleagues]… What does one say then???”

Approximately 20 people commented on this post, some suggesting that Ritchie publicize the content more widely. The following day, Ritchie posted a second, similar message on “Spotted Sept-Iles,” a public Facebook page followed by more than 10,000 people.

Ritchie’s posts became a hot topic in the Sept-Iles community, leading to questions as to the residences’ quality of service and a formal investigation into attendant conduct by the regional Integrated Health Centre. This investigation ultimately cleared both residences of any wrongdoing, but the damage had been done.

The care-home owners brought proceedings for defamation, and were successful in proving that Ritchie’s Facebook posts were entirely false and had brought discredit to their reputations. Justice Le Reste awarded a total of $17,500 in damages.

While it’s important to note that this result depended in part on the fact that Ritchie did not defend the claim and that Sept-Iles is a small, tight-knit community, it’s equally valuable to remember that even after an employee’s departure, there are routes for employers to curtail bad behaviour.

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“This article was written by Amanda Shaw, Siskinds LLP and first appeared on the First Reference Talks HR blog: http://blog.firstreference.com
To date, AODA enforcement has been minimal. The government has indicated that it will, however, step up enforcement efforts in 2017 and may blitz certain types of businesses such as large retailers.

If your organization needs guidance in interpreting and implementing the AODA, speak to legal counsel.

This article was written by Greg Murdoch, a partner at SorbaraLaw who provides guidance to clients through all stages of the construction process. He can be reached at gmurdoch@sorbaralaw.com or 519-749-4608.
Generally WSIB premiums are paid on the total insurable earnings of the company each year, which equals the total gross pay as reported on the T4 slips issued. But this may not be the case for a small contractor, whether incorporated or not.

If you are an independent operator (IO) in construction, you must pay WSIB premiums on the labour portion of your invoices, not wages or dividends paid.

An independent operator is an individual who reports as self-employed or executive officer (sole shareholder) of a corporation that does not employ any workers, and does contractor or subcontractor work for more than one person during an 18-month period.

If the owner of a construction company is the only worker, the business likely falls under the IO rules.

In order to determine the base for WSIB premiums as an IO, you need to be able to break out the labour portion of your revenue. This can be done easily if labour is quantified specifically in your contracts. Alternatively, WSIB-prescribed allowable percentages can be used to estimate the labour portion throughout the year and then adjusted at year-end based on the tax return filed. WSIB auditors will be looking for you to have paid premiums on the gross profit reported on the business’s annual tax filing (total revenue less eligible material and heavy equipment costs, which will be equivalent to the labour portion of revenue).

WSIB changes are coming, but the IO rules are not going away. Taking some time to understand your WSIB liabilities now can save on unexpected costs down the road.

Right now there is a lot of talk about the changes coming to WSIB, but many construction businesses are unaware of the WSIB rules that could impact them today.
**IS ANYONE EXEMPT? YES!**

Here are a few exemptions from the IO rules.

- **Those engaged exclusively in home renovation work.**
  To get this exemption, the IO must be renovating existing homes for which they were hired directly by the home owner.

- **An individual elected for the partner/executive officer exemption.**
  To get this exemption, the individual must not do any construction work (other than periodic site visits) and a declaration must be filed with WSIB.

- **Hire an employee.**
  As soon as you hire a worker, other than the business owner, you are no longer an IO and will pay WSIB based on insurable earnings reported on the T4s issued to employees and T5 slips or net income for corporations and sole proprietorships, respectively.

This article was written by Kimberly Aitken, CPA, CA, co-leader of RLB LLP’s Construction Team. Contact her at 519-822-9933 or visit rlb.ca.
GVCA SIGHTINGS

GVCA president Martha George receives COCA’s annual President’s Award

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GVCA SIGHTINGS

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Safe Excavation Starts with Awareness

It’s been more than five years since the Ontario legislature unanimously passed Bill 8, the Ontario Underground Infrastructure Notification System Act, which requires owners of buried infrastructure in the public right-of-way (ROW) to register with Ontario One Call (ON1Call).

Bill 8 also mandates that excavators contact ON1Call prior to breaking ground. The fines for non-compliance can reach as high as $500,000 for individual corporations. While most contractors today are aware of the requirement to call before you dig, safe excavation requires much more than this initial step. There’s a long way to go in terms of education and awareness.

Although instances of utility damages across the province have decreased over the past decade, the latest Damage Information Reporting Tool, produced by the Ontario Regional Common Ground Alliance, found that 39 percent of damages that did occur were the result of insufficient excavating practices.

Here are a few key steps to keep in mind in order to ensure compliance and prevent a potentially dangerous or costly situation:

- **Plan ahead.** Contact ON1Call at least five business days before you plan to start construction works or excavation to arrange for buried utilities within your project area to be located and marked. If you need to locate utilities on private property, contact a reputable locate service provider in your area. ON1Call manages utilities in the public ROW only. For large, complicated or unusual projects, arrange a pre-excavation meeting with the utility locator onsite.
- **Wait for the all clear.** Make sure you receive a complete locate package for all utilities within your project site from ON1Call before proceeding with construction works. All utilities should be marked and you should be provided with documentation confirming completion. When you place a regular locate request, you can expect a response within five business days; emergency requests will be responded to within two hours.
- **Respect the marks.** Once utilities are located and marked on your project site, there are a few best practices to keep in mind. For example, the excavator should carefully hand dig around the marks to avoid digging directly on top of locate marks. Even minor inaccuracies or discrepancies in depth data could create a dangerous situation. Be sure to limit excavation to the area covered by the locate request submitted to, and processed by, ON1Call.

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Never dig directly on top of the marks. This is dangerous. Even minor inaccuracies or discrepancies in depth data could create a dangerous situation. Be sure to limit excavation to the area covered by the utility locate request. If the limits of the project site change, submit an additional locate request through ON1Call. Furthermore, for many utilities, ground marks are considered valid for one month only, after which time they should be repainted.

Never rely on assumptions. Utility damages have been known to occur even when the utility has been accurately located, the work area has been marked and the marks are valid. How does this happen? Often it comes down to relying on assumptions. For example, in Ontario, a contractor was excavating along the westbound lane of a major corridor, when a force main was damaged, creating an emergency situation. Prior to excavation, the utility had been located, the work area had been marked, and the marks were still valid. However, the contractor made assumptions about the depth of the utility. He dug down four to five feet and when nothing was detected, he continued to drill, assuming that the force main was positioned at a depth that would not conflict with the excavation. Unfortunately, the assumption was inaccurate and the excavator hit the force main.

Assess qualifications. Ask a few key questions of the service provider that will be locating utilities within your project site to ensure they are properly qualified. For example, what is the training program in place for field technicians? Does the company abide by a health and safety policy? What is its quality-management process? Does the service provider have experience successfully completing projects of a similar size and scope? What level of accuracy can be expected? Working with a qualified service provider will greatly reduce your level of risk.

Communication is king. Damage prevention is a shared effort. There are often many stakeholders involved, so communication plays a big role in ensuring safety. Make sure that everyone on your project team is briefed on the ON1Call process. When placing your locate request, be sure to provide ON1Call with as much information as possible. For example, the contact information of the person that will be excavating, when and where this will occur, the maximum depth of excavation and the method of excavation. Always follow up on the status of your locate request prior to proceeding with the work, and be sure to communicate the status to your team. Locate status requests can be checked online through the ON1Call website.

When it comes to safe excavation, awareness is key. The good news is that there are plenty of resources available to arm yourself with the knowledge you need to minimize risk. A good place to start is the Ontario Regional Common Ground Alliance website (www.orcga.com) where you can find best practice documents available for free download. Another helpful resource is the ESA/TSSA Excavation Guidelines in the Vicinity of Gas Lines which can be accessed from the Dig Safe website: www.digsafe.ca/safety-guidelines.

Kevin Vine is the president of multiVIEW Locates Inc., an Ontario-based utility locating company with almost 30 years of experience, specializing in private and public utility locating, vacuum excavation, CCTV camera sewer inspection, subsurface utility engineering, and concrete scanning.
Building concrete blocks isn’t easy work. Until recently, manufacturers had two options. The first uses cement, water and heat to create blocks that required 28 days for complete curing. It’s hardly efficient in the winter months, but it was the manufacturing gold standard until the mid-20th century.

Enter autoclave, a process that came into being in the 1960s and which draws on Portland cement, silica flour, temperatures of around 350 °F and high-pressure steam to create a block that achieved desired strength in 24 hours.

Although autoclaving promised to revolutionize production, the speed and quality it offered came with a price. Silica flour created a known health risk to workers, high-pressure equipment created safety concerns, and the capital and energy costs soon eliminated producers.
Paul Hargest, president of Boehmers Block, says the energy crunch in the 1970s all but destroyed North America’s autoclave industry. There were more than 200 producers in Canada and the USA that decade. Their numbers have dropped off to just three today.

“Boehmers is one of those three,” says Hargest. “We always said we’d move off autoclaving when a better alternative came around. But that opportunity never presented itself.”

Until now, that is.

Necessity being the mother of invention, Hargest and his company began studying a new process of building blocks that was not only energy efficient, but which also yielded an end product that was at least equal, if not superior to, anything autoclave could produce. He paired with researchers at McGill University in 2009 and began testing applications and approaches.

By December 2015, Boehmers had created a block that met Hargest’s specifications and which offered significant environmental advantages and energy savings.

Carboclave is Boehmers’ new block. Drawing on proprietary technology, each block is cured in just a day using self-generated heat, and can sequester up to a half pound of carbon dioxide. What’s more, the process yields an end product that is harder than anything autoclave produces (Carboclave blocks feature a compressive strength of more than 35 megapascals after a day; blocks built using autoclave are 27 MPa).

Both have little-to-no moisture content when leaving the production line.

The change is significant for Boehmers. It means that the company can eliminate its production line’s dependency on natural gas. Hargest said the plant burned one million cubic metres of natural gas in 2015. That requirement will all but be eliminated once the plant switches to full Carboclave production later this year.

“We’ve created the greenest product in our marketplace,” he says. “Along the way, we’ve reduced our own energy requirements and plant emissions while creating a carbon sink for other industries.”

Carboclave has finally given Boehmers a reason to move off autoclaving. The company will switch over to full production of Carboclave blocks later this summer, once it has filled its backlog of autoclave jobs.

For its development of Carboclave and the significant changes offered by the process, Boehmers was named the 2016 winner of the Canadian Construction Association’s Excellence in Innovation Award. Congratulations! ■

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There aren’t many contractors in our region with community commitments as deep-running and as long-standing at Gateman-Milloy. Over the past 35 years, the company has made a clear commitment to give back to the communities it serves. Some initiatives it supports are high profile; others more modest. But in all cases, says company president Mike Milloy, they’re making differences in the lives of everyday people.

“We’ve been committed to this community since the day we opened our doors,” says Milloy. “I was born and raised in KW, and understand the importance of running a sound business, giving people a great place to work, and giving back to areas of our community that are unseen or in need.”

For the company’s long-running charitable efforts, Gateman-Milloy was named the 2016 recipient of the Canadian Construction Association’s Community Leader Award.

“It’s an honour,” says Milloy. “We don’t look for notoriety when we do this kind of work, but every once in a while it’s nice to celebrate our successes. We’re all proud of our contributions to the community and like to be known as a great company to work for.”

Over the past three-plus decades, Gateman-Milloy’s track record of community support includes supporting such programs as Conestoga College’s Heavy Equipment Apprenticeship Program; funding an endowment for high academic achieving engineering students needing financial assistance to complete their degrees; and the Niagara Parks Commission School of Horticulture, which is also Mike Milloy’s alma mater.
The company has also funded endowments for Wilfrid Laurier University and the Stratford Perth Community Foundation, as well as gifts in kind for Innisfree House, a palliative care hospice, and the Rare Charitable Reserve, a 900-acre land sanctuary in the Region of Waterloo.

Since building KW Counselling Services’ facility in 2004, Gateman-Milloy has continued to support the enterprise as a corporate sponsor and a partner through monetary and in-kind donations. And Gateman-Milloy’s employees are particularly proud of their fundraising efforts for Juvenile Diabetes Research raising $43,000 since 2013, and a number of other efforts on behalf of charities such as Grand River Hospital and Cystic Fibrosis.

“One of our corporate goals is to be active members in our local communities. We are involved in construction, environmental and charitable organizations and associations,” says Milloy. “By providing advice and consultations, sponsorships, employment opportunities, in-kind donations, and volunteering, we are working towards achieving this goal. As the business grows and branches out into other markets, so do our corporate social responsibilities and community involvement. Our newest corporate initiatives are in the Stratford area. Over the past two years, we have become more involved in the City of Stratford and Perth County. It is our small way to give back.”

Congratulations to Gateman-Milloy for this fantastic achievement!
Jim Blair, chair of the GVCA’s Leaders in Construction group, welcomed attendees to the association’s inaugural technology event on April 12 at UW’s Applied Health Services building. His message: construction has been slow to adapt to technology, but change it must.

Keynote speaker Carol Leaman, CEO of Axonify, stated that in today’s world, regardless of industry, technology is an enabler. Construction is a very traditional industry with many opportunities that technological entrepreneurs are really focusing on.

Leaman pointed out that three colliding marketplace realities:

- The modern employee demands to receive information in new ways.
- People are under pressure to know more than ever in their time of need.
- People must embrace technology to be more effective in an increasingly competitive environment.

According to Leaman, it is therefore essential for businesses to provide their employees with access to new tools and devices so that they can leverage existing technology in their workplaces.

Axonify, for example, has developed game-based software for delivering safety information. The format is engaging for employees, and easy to access anytime and anywhere during their shifts.

“Innovation is really an evolutionary process whereby you are constantly moving the ball up the field and changing the way you do things and to try to accomplish this as efficiently as possible,” she said.

The event hosted 10 other tech presenters:

- **Bestbidz** – GVCA’s plans room. Easy to access and use for new opportunities in construction. Over 2,100 projects were presented in 2016.
- **DOZR** – An online platform that allows contractors to rent out their equipment to other contractors.
- **Bridgit** – A mobile platform that allows you to track tasks and deficiencies in the field and monitor project progress.
- **WayPay** – B to B payment platform making it easier for businesses to send and receive payment.
- **TurtleShell Consulting** – A suite of services to help you with your cybersecurity of shared documents.
- **CopperTree Solutions** – Managed IT services providing strategy, infrastructure and support.
- **PlanGrid** – A collaborative platform that manages data flow seamlessly from design all the way through to project completion and future operations and facilities management.
- **Cushman & Wakefield** – Drone service provider for the construction industry
- **Site Safety Solutions** – Rebar is a simple to use app that helps companies comply with health and safety regulations.
- **Flexo** – Wearable technology that provides vibrational warning when you are not doing the task correctly.

Check out a short video from the event on GVCA’s YouTube page or at http://bit.ly/2pZ1FXS.
Staebler Insurance

Strong Relationships Above All

Staebler Insurance, which has been in business since 1873 in the KW region, splits its business portfolio equally between commercial and personal lines. The company is proud to identify itself as a generalist. “It’s where our strength lies,” says Anita Flootman Paterson, commercial manager at Staebler Insurance.

They have had steady growth on both the commercial and the personal lines side over the last 10 years. On the personal side, they have had to work harder and invest more to retain business primarily due to the availability of insurance over the internet.

“On the commercial side, our growth has been by acquisition of new business and organic growth. We strive to be the best at what we do and are competitive at offering the different products available from a large base of insurance companies. In fact, in the last two years alone, we have grown by 30 percent through significant organic growth and acquisition.”

The commercial side is definitely going more digital, particularly with respect to small business. They are starting to see some online platforms that are available specifically for small business and Staebler is working towards getting in at the ground level with some of those platforms. Going digital does come with a lot of investment, but the costs of being left behind must also be considered. Clients, and in particular millennials, prefer to do business with technology.

“When it comes to commercial insurance, the sky is the limit especially with all the technology that we now have and all the new industries that are popping up,” emphasized Paterson. “It really does take a broker that has that risk-management expertise to ensure that coverage gaps are all filled when a business buys insurance online.”

With respect to large commercial clients, Paterson says nothing will ever replace face-to-face contact. There has to be constant communication to make sure the clients’ exposures are taken care of. There are so many new contract requirements, particularly in the construction industry, and they need to be addressed.

Over the last couple of years, Paterson has seen a lot of infrastructure activity in the construction industry and the sheer level of this activity has driven growth for everyone in the region. One of the main things that can drive risk up is the shorter time frames in construction for completion of projects.

“There is greater risk on the architectural and engineering side along with the completed operations exposure,” commented Paterson. “I have definitely seen an uptake on the claims side for some of the engineering firms that we work with and also for project managers when projects are not completed on time. We all need to be keenly aware of risk management.”

As well, there are so many layers to a building project that can make it very difficult to get credit insurance for contractors. Paterson feels that insurance brokers bring a lot of value to the table on the commercial side. Keeping strong relationships with their clients remains paramount.

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The biggest news coming out of the Ministry of Labour (MOL) offices this spring is that the deadline for workers to complete a Working at Heights training program has been extended by six months. This latest development was announced in late March and applies to workers who had completed fall-arrest training before April 1, 2015 and who are enrolled in an approved training course that is scheduled to be completed before October 1, 2017.

“Working at Heights has been very successful,” he said. “As of April 1, 2017 more than 300,000 learners have completed the training. It’s helped to get the conversation about safe working at heights practices started, and it’s opened the door for other workers—people in
the industrial sector, for example, and people who wouldn't normally work at heights—to get the training."

The CPO has approved more than 170 Working at Heights training providers from across all manner of institutions: colleges, union training centres, employers, private training providers and health-and-safety associations. All of which means there are plenty of programs available for anyone looking for training, which is good news, given the MOL’s recently announced blitz schedule for 2017–18. Inspectors, who are always on the lookout for proper fall-protection practices, have been directed to make fall protection a priority for the remainder of the government’s fiscal year: from now through the end of March 2018.

**Mandatory health and safety training**

While Working at Heights has been a success in terms of reaching target audiences and beyond, the MOL’s planned Construction Health and Safety Awareness Training program (which was once upon a time known as its mandatory entry-level training program) has been slower to develop.

Recall that the program is intended to give those working in the industry an overview of the hazards in construction, their roles and responsibilities on a worksite, and to give them a grounding in basic safe-work practices. It also aims to make workers aware of the dangers of construction site work and any additional training they might need.

The MOL consulted publicly on a proposed training program last summer, and received a great deal of feedback, the nature of which varied significantly. Gritziotis says his office is now considering that feedback with intent of delivering a new proposal that not only ensures the safety of workers, but also provides employers with information on their responsibilities.

"It will set companies apart as suppliers of choice to buyers, and help enhance their images as good businesses and good employers."

**Accreditation**

Accreditation is the other big issue in front of the MOL. The province’s Bill 70, the Building Ontario Up for Everyone Act caught headlines in the late fall for the changes one of its schedules—schedule 17—proposed to the Ontario College of Trades. Quietly, another schedule—schedule 16—gave the Chief Prevention Officer new powers to move forward with a province-wide accreditation system.

"It will set companies apart as suppliers of choice to buyers, and help enhance their images as good businesses and good employers."
The changes give Gritziotis the authority to establish standards that occupational health and safety management systems will need to meet to become accredited, to approve existing or new occupational health and safety management systems that meet these standards, to recognize employers that have been implemented and accredited occupational health and safety management system (and that meet any additional criteria set by the CPO), and to publish the names of accredited programs and employers.

“Accreditation is a new tool in the health and safety toolbox to ensure that more workers go home safe each and every day,” he said. “It provides the potential to augment the province’s health and safety system. It will work hand in hand with traditional approaches such as legislation, regulation and enforcement.”

Already, the CPO is researching accreditation systems in other jurisdictions here in Canada and around the world. Its efforts show three types of systems that have their own merits and drawbacks:
stand-alone systems like the Certificate of Recognition program, internal management systems that are proprietary to major corporations, like those in the automotive sector, and global systems, like ISO, that consider everything from manufacturing to customer service, and in which health and safety is embedded.

“Our intent is to leverage what’s already out there to develop a system that works across all Ontario industries,” said Gritziotis. “COR is one option of many that we’re considering, but the message for companies is that if your management system meets 70 to 80 percent of our accreditation criteria, don’t throw it away. Modify it. And if it exceeds the standard, share your intelligence with other companies.”

The CPO is mindful of the need to make accreditation accessible to all companies—not just the largest. For that reason, the office is spending time on tailoring solutions for small and medium-sized businesses.

Consultation with labour and employer stakeholders on the basic framework of the program is already underway. A second phase will further narrow down the program's elements.

“Accreditation will be a very important tool for business,” said Gritziotis. “It will set companies apart as suppliers of choice to buyers, and help enhance their images as good businesses and good employers. It will also help reduce lost-time injury rates, compensation costs and Workplace Safety and Insurance Board premiums.”

**Working with associations**

Going forward, the MOL and the Chief Prevention Office want to work more closely with associations like GVCA to bring more employers into the discussion around health and safety issues. Initiatives like the Ontario General Contractors Association’s League of Champions, for example, demonstrate how safety has risen to prominence among associations.

“Competencies in safety training are just as important as technical competencies,” said Gritziotis. “People and businesses need to stop seeing the two as distinct and independent.”

We’re your health & safety toolkit.

A safe workplace is no accident.

It starts with strong leadership, comprehensive health and safety policies, and ongoing training.

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The Grand Valley Construction Association is an approved sponsor of the

WSIB Safety Groups Program

Improving safety and improving the bottom line. Through the Safety Groups program the GVCA and the Workplace Insurance Board (WSIB) are working together to help you do just that. GVCA Safety Group members consistently score high in audits. In 2015, GVCA was the highest scoring group among construction safety groups in Ontario and members received a total of $420,533. In 2014, the GVCA was awarded the Canadian Construction Association’s National Safety Award.
5-Steps to Managing Health and Safety

1. Written Standard
2. Communication
3. Training
4. Evaluate
5. Acknowledge Success and Make Improvements

To manage an effective health and safety program in the workplace, a cycle of continuous improvement must be followed.

The Safety Group Program is a five year program that runs on a calendar year. After five years, successful firms will have a health and safety program with 25 complete elements aligned with their workplace needs and legislation.

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Gold Star Drywall is committed to the safety and well being of every single member of our company. We are a proud member of the GVCA and believe that putting safety first brings success.
The Safety Groups Program

The Safety Groups Program (SGP) is an innovative initiative the WSIB has implemented to help eliminate workplace injuries and illnesses in Ontario. The program is voluntary and rewards firms that implement effective health and safety and return to work measures into their daily business.

Safety Groups is based on the premise that a well-integrated workplace health and safety program is good for business. Firms from similar or different businesses or rate groups volunteer to join a safety group with a collective purpose: to learn from each other’s experience in implementing injury and illness prevention programs. Firms that invest and implement effective health and safety programs can benefit from a WSIB financial incentive.

Each safety group has a sponsor. Sponsors are approved by the WSIB to administer the SGP and to facilitate and support workplace self-reliance in health and safety and return to work programs. Current sponsors represent over 40 employer groups which meet throughout Ontario.

The role of the sponsor is to oversee the group and regularly report to the WSIB. They promote the group’s interaction and networking by organizing meetings and leadership workshops. They offer guidance on action plan development and track the individual firm’s and the group’s achievements.


While Tri-County Glass works hard to get the job done, we believe that NO job is considered SO urgent that safety can be jeopardized. We are committed to working safely at the job, everyday.

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STECHO IS COMMITTED TO SAFE WORK PRACTICES

We are committed to providing quality workmanship in an efficient and safe work environment.
At the beginning of each year, your firm selects five safety elements that it will initiate or improve upon from the Safety Groups’ Achievement List provided by the WSIB. Your firm will learn how to implement these initiatives through attending meetings, sharing ideas and pooling resources with other firms in your safety group. At the end of the year, your group can receive a rebate based on the entire group’s success in implementing their selected safety elements. In each subsequent year, firms are required to maintain their elements from the previous year and pick five new ones.

Safety Group Program Annual Cycle

SAFETY GROUPS

Safety insight leads to safety on site!

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Wellesley, ON
SAFETY GROUPS

GVCA Safety Groups

GVCA’s highly successful Safety Group covers the Grand Valley area, along with chapters in London and St. Catharines. Recruiting for the 2018 group begins in October, and our first meeting is planned for December.

We offer the Safety Group Lite program to meet the needs of those firms that may not able to make the full Safety Group commitment, but want to enhance their company’s safety culture. You can join the Safety Group Lite program at any time during the year.

Contact GVCA (staff@gvca.org) for details on any of these exciting programs.

Incentive Criteria

Potential 6% maximum rebate of group premiums based on two group factors:

1. Achievement
   Scores are subject to a performance improvement threshold.

2. Performance
   Improvement must be better than a preset target, reviewed annually.

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Working together to ensure our Health and Safety Management System’s growth and improvement is of the highest priority.
We Make Safety a Priority

Over 10 years without a lost time incident on our construction sites.

We are proud to be a member of the GVCA Safety Groups and look forward to promoting health and safety on our job sites, at our work, and in our industry.
## Education Calendar

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<td>Construction Financial Series Part 2 of 3: Job Costing</td>
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<tr>
<td>May 11</td>
<td>Life Recovery Lunch n’ Learn</td>
</tr>
<tr>
<td>May 15</td>
<td>Approved Working At Heights Training</td>
</tr>
<tr>
<td>May 16 &amp; 18</td>
<td>Construction 101</td>
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<tr>
<td>May 25</td>
<td>Construction Financial Series Part 3 of 3: Managing Changes and Extras</td>
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<td>May 29</td>
<td>Microsoft Excel for Construction (Basic)</td>
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<td>June 5</td>
<td>Approved Working At Heights Training</td>
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<td>June 7</td>
<td>In From The Site: Office Computer Programs Simplified</td>
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<td>June 12</td>
<td>Risk Management For Construction</td>
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<td>June 19</td>
<td>Approved Working At Heights Training</td>
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<td>Excel For Construction (Advanced)</td>
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<td>June 26</td>
<td>Confined Space Training</td>
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<td>June 26</td>
<td>Family Business Basics Workshop</td>
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<td>June 27</td>
<td>Microsoft Project For Construction</td>
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<td>June 27 &amp; 28</td>
<td>MS Project</td>
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### Note
All education & training will be held at GVCA – 25 Sheldon Drive (unless noted otherwise).

## Events Calendar

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<td>May 9</td>
<td>WinC Spring Dinner @ The Pines</td>
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<tr>
<td>May 12</td>
<td>HR in Construction – Employment Law seminar</td>
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<tr>
<td>May 30</td>
<td>22nd Conestoga golf Classic honouring Martha George. Whistle Bear golf course. To register, please visit <a href="http://www.conestogacommunity.ca/Classic">www.conestogacommunity.ca/Classic</a></td>
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<td>June 7</td>
<td>PACE event Deer Ridge Golf Course</td>
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<td>June 15</td>
<td>GVCA Annual Golf Tournament @ Conestoga Golf Club</td>
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<td>July 14</td>
<td>HR in Construction: Marijuana in the Workplace</td>
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<td>July 20</td>
<td>LiC Golf Tournament @ Conestoga Golf Club</td>
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<td>August 24</td>
<td>WinC Golf Tournament @ Galt Golf &amp; Country Club</td>
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### Note:
To view a complete list of upcoming events and to register, please visit www.gvca.org/eventscalendar.

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### Registration Required...

For all courses and events. To register, or request additional information please contact admin@gvca.org or call 519-622-4822 X120 or go to: www.gvca.org/eventscalendar.
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LIUNA represents more than 80,000 members in all sectors of the construction industry in Ontario including; industrial, commercial and institutional (ICI), residential, roads, gas pipeline, sewer and watermain, electrical power systems, demolition, utilities and heavy engineering.

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