



BACK ON THE PRODUCTION FLOOR



John Parsons moves pallets at Entec Inc.

John Parsons clasps onto a twisted silver pendant that hangs from his neck. The pendant was a ring, a gift from his daughter. Parsons holds up the mangled metal, showing the inscription “DAD” still intact. It was the last thing on his right-hand ring finger before it was severed and landed on the production floor on a late workday in October 2013.

The 27-year-old production worker remembers the steel plate he was working on – the top of a natural gas boiler unit – one of 40 that Entec Inc. manufactures daily from its Drury Cove plant in Saint John.

Parsons was preparing to make a bend with a press brake, a large tool that forms metal by clamping a workpiece between a matching punch and die. The unit applies 76 pounds of pressure per square inch each time it lowers.

Parsons was adjusting dies in the machine when his foot slipped, hitting a pedal that activates the downward motion of the machine. Three fingers were inside.

“It happened in an instant,” Parsons said, looking over at the machine.

The father of three girls – one newborn, and a four- and six-year-old – was rushed to nearby Saint John Regional Hospital, where doctors focused their efforts on saving the middle and pinkie fingers. “The ring finger was long gone,” Parsons said.

After a 23-hour surgery and a week of leech therapy, there was optimism for the middle finger, but it soon became infected and was amputated. The pinkie was saved but has 40 per cent functionality.

WorkSafeNB arrived at the Entec site within hours of the incident. A stop-work order was issued to address any immediate health and safety concerns. The press brake machine was shut down.

The following morning, WorkSafeNB met with managers and employees to review the incident and discuss procedures and possible modifications.

Technicians reprogrammed the two press brakes on site so that a double-foot movement would be required to fully activate the press; more dies were purchased by the company so operators wouldn’t have to have their hands in the machine as often; operators were required to shut down power when adjusting dies; and tools were provided to help change the dies. Written procedures were updated and retraining for employees was emphasized.

Entec was eager to make any changes. It took extra precautions to ensure that such an incident wouldn’t happen again, said Bill MacLean, the WorkSafeNB health and safety officer.

Claire Blanchard, an occupational therapist with WorkSafeNB, met Parsons in early November. She recalls his positive attitude. “He had this seriously traumatic injury, but he was incredibly motivated,” she said.

Of particular concern was Parsons’ arthritis. The worker had been diagnosed with rheumatoid arthritis in the foot, ankle, knee and hip two years earlier. He had to discontinue his medication, an immunosuppressive drug, to allow his hand to heal.

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CONTACT TO BE INCORPORATED INTO MONTHLY, DIGITAL E-NEWS

WorkSafeNB is committed to providing New Brunswick workers and employers with relevant health and safety news. We understand that such information is critical to New Brunswickers, and we aim to deliver this content in a timely and efficient manner.

For more than 20 years, we have provided health and safety news in the form of print newsletters. However, as of spring 2015, Contact will be discontinued as a print publication and incorporated into our monthly digital newsletter – E-News.

E-News offers all the stories you've enjoyed reading in Contact, plus more. E-News includes Good News features on injured workers and their successful return to work stories, prevention articles, company profiles, event listings, workshop notifications, as well as Ask Us, In the Courts and incident reports.

In addition, when you sign up for E-News, you'll also receive WorkSafeNB's notifications and news flashes, which provide timely information of importance to New Brunswick employers and employees. •

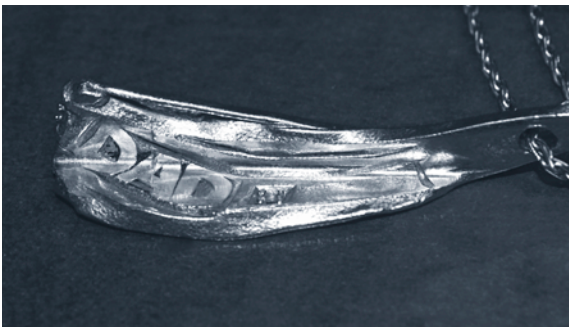
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PRODUCTION FLOOR: *Continued from page 1*



John Parson's ring, now a pendant, has the word 'DAD' still intact.

"I was pretty much crippled. I could barely walk some days," Parsons said.

WorkSafeNB helped Parsons with one-handed-assistive devices and mobility aids for his arthritis.

"This was a disease that flared up as a direct result of a workplace injury. We had some responsibility to make accommodations for temporary limitations," said WorkSafeNB's Krista Kraitzek, the senior case manager.

Before leaving the hospital, Parsons was already planning his return to work.

"I wasn't going to sit at home. I couldn't do it," he said. Not returning or retraining for a desk job didn't cross his mind. "It crossed everyone else's mind but mine," he said.

When WorkSafeNB members gathered to discuss Parsons' return-to-work strategy "we all just shook our heads," Kraitzek said. "But we said, 'John wants to get back on the floor. Why don't we just get him out there and see what he can do?'"

Plant manager Jeanette Beach, who has more than 18 years of experience working in production plant facilities, said she and Jeff Bainbridge, Entec's vice-president of operations, knew it was their responsibility to get Parsons back to work.

"We knew, from the day of the accident, that we had to accommodate," Beach said.

They drafted a list of possible jobs Parsons could do. "It was just a matter of hearing what WorkSafeNB had for his limitations."

Parsons was given a 15-pound weight limit, and instructed to start with half days. He returned to work on May 25. By the third week of July, Parsons was back full time.

Because Entec builds boilers from start to finish, there are many tasks, Beach said. Over three weeks, Parsons was encouraged to try activities at each of seven work stations to determine if he could perform certain tasks and, if so, how long he could do them.

"There were times when he was sore. He just wanted to do it all," Blanchard said.

The team identified four areas in which Parsons could work. Entec then bundled the tasks into a nine-hour-a-day work shift.

"It works for him and it works for us," Beach said. "He's multi-purpose."

Parsons' primary responsibility, however, is shipping. It's not easy work, he said, but it beats the nearly 10 years he worked previously as a landscaper.

"Don't get me wrong, this is still hard work," he said with a laugh, glancing over at Beach. "And I still have days when my hand gets sore. The way I look at it – you're never going to get better, you're never going to get stronger, and you're never going to be able to do more unless you push yourself."

Parsons is back on the production floor. He has a few orders to load into a trailer before the day ends.

He talks about his arthritis, and how he experiences far less arthritic pain than before the incident. A new medication is having a significant effect – "like night and day."

Parsons was recently approved to receive prosthetics. This will further improve his hand's grip strength and dexterity.

Beach says there was never a question of whether they could take Parsons back at Entec. "There are lots of jobs here, and John is a good worker," she said.

"The accident happened here, he still works here, we accommodate, and we move on. That's what we do." •

TWO NEW BRUNSWICK COMPANIES RECOGNIZED FOR EXEMPLARY HEALTH AND SAFETY PRACTICES

WorkSafeNB honoured Coast Tire & Auto Service Ltd. and Amcor Packaging Canada Inc. on October 3 for their outstanding efforts in workplace health and safety.

Arnold Anderson of Amcor Packaging Canada Inc. and Shirley Mitchell of Coast Tire & Auto Service Ltd. accepted safety achievement awards on behalf of their companies at a breakfast ceremony during WorkSafeNB's 2014 Health and Safety Conference.

"We're proud of the commitment and leadership of these companies," said Gerard Adams, president and CEO of WorkSafeNB. "Amcor Packaging Canada and Coast Tire & Auto Service take proactive steps each and every day to safeguard their employees. They are great examples of safety champions in this province."

Coast Tire & Auto Service Ltd. is an automotive service, repair and tire sales company with 23 sites across Atlantic Canada. In an industry where risks are present daily – use of heavy, powerful equipment and busy, noisy environments – Coast Tire & Auto Service consistently demonstrates a commitment to workplace safety.

"We're honoured to be recognized by WorkSafeNB," said Shirley Mitchell, manager of HR and quality systems for Coast Tire & Auto Service Ltd. "Our employees are our number one priority, and our programs reflect that. We take a positive approach to health and safety, celebrating safe practices in every aspect of our work."

While focusing on prevention, the company is also dedicated to getting injured workers back to work. Its disability management program has been recognized by the Conference Board of Canada.

Amcor Packaging Canada Inc. recently celebrated its 33rd year at the Moncton Industrial Park. The firm that creates plastic containers for the beverage, food and pharmaceutical industries is a member of Amcor, an international manufacturing company with more than 180 sites in 43 countries.

Moncton's Amcor facility operates around the clock, thanks to its 23 dedicated employees. Safety is a priority for Amcor. Safety audits are a weekly routine and employees are encouraged daily to identify risks. Year after year, the firm demonstrates low-accident frequency.

"Amcor is a firm that puts safety first. It's one of our core values," said Arnold Anderson, the company's Moncton plant manager.

"Working in manufacturing poses risks, but by understanding those risks, and developing a culture of awareness and respect, we can mitigate those risks, and have a safe and productive facility," he said.

WorkSafeNB's 2014 Health and Safety Conference was held at the Saint John Trade and Convention Centre. More than 500 delegates attended.

Next year's Health and Safety Conference is scheduled from October 7-9 at the Fredericton Convention Centre. •

ABOUT COAST TIRE & AUTO SERVICE LTD.

- Head office in Saint John, N.B.
- Employs between 250 and 300 workers
- Established in 1984
- Has dedicated disability management co-ordinator

ABOUT AMCOR PACKAGING CANADA INC.

- Moncton facility in operation since 1981
- Operating name: Amcor Rigid Plastics
- Employs 500 workers across Canada
- Firm is a HACCP certified supplier



Pictured, from left, are: Melody Mladineo, WorkSafeNB southwest regional director; Jack Jacobs, VP of operations, Coast Tire & Auto Service Ltd.; Gary Mott, director of retail stores, Coast Tire & Auto Service Ltd.; Shirley Mitchell, HR and quality services manager, Coast Tire & Auto Service Ltd.; Gerard Adams, WorkSafeNB president and CEO; and Shelly Dauphinee, vice-president of WorkSafeNB's WorkSafe Services.



Pictured, from left, are: Arnold Anderson, plant manager; Geoff Pearce, safety co-ordinator; and Mike Larracy, quality production manager of Amcor Packaging Canada Inc.; and, from WorkSafeNB, Gerard Adams, president and CEO; Shelly Dauphinee, vice-president of WorkSafe Services; and Jean Landry, southeast regional director.

JOHN B. D. LOGAN, QC NAMED WORKSAFENB'S CHAIRMAN OF THE APPEALS TRIBUNAL



John B.D. Logan, QC

The Department of Post-Secondary Education, Training, and Labour recently announced the appointment of John B. D. Logan, QC as chairman of the Appeals Tribunal. His five-year-term began on September 15, 2014.

Logan has practised law in New Brunswick since 1986, most recently serving as the director of the Corporate, Commercial and Property Law Practice Group of the Office of Attorney General of New Brunswick (2010-2014) and, before that, as a senior solicitor in that group from 2002-2010. During his career with the Office of the Attorney General,

Logan provided legal advice to senior officials on a wide range of complex government initiatives, including government restructure, economic development lending, and major infrastructure projects.

"We believe the Department of Post-Secondary Education, Training, and Labour has chosen a wise, fair, and highly knowledgeable leader for this position," said Gerard Adams, president and CEO of WorkSafeNB. "John brings a wealth of expertise in government and private-sector law.

We look forward to working with him over the next five years."

WorkSafeNB's board of directors consists of 12 persons appointed by the Lieutenant-Governor in Council.

The board is charged with the stewardship of WorkSafeNB, a corporate entity created to administer the acts governing workers' compensation and workplace health and safety in New Brunswick. These are: the *Workers' Compensation (WC) Act*, *Occupational Health and Safety (OHS) Act*, *Workplace Health, Safety and Compensation Commission (WHSC) Act*, and *Firefighters' Compensation (FC) Act*.

The 10 voting members of the board of directors are: a chairperson, a vice-chairperson, four members representing employers, and four members representing workers. Logan is one of two non-voting members. The other non-voting member is WorkSafeNB's president and CEO.

Before joining the public service, Logan's practice was concentrated in real estate, expropriation, criminal litigation, and business law at Cox and Palmer. He has served as chairman of the Mental Health Review Board; president of The New Brunswick Crown Counsel Association Inc. and its

union; chairman of the N.B.-P.E.I. division, Canadian Corps of Commissionaires; national board member of the Corps; and vice-chairman of the Rothesay Regional Joint Board of Police Commissioners. Logan has also served 36 years with the Canadian Forces (regular and reserve), retiring with the rank of colonel.

Logan is a member of the Canadian Bar Association, New Brunswick Law Society and the Saint John Law Society. He holds a law degree from the University of New Brunswick and a bachelor of history from the Royal Military College. He was appointed Queen's Counsel in 2014 and lives in Grand Bay-Westfield.

The Appeals Tribunal, under the authority of the *WHSC Act*, *WC Act*, *FC Act* and *OHS Act*, is mandated to hear appeals. At arm's length from WorkSafeNB, the Appeals Tribunal is a quasi-judicial administrative tribunal, which respects the rules of natural justice.

If a worker, worker's dependant or employer is dissatisfied with a decision made by WorkSafeNB, an appeal may be filed through the Appeals Tribunal, which has a mandate to provide timely, fair, consistent and impartial decisions. •

2015 ASSESSMENT RATE FOR FIREFIGHTERS ANNOUNCED

WorkSafeNB announced in early October the 2015 assessment rate under the *Firefighters' Compensation Act (FC Act)*. The new rate of \$690 per active firefighter is effective January 1, 2015. The increase from \$444 per active firefighter to \$690 will affect approximately 100 municipalities and 70 local service districts that employ full-time and volunteer firefighters.

"The increase is primarily the result of the *FC Act* Disability Fund being underfunded," said Gerard Adams, WorkSafeNB's president and chief executive officer. "A fully-funded status will ensure the future security of benefits for New Brunswick's firefighters and their dependants," he said.

"When the *FC Act* and its Disability Fund were established in 2009, it was expected that it would take several years to achieve full funding status. Since then, the funding status has steadily improved, from a low of 0.1% in 2009 to 25.6% as of December 31, 2013," Adams said.

WorkSafeNB is responsible for administering the *FC Act*. This includes the payment of benefits to firefighters or former firefighters and dependants, and levying and collecting assessments from municipalities, rural communities, and local service districts. •



SAFETY EXCELLENCE NB CAMPAIGN LAUNCHED



To help engage employers in safety and comply with the new *Occupational Health & Safety (OHS) Act* requirements, WorkSafeNB has introduced the Safety Excellence NB campaign.

“Through Safety Excellence NB, we are providing employers with a series of resources and checklists to help them comply with the *OHS Act*,” said Richard Blais, WorkSafeNB’s director of compliance and regulatory review. “These resources include sample safety policies for workplaces and guides for the development of health and safety programs and orientation programs for new employees.”

Workplace inspections by WorkSafeNB’s health and safety officers on some of the new requirements of the *OHS Act* began in September. Summarized

information and analysis of inspection results will be published on the website as the campaign proceeds. Individual employer results will not be published.

Employers are encouraged to use the resources and checklists to help prepare for the inspections and demonstrate their own pursuit of excellence in workplace safety. The checklists are available for download on the WorkSafeNB website and can guide employers as they assess their own workplace before an officer’s visit.

Click “Safety Excellence NB” on WorkSafeNB’s website, www.worksafenb.ca, to access the checklists. •

E-COURSE AVAILABLE ON WHMIS CHANGES

The Canadian Centre for Occupational Health and Safety (CCOHS) has developed an e-course to help educate workers on upcoming legislative changes to Workplace Hazardous Materials Information System (WHMIS).

The course is offered FREE to the first 100,000 participants to register. Take advantage of your free registration for WHMIS (After GHS) for Workers by visiting www.ccohs.ca/products/courses/whmis_workers/

Changes to the WHMIS legislation will help Canadians transition to the Globally Harmonized System of Classifications and Labelling of Chemicals.

In addition, WorkSafeNB has created two information sheets to help New Brunswick employers and employees understand how the changes affect them. Visit www.worksafenb.ca for details. •

SAFETY AT HOME, SCHOOL OR WORK



WorkSafeNB offers several resources for students from kindergarten to high school.

WorkSafeNB offers resources for teachers wishing to help students understand the value of safety in their homes, schools, and workplaces.

Stella the Safety Skunk is a campaign targeted to youngsters in grades K-2, Smart Choices offers activities for children in grades 3-8, and No Mercy targets teens, many of whom are new workers in New Brunswick.

“Each program has been designed to inspire, engage, and evoke action in our young people,” said Jessica Brodie, youth programs co-ordinator for WorkSafeNB. “Messages encourage youth to be wary of their surroundings and feel confident about speaking up if they feel that their safety, or the safety of others, is in jeopardy.”

Teachers can access materials online at www.youthsafenb.ca. For details on the programs, call Jessica Brodie at 1 506 867-0632. •

IN THE COURTS



CHALEUR SAWMILL pleaded guilty on March 20, 2014 to a charge under subsection 43(1) of the *Occupational Health and Safety (OHS) Act* for failing to report to WorkSafeNB an injury that required hospitalization. Chaleur Sawmill was fined \$4,000, plus an \$800 surcharge.

The charge is a result of an incident in February 2013 in which a worker cut a finger and broke an arm when his hand was pulled into a pulley.

NORMAN NIXON, a supervisor with **HANNAH CONSTRUCTION INC.**, pleaded guilty June 10, 2014 to a charge under the *OHS Act* for allowing a crew to work on the roof of a building untethered.

On July 12, 2013, a WorkSafeNB health and safety officer saw the crew working untethered on the roof of a building under construction in St. Andrews. The officer ordered the crew onto the ground, told the crew members how they should be tied in, then said they could climb back onto the roof once they complied. When the officer returned approximately three hours later, the crew was back on the roof, still untethered.

Nixon was fined \$600.

ROBERT ROY CARPENTRY LTD. pleaded guilty August 12 to a charge under the *OHS Act* for failing to ensure a wood plank could not move in any direction that could injure an employee. The charge was laid following an incident on September 17, 2013 in which a worker lost consciousness after falling three metres (10 feet) from scaffolding while working at a private residence. The firm was fined \$7,000, plus a \$1,400 victim surcharge.

The **PEPSI BOTTLING GROUP** pleaded guilty on June 12 to a charge under the *OHS Act* for failing to ensure an industrial lift truck was inspected daily and maintained in good operating condition. The charge was laid following an incident on December 17, 2012, which claimed the life of Thomas Snitch. The Pepsi Bottling Group was fined \$45,000, plus a \$9,000 victim surcharge.

In connection with the same incident, on March 20, 2014 **LEON MARCEL LEBLANC** was fined \$3,000, after earlier pleading guilty to failing to ensure an industrial lift truck was used only for the purposes for which it was designed.

LeBlanc's company was contracted by Pepsi to perform general maintenance at the bottling plant. Snitch was LeBlanc's part-time employee.

LeBlanc was asked to remove a large piece of steel that was bolted to the floor because it needed to be replaced. Many of the bolts were loose and LeBlanc removed them, but one was stuck so he used a forklift to pry the steel from the floor. The large piece of steel went flying and struck Snitch in the head, killing him.

BLACK EAGLE CONSTRUCTION (1999) INC., pleaded guilty to a charge under the *OHS Act* for moving scaffolding while workers were standing on it.

On November 8, 2012, the company owner and another worker were standing on the top platform of scaffolding, working on roof trusses at the Miramichi Riverside Entertainment Centre.

The worker was wearing a fall-arrest harness but it was not tied off. It was unhooked to allow the worker to move to the next truss. The owner was wearing no restraint. The owner instructed workers to roll the scaffolding over to the next truss while he and the worker remained on the platform. The scaffolding hit an extension cord as it was being moved and tipped over, causing the owner and the worker to fall to the floor. The owner injured his shoulder, sustained facial contusions and was knocked unconscious. The worker crushed an ankle and injured a shoulder.

On March 25, 2014 Black Eagle Construction (1999) Inc. was fined \$7,000, plus a \$1,400 victim fine surcharge, to be paid by September 29, 2014.

ROBERT ROY CARPENTRY LTD. pleaded guilty on September 17, 2014 to a charge of failing to comply with specific requirements for scaffolding.

The charge was laid following an incident in which a worker fell from a scaffold. The company was fined \$7,000 and ordered to pay a \$1,400 victim surcharge.

AVERAGE ASSESSMENT RATE DECREASES FOR 2015

The average employer's assessment rate will be reduced by 10 cents from \$1.21 in 2014 to \$1.11 in 2015 per \$100 of payroll. The rates, effective January 1, 2015, represent an 8% reduction.

"Our fully-funded position and stabilized claim costs were the major factors in our decision to decrease the average assessment rate for 2015," said Gerard Adams, WorkSafeNB's president and chief executive officer.

The rate decrease will see premiums for approximately 13,000 employer operations drop or remain stable. New Brunswick's average assessment rate continues to be the lowest in Atlantic Canada.

"A continued decline in accident frequency helped secure WorkSafeNB's fully-funded position," Adams said. The provincial workplace accident frequency rate has continually declined over the past few years.

The rate has dropped from 3.52 per 100 full-time equivalents (FTE) in 2006 to 2.84 in 2013.

"Because of our strong financial position, we have assured rate stabilization for employers and the continuing security of benefits for injured workers and their families. And by allowing employers to reduce the cost of doing business, it helps boost the provincial economy," Adams said. •