



# HEALTH & SAFETY

Conference Society of Alberta

## 17<sup>th</sup> ANNUAL ALBERTA HEALTH & SAFETY CONFERENCE PROGRAM

THURSDAY Feb. 21, 2019

Session	Time	Speaker Name(s) and Session Title	Session Description	Speaker Biography
101	8:30 – 9:45	<b>GARY ANAKA</b> Beating Brain Stress  <b>OPENING*</b>	Are you living and working in a multitasking environment? Is your brain under a constant state of heightened stress? Everything you do requires your brain. In a world of increasing information and technology, you are going to have to use your brain more than ever. Can you expand your thinking capacities and maintain your critical memories? Definitely YES! Discover how to maintain a healthy efficient brain by sustaining resiliency and maintaining brain plasticity. This leading-edge knowledge will enhance your life, professionally and personally. No brain, no gain! This presentation is filled with hope and optimism for your future.	Top Brain-based teaching facilitator in BC today. A Learning Assistance specialist, a motivational educator, and author of two books, Gary has been presenting keynotes and workshops in the exciting new field of Neuroscientific research since 1997 to tens of thousands of professionals and the general public. He is a strong advocate for brain safety on the job, overall wellness and is famous for his audience engagement. His lively, energetic sessions have been called, both professionally and personally, life changing.
	9:45 – 10:15	<b>BREAK &amp; VIP ACCESS TO THE SAFETY HALL</b>		
102	10:15 – 11:15	<b>MIKE FEDUN</b> Roadmap to a Profession: Creating the AB College of OHS Professionals  <b>BLOCKBUSTER*</b>	On November 27, 2017, the Alberta Society of Health and Safety Professionals (ASHSP) was incorporated. The sole purpose of ASHSP is to protect public interest by transforming the health and safety profession (including all its sub-disciplines) into a fully-recognized profession, protected and regulated under the laws of Alberta (title protection, scope of practice protection, and self-regulatory oversight body).  Competent, experienced, and ethical occupational health and safety professionals save lives; therefore, it is imperative that the profession evolve into one that is as recognized and respected as any other profession (e.g., engineering, law, medicine). This is our journey.	As one of the founding members of the Alberta Society of Health and Safety Professionals, Mike is the current President and former Registrar. Over a 20-year career in the forestry sector as a consultant and a Forest Officer, Mike became increasingly involved and interested in OHS, eventually leaving forestry to pursue health and safety as a career. Mike soon became the OHS Advisor for Alberta Justice with a client portfolio that included Alberta's Courts, Crown Prosecution Services, the Human Rights Commission, and the Office of the Chief Medical Examiner. After five years with Justice, Mike returned to his roots in forestry as the OHS Advisor for Alberta's Wildfire Management Branch. In addition to being a proud member of the BCRSP and the CSSE, Mike is also a member of the Association of Alberta Forest Management Professionals (formerly College of Alberta Professional Forest Technologists). Mike volunteered with this organization through its transition from a society into a professional college, and this experience has instilled a strong belief that true professional regulation can positively affect the health and safety of working Albertans, and is very much in the public interest.
	11:15 – 11:30	<b>BREAK</b>		
103	11:30 – 12:30	<b>THOMAS BARKER</b> Taking the Next Step: A Practical Guide to	As traditional OHS programs make the transition from employee focused models to workplace ecosystem models (with analytics support), so too must they make transitions in leadership style. This	Thomas Barker, PHD is Professor of Communication in the Graduate Program in Communication and Technology, Faculty of Extension at the University of Alberta. He serves as Faculty

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		Leadership in OHS Ecosystems	<p>presentation examines the role of OHS leadership in enabling and accelerating the impact of health and safety analytics systems. The presentation defines the data leadership concept and outlines four roles of the OHS data leader:</p> <table border="1" data-bbox="611 329 1331 399"> <tr> <td>• Chief data officer</td> <td>• Data analytics leader</td> </tr> <tr> <td>• Data scientist</td> <td>• Data management leader</td> </tr> </table> <p>The talk outlines the responsibilities of these leadership roles, along with practical guidelines for developing capabilities of individuals and organizations with significant health and safety experience.</p>	• Chief data officer	• Data analytics leader	• Data scientist	• Data management leader	Advisor to the U of A Faculty of Extension Occupational Health & Safety Program. His current work is in wellness, leadership communication, and risk communication. He helped develop the Wellness Leadership Series in the Faculty of Extension and has designed and taught courses in wellness leadership. He recently completed a three-year, OHS Futures Grant from the Alberta Ministry of Labour to investigate psychosocial hazards for human-service workers in Alberta.
• Chief data officer	• Data analytics leader							
• Data scientist	• Data management leader							
104	11:30 – 12:30	<b>KIM J. LAING</b> After the Emergency	<p>Over the past 5-years throughout Alberta, a number of major disasters and circumstances have occurred including floods, fires and significant workplace layoffs. Often there is an immediate response and support, but what happens long after the emergency? How does an individual or community cope? This session explores several events. It examines the response, financial impact, infrastructure and emotional impact these types of events bring. It further looks at the types of resources provided pre and post event and how to prepare for future events on a personal level. This session will focus on:</p> <ul style="list-style-type: none"> <li>• community impact and resilience</li> <li>• personal impact and resilience</li> <li>• emergency preparedness</li> <li>• NGO emergency / disaster response</li> </ul>	<p>Kim Laing has been an active volunteer for many years with many organizations including Nobleford Emergency Services, Victim Services, Hand to Heart Foundation, Alberta College of Paramedics, Disaster Services, The Canadian Red Cross and St. John Ambulance.</p> <p>Over the years, Kim has responded to many emergencies and natural disasters domestically and internationally including floods, fires, tornadoes, hurricanes and civil war regions including: Kenya post-election violence (2008), Afghanistan (2009), DR Congo, Cambodia and Rawanda (2013), Haiti (2010, 2015 and 2017), Slave Lake fire (2011), Fort McMurray (2016) and Kamloops (2017).</p> <p>Her education includes Public Relations, Communication, Business Administration, Firefighter / PCP, CSO and ERU. Kim works for St. John Ambulance - Alberta Council as the Vice Present of Public Relations &amp; Business Development, the owner of Beneficent Ltd. and Chairman of the Canadian Hand to Heart Foundation.</p>				
105	11:30 – 12:30	<b>JASON ANTONISHYN</b> Gamification of Safety Meetings	<p>Engagement is not a new problem. It's just an increasingly important one. A game is, at its root, a structured experience with clear goals, rules that force a player to overcome challenges, and instant feedback. Everyday life is usually anything but. Because games offer clearly articulated rewards for each point players score and new level they achieve, they trigger the release of dopamine, a hormone in the brain that encourages us to explore and try new things. As a result, we experience a sense of accomplishment each time we predict the next sequence in a series of events-such as, designing a new series of passing routes that results in points for you or your team. Achievement can equate engagement.</p> <p>Enter, gamification. This concept of motivation through gaming promises to breathe new engagement into employees in all industries-speaking in quick, instantly gratifying terms that we've grown accustomed to in the age of digital transformation.</p> <p>So, what is gamification? No, it's not meant to turn work into a game. It plays on the psychology that drives human engagement-the drive to compete, improve, out-do and to get instantly rewarded while doing so. The gamification of safety meetings is merely the means to put that psychology to work in the safety sphere.</p>	<p>Jason Antonishyn has 20 plus years experiences in construction as a safety advisor, foreman, and field worker. During that time, he was afforded the opportunity to complete a post-graduate diploma in Art Therapy (art utilized in psychotherapy) and became certified as a Psychological Health and Safety Advisor. Jason's background in the field of psychology has helped him to develop workshops that have proven to be very useful; such as: improved communication skills, strengthened team environment, effective and meaningful dialogue between departments and trades that helped to dissolve workplace 'silos', and demonstrated that safety meetings do not have to be a chore for workers - it can be a fun, positive and a valuable experience. With encouragement from friends, colleagues and business owners, Jason started 3E Potential to help organizations focus on building a resilient workforce - Engage, Encourage, Enhance Potential.</p>				

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			<p>In terms of safety meetings, companies have the chance to move beyond required-often boring-safety meetings to more interactive methods that reinforce policies and culture. To achieve this benefit, the game had to be designed with a specific goal in mind; such as, improve communication, team build, leadership training, challenge knowledge of safety policies, etc. Your employees are more motivated when something of value to them is at stake. If they think it's important, they'll work harder on it.</p>	
	12:30 – 1:45	<b>LUNCH &amp; VIEWING THE SAFETY HALL</b>		
<b>106</b>	1:45 – 3:15	Cannabis Legalization in Canada  <b>BLOCKBUSTER*</b>	<p>Cannabis will be legal across Canada on October 17, 2018. Find out what it means for you.</p> <p>Our panel of experts from Aurora Cannabis Inc., SureHire - Occupational Health Testing, Canadian Centre for Occupational Health and Safety (CCOHS) and the CSA Group, will provide conference attendees with the latest information to promote safe, healthy, productive workforces &amp; communities.</p> <ul style="list-style-type: none"> <li>• Explore the latest research and practice-based evidence on workplace-related substance use, to identify best and emerging practices where available, and explore the role of a national standard solution on workplace substance use policies.</li> <li>• Learn about impairment and the steps a workplace can take to address this issue.</li> <li>• Learn about standardized testing options including pre-hire Fitness-to-Work screening.</li> </ul>	<p>Tyler James is the Stakeholder Engagement Manager at Aurora Cannabis Inc., one of the world's largest legal cannabis companies. His responsibilities include outreach and collaboration with NGOs, special interest groups &amp; communities which Aurora has a presence, as well as working on advocacy campaigns championed by Aurora.</p> <p>Tyler is also a founding member of the Campaign for Cannabis Amnesty which is advocating for the expungement of cannabis possession offences for Canadians. As well, The Ontario Cannabis Consumer &amp; Retail Alliance that's championing the inclusion of private cannabis retailers, cannabis lounges, and licensed consumption spaces in the province of Ontario.</p> <p>Kelsey Saunders is the Manager of Service Development at SureHire Occupational Testing, where she is responsible for the review and enhancement of SureHire's various occupational testing programs and service lines. In addition to managing service growth, she also oversees the After Hour Program, which serves to provide emergency drug and alcohol services in post incident and reasonable suspicion situations 24/7. Kelsey has worked in the occupational testing industry for several years and has an educational background in Business Analysis and Occupational Health and Safety.</p> <p>Anne Tennier was appointed President of the Canadian Centre for Occupational Health and Safety in April 2018. Anne brings to CCOHS a wealth of leadership and experience in environmental and safety management, community engagement, and government relations.</p> <p>Prior to joining CCOHS, Anne was the President of her own consulting firm where she provided expert services for complex regulatory permitting projects. She joined Maple Leaf Foods in 2001 and served in several leadership positions, including as the Vice President, Environmental Affairs and Sustainability. Prior to this, Anne worked for Canadian Pacific Railway as</p>

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				<p>Director, Environmental Affairs and Field Operations Manager in Northern Ontario. She also holds various positions with several professional and community associations and is heavily involved with many Hamilton charities and initiatives.</p> <p>Anne is a registered Professional Engineer and Certified Environmental Professional.</p> <p>Candace Sellar is the Program Manager for Worker and Public Safety (WPS) Standards at CSA Group. Candace's portfolio includes five staff managing over 59 Technical Committees, 1800 volunteer expert members, and more than 150 standards across a wide variety of topic areas including personal protective equipment, machinery and equipment safety, elevation hazards, and worker wellness. Candace brings more than a decade of experience in standards development at CSA Group managing projects both national and international in scope in worker and public safety, energy and utilities, renewable energy, energy efficiency, and environment and climate change programs. Candace has a Master's Degree in Disaster and Emergency Management, and prior to CSA worked for Environment Canada in a number of roles, including as a Federal Environmental Emergencies Officer.</p>
	3:15 – 3:45	<b>BREAK</b>		
<b>107</b>	3:45 – 4:45	<b>ERIN MCFADDEN</b> WCB Alberta – Bill 30 – Implementing the New Legislation	The WCB's main purpose of helping injured workers return to work remains the same - but the environment in which this takes place has encountered substantial change including legislative change. Come see how the WCB has moved forward with the new legislation amidst other factors impacting the workers compensation system in Alberta.	Erin McFadden has been with WCB for nineteen years where she is currently responsible for the Claims Contact Centre and Account Management teams. The Claims Contact Centre manages more than 300,000 customer inquiries every year. Her Account Management team works with employers to help them to support their employees when they are injured on the job and manage their account performance through a focus on safety and disability management.
<b>108</b>	3:45 – 4:45	<b>DR. MIKE WAHL</b> Putting the Health Back into Health and Safety	Today organizations face complex challenges that impact the health and well-being of their workers. These factors include the remote nature of our working environments, shift work, fatigue, mental health and rising rates of obesity stemming from poor lifestyle, shifts in the age demographics of workforces and a rise in automation leading to sedentary jobs. These factors may predispose workers to becoming susceptible to long term disability, injury or incident. This presentation will highlight case studies and novel doctoral scientific research from heavy industry. Dr. Wahl will illustrate the role of lifestyle intervention, injury prevention education and worker physical capacity assessments as an effective means of reducing the risk of illness and injury and their associated costs to organizations both financially and operationally.	Dr. Wahl studied kinesiology science at the University of New Brunswick, then completed a masters in applied exercise physiology at Memorial University of Newfoundland (MUN). He holds a PhD from MUN's Faculty of Medicine where he studied obesity in high risk demographics. He is the chair of the Human Performance in Extreme Environments program for the faculty of Medicine and currently teaches in the Faculty of Human Kinetics & Recreation, and Faculty of Medicine/Epidemiology. Dr. Wahl's research focuses on occupational medicine, human performance and obesity – an academic approach to solving real world problems to worker health. Mike has devoted much of his time on offshore oil rigs and months in remote industrial locations helping organizations take a proactive role in

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				mitigating worker health risks by shifting their health and wellness culture. Mike with the help of Medisys Health Group has created wellness and safety programs catered to organizations in Canada and around the world.
109	3:45 – 4:45	<b>SAM KOZMA</b> Integration of Automation	<p>Automation of the workplace and of industrial processes are a form of engineering control which uses computers and control systems dedicated solely to the task at hand. These systems can provide increased productivity and quality assurance with continuous monitoring for pre-determined safety hazards by removing the routine tasks that often lead to complacency (a contributor to workplace incidents). For example, two hand controls can be installed, requiring the operator is out of harm's way before starting a machine. Instrumentation and computers monitor a process for process deviations so that pre-determined responses can be taken to partially or completely shutdown equipment such as a boiler or furnace.</p> <p>What the OH&amp;S manuals don't talk about much is the workplace hazards associated with the processes and systems we operate as a normal part of our day-to-day business. From the high pressures associated with natural gas to tank levels for the refined products, these types of hazards are not normally identifiable through the typical Job Hazard Analysis. This is where international standards such as the new CAN/CSA-C22.2 No. 61511-1:17 (IEC 61511-1:2016, MOD) or IEC 62061 provide guidance on specification, design, implementation and operation of safety systems.</p> <p>Automated safety will be taking on a larger role in Alberta as of Feb 1, 2019 with the adoption of IEC 61511 as part of the 2018 Canadian Electrical Code. All new installations will be required to meet this functional safety standard which mandates identification and management of process related risks and automated safety systems where applicable.</p> <p>This presentation will go beyond the typical workplace hazard handling process and discuss how automation can protect your workforce from hazards that are not easily identifiable through the Job Hazard Analysis while improving your bottom line through production and quality.</p>	<p>Mr. Sam Kozma brings 30 years of experience in process control, automation, safety instrumentation systems design and project execution. He has been the lead on many key projects over the years with focused work on BMS replacements, HIPPS design and SIS for processes and facilities. Sam has experience with variable fuel gas composition feeds to fired heaters and was instrumental in working on a High Demand Mode HIPPS in the Middle East. Sam's resume also notably includes Director of Canadian Operations for Exida. Sam brings with him a diploma in Electrical Engineering Technology from S.A.I.T and he is also a Certified Functional Safety Expert. He feels it's important to give back to the industry and as such Sam is a member of several industry committees including a CSA committee dedicated to functional safety involving electronics (current member and former chair of C22.2 No. 0.8). Sam has instructed several courses on Functional Safety that have lead many to achieving their CFSE/P status. Sam was also featured in the cover story of the September 2018 issue of Control magazine titled "The Argument for Proactive Process Safety."</p>
	4:45 – 6:30	<b>THE SOCIAL EVENT</b>		



**FRIDAY Feb. 22, 2019**

Session	Time	Speaker Name(s) and Session Title	Session Description	Speaker Biography
201	8:30 – 9:45	<b>DAVE FENNELL</b> Beyond Swiss Cheese and Equilateral Triangles – Critical Safety Thinking  <b>BLOCKBUSTER*</b>	It is 2019 and it is time for safety professionals and safety influencers to do some critical thinking on safety. For decades there have been some safety principles and models that we have used as touchstones for how we approach safety. They have served us well and allowed us to communicate safety principles, build safety management systems and help employers make their sites safer. It is, however, time for us to really think deeply and critically on how we apply, use and teach some of the traditional safety models that have guided our approaches in the past. This presentation will focus specifically on the Incident Triangle and the Multiple Causation (Swiss Cheese) Models. We will explore how can we use these models to help us understand what LEADING safety looks like and what these models should look like in 2019 and Beyond. This presentation will get us ‘thinking’ and not just blindly ‘doing’. The focus will be on using the triangle as an assessment of safety culture and how to use it in assessing potential severity so that we focus on high priority issues. We will explore how to use the Safety Filters (the upgrade to the Swiss Cheese model) to ensure a balanced approach to safety. The main take away from this presentation is to create questioning minds and critical thinking for safety professionals, safety officers and management.	Dave Fennell is retired from his roles as Senior Safety Advisor for Imperial Oil and Senior Technical Professional for Safety for ExxonMobil. He has a BSc. from McMaster University in Environmental Sciences, a diploma in Civil Engineering Technology and is a Canadian Registered Safety Professional (CRSP). Dave has developed approaches to safety management that have produced results, are widely recognized and have been featured in safety management videos that have been used by companies around the world. He is a regular guest lecturer at the University of Alberta on Behaviour Based Safety and on Human Factors in Engineering and Safety. He has presented at conferences and safety forums across North America with rave reviews, inspiring safety professionals, management and workers to create positive change. His latest research projects include the development of standards and materials to prevent steam and hot water burns and work within ExxonMobil on strategies for reducing Risk Tolerance. The video and materials on Risk Tolerance are used around the world and have been translated into 9 languages. Dave was named the Canadian Safety Professional of the Year by the Canadian Society of Safety Engineering in 2013. Dave says he gets his most creative ideas while snowshoeing and paddling his kayak.
	9:45 – 10:30	<b>BREAK</b>		
202	10:30 – 11:30	<b>JODY YOUNG</b> OHS Legislation	Alberta’s Occupational Health and Safety (OHS) Legislation changed significantly on June 1, 2018. These changes brought Alberta’s legislative framework into the mainstream and reflects modern workplaces and ensures workers have the same rights and protection as other Canadian workers. Ms. Jody Young will provide: an overview of these important legislative changes; an update on Alberta Labour’s enforcement efforts; and describe how the work of OHS officers has changed to reflect the new legislation. The session will include an overview of the OHS System priorities and the efforts to harmonize the actions of Alberta’s Health and Safety Associations to achieve these shared objectives. The session will also include an update on the review and the renewal of the Certificate of Recognition (COR) program.	Jody Young is a health, safety and environmental specialist with over 20 years of experience in public and private sectors in Canada and internationally. She worked at the Ontario Ministry of Labour within the Occupational Health and Safety and Employment Standards Programs for almost 20 years. Most recently Jody joined the Ministry of Labour in the Government of Alberta as the Assistant Deputy Minister of the Safe, Fair and Healthy Workplaces Division. Jody possesses an Honours Bachelor of Science degree from the University of Toronto, an Advanced Executive Certificate from Queens University and is a Canadian Registered Safety Professional (CRSP).
203	10:30 – 11:30	<b>RYAN CAMPBELL</b> Behaviour-Based Safety Needs an Update	Behaviour-based safety systems try to unearth root causes to incidents; they shovel away overburden to get the good stuff, the rich ore of causes and learnings that will lead to zero incidents. We need to dig deeper. Behaviour is the observable result of decisions and decision science can help make organizations safer. The objective of this presentation is to present relevant findings in decision science to help attendees nudge their organizations to	Ryan Campbell, B.Sc., CIH, CRSP - Ryan is the President and Senior Industrial Hygienist of WhiteSwan Safety Inc., an organization specializing in helping organizations with their health and safety and industrial hygiene requirements. A Canadian Registered Safety Professional (CRSP), Certified Industrial Hygienist (CIH), with a Bachelor of Science and Certificate in Occupational Health and Safety, Ryan has over ten years of experience in helping organizations build their

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			<p>safer performance. Research into loss aversion, availability bias, and other cognitive heuristics are all hardwired ruts in our decision making that have been distilled into ideas for improving how we think about safety, and how we manage and control risk in our organizations. The work of Kahneman and Tversky on loss aversion, uncertainty involving risk, and our built-in biases should have led to the abandonment of the idea of humans as rational thinkers. Among their findings is the theory of two system thinking which evolved from our pre-industrial history because of the need for fast decisions to stay alive. System 1 is gut thinking; fast, intuitive, low energy and subject to bias and cognitive shortcuts. System 2 is a slower, deliberative, high energy process. We make most of our decisions using System 1, and improperly assess risk as a result. The Nobel winning research of Richard Thaler gives us a way to nudge workers to safer decisions. Thaler shows that an understanding of the mental shortcuts we are susceptible to allows us to influence worker decisions by using the known bias of System 1 to influence workers to making safer choices. Nudging, availability bias, loss aversion, and probability weighting are new concepts to health and safety that attendees will be introduced to.</p>	<p>safety management system and conduct industrial hygiene projects. Early in his career, Ryan began to research behaviour-based safety and became convinced that it didn't go far enough to eliminate injuries and incidents, particularly because it didn't address the factors influencing worker decisions. Since 2014, Ryan has been invited to present at industry conferences, safety forums, and for private organizations on his research into decision theory and implications for health and safety.</p>		
204	10:30 – 11:30	<p><b>DR. FARRELL CAHILL</b> Chronic Occupational &amp; Non-Occupational Disease: Mitigation Through Comprehensive Health &amp; Wellness Program Development</p>	<p>The consequences of poor physical health and wellness for those working at physically demanding jobs can be costly both in human and economic terms. This is especially true with the rapidly increasing prevalence of non-occupational diseases. These diseases are often confused with occupational diseases. A significant number of industries are not able to properly identify which physical/mental conditions are due to the occupations themselves. Non-occupational diseases are currently not being mitigated by many existing health and safety programs. Improving both the physical and mental health standards/education in the workplace will positively affect the work wellness culture. Not only does it mitigate risk of illness/injury and associated costs to employees of national and multi-national organizations, but also positively affects the wellness culture of their community as a whole. Employers are often unaware but they have the best opportunity to make a significant impact on actionable public health policy.</p> <p>The data presented by Dr. Farrell Cahill has been collected over 17+ years of work in the field of obesity and chronic diseases. The data is academically validated and exemplifies best practices that can be implemented within an organization of any industry. Dr. Cahill will present findings from his general population and national organization-based research along with how to develop health risk prevention programming to produce measurable shifts in both occupational and non-occupational diseases. He will also detail how this can significantly reduce incidents/injury rates in the workplace and at home. This presentation will include the details of Dr. Cahill's newly funded research program that will work directly with a number</p>	<p>Dr. Farrell Cahill holds a bachelor's degree in kinesiology from Memorial University of Newfoundland (MUN) and a Master of Science in Kinesiology focusing on applied thermoregulatory and exercise physiology from the University of Manitoba. He also holds a PhD from the Faculty of Medicine at MUN where he studied the physiology, endocrinology and genetics of obesity diabetes in the general population. He currently teaches in the Faculty of Human Kinetics &amp; Recreation at MUN. Dr. Farrell Cahill is a recognized leader in Canada for obesity, exercise physiology, thermoregulatory physiology, diabetes, stretching on human performance, and endocrinology. His academic research focuses on the physiology/endocrinology of occupational and non-occupational chronic diseases and the development of realistic and sustainable solutions for work environments. Dr. Cahill is currently working with a number of multi-national organizations to develop academically supported and defensible Physical Employment Standards (PES) and Bona Fide Occupational Requirements (BFORs) to reduce obesity and obesity-related health conditions for workers in isolated/remote environments. Dr. Cahill is the first to develop a BFOR for the offshore oil and gas industry. Currently Farrell is the Director of Research for Horizon Occupational Health Solution a member of the Medisys Health Group, and has extensive knowledge to be a subject matter expert on the following topics:</p> <table border="1" data-bbox="1360 1490 2032 1526"> <tr> <td data-bbox="1360 1490 1696 1526">Bona Fide Job Requirements</td> <td data-bbox="1705 1490 2032 1526">Marijuana in the Workplace</td> </tr> </table>	Bona Fide Job Requirements	Marijuana in the Workplace
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			of large multi-national organizations to develop and implement the most comprehensive health and wellness initiatives.	Marijuana in the Workplace	Occupational and Non-Occupational Chronic Disease Management
	11:30 – 1:00	<b>LUNCH &amp; VIEWING THE SAFETY HALL</b>			
<b>205</b>	1:00 – 2:00	<b>DIANE RADNOFF</b> Developing Guidelines for Occupational Exposure to Wood Smoke	On May 1, 2016, a wildfire began southwest of Fort McMurray (FMM), Alberta, Canada. On May 3, it swept through the community, forcing the largest wildfire evacuation in Alberta's history. The fire spread across approximately 590,000 hectares (1,500,000 acres) before it was declared under control on July 5, 2016. At the peak of the fire the Air Quality Health Index (AQHI), a tool used by Alberta Environment and Parks to relate the level of air pollution to public health, registered a high of 100 on a 10-point scale. During and following the FMM fire event, air monitoring was conducted in the region and the AQHI was updated on a regular basis. Concern was raised about the use of the environmental data and the AQHI for protection of workers. Since the metrics used to collect the AQHI are not the same as those for occupational measurements, no direct comparison was possible. This presentation will focus on air quality data sets collected during the fire event to help inform the development of occupational guidelines for employers for worker exposure to woodsmoke.	Diane Radnoff is a Chemical Engineer and Industrial Hygienist. She obtained her Bachelor of Science in Chemical Engineering from Queen's University in Kingston, Ontario and her Masters of Engineering in Industrial Hygiene from the University of Toronto. Ms. Radnoff has had extensive experience in both the environmental and occupational health and safety fields. Her first position was with Environment Canada, developing and testing innovative environmental remediation technology for spill clean-up. She worked for over 15 years in the consulting field, specializing in assessment of environmental and health and safety issues and the development and implementation of environmental remediation at industrial, residential, commercial and First Nation sites. Ms. Radnoff has been with the Alberta government since 1999. She is responsible for technical support to the department and external stakeholders regarding industrial hygiene issues. She also develops policy and interpretations related to the Alberta legislation.	
<b>206</b>	1:00 – 2:00	<b>ERIK SHERMAN</b> The Future of Transportation Safety Professionals in Alberta	The Future of Transportation Safety Professionals in Alberta - safety in transportation is an all-encompassing task. Between the needs of safety, operations, training and compliance, there is no shortage of interests at play. The Alberta Motor Transport Association, an industry funded and supported not-for-profit organization, has implemented a training and recognition process for Safety Professionals in the field of commercial transportation. It aims to improve the knowledge and skills utilized by Safety Professionals every day. From small operators to the multi-national fleets, this certification prepares you for a career and communicates your value to employers and industry. Attendees will learn about the Certified Transportation Safety Professional program, its industry and regulatory commitment, and why this credential changes everything.	Erik Sherman's career in occupational health and safety spans the better part of 15 years. In this time, he has completed a formal OH&S education with the University of Alberta, obtained an advanced level of training and experience in motor vehicle/ workplace incident investigation, and an expert level of knowledge in carrier compliance in Canada and the US. Erik is currently the Director of Injury Reduction and Training for the Alberta Motor Transport Association (AMTA), based out of Edmonton, AB. Erik leads the AMTA's industry safety and training initiatives in service of more than 14,500 carriers across the province. Prior to coming to the AMTA, Erik was a consultant working within transportation focused businesses ranging from Carriers to technology companies seeking to improve safety and compliance on North American roadways. Erik brings a strong desire to influence constant improvement in the road transportation sector.	
<b>207</b>	1:00 – 2:00	<b>BILL BORGER</b> <b>HASSAN HUSSEIN</b> <b>AMANDA SILLIKER</b> Thompson Reuters - Canada's Safest Employers Panel Discussion	What does it take to be one of Canada's Safest Employers? Now in its eighth year, Canada's Safest Employers award, presented by Canadian Occupational Safety, recognizes the top companies in the country with outstanding health and safety practices. This session will feature Borger Group of Companies, who is a past winner of the most prestigious award available: Canada's Best Health + Safety Culture. The CEO and safety manager of Borger will share their safety tips and tricks with	Bill Borger is a Chartered Accountant and the President and CEO of the of the Borger Group of Companies – a 99 year old family owned, 4th generation conglomerate involved in the construction and transportation sectors. With greater than 350 team members in an inherently risky industry, the Borger Group continually builds on its safety culture through the support of external recognition programs such as Canada's Safest Employers award, with 2018 marking the sixth consecutive year	



Session	Time	Speaker Name(s) and Session Title	Session Description	Speaker Biography
			<p>conference attendees. Participants will take home some practical solutions they can use in their own workplace. A Q&amp;A session allows attendees to ask specific questions of the winners. Moderated by COS editor, Amanda Silliker.</p>	<p>that Borger has won this award. In 2018 and 2017, Borger Group also won Gold for the top award under the safest employers umbrella: Canada's Best Health &amp; Safety Culture. Additionally, Borger Group has been one of Canada's Best Managed Companies for 6 consecutive years and currently holds a Gold standing.</p> <p>Hassan Hussein is the Safety Manager and leader of the safety division at Borger Group of Companies. In his 25 years with the company, with the past 14 years working directly in the field of safety, Hassan has contributed to daily operations, overseen projects as a Superintendent, and promoted, developed, and shaped safety programs and best practices that have contributed greatly to the Borger Group's award winning safety culture.</p> <p>Amanda Silliker is the editor of Canadian Occupational Safety magazine, published by Thomson Reuters. She has held the role for 5 years and previously worked as an editor with Canadian HR Reporter. Amanda is the project manager for Canada's Safest Employers Awards and for the magazine's Safety Leader of the Year award. She travels across Canada hosting sessions like this where award winners can share their expertise and help other companies strive to be the safest in Canada. Amanda has a Bachelor of Journalism, Highest Honours, from Carleton University in Ottawa.</p>
	2:00 – 2:10	<b>BREAK</b>		
<b>208</b>	2:10 – 3:40	<p><b>DEBRA DEWAAL</b> Leadership &amp; Resiliency – Role Modelling with Mastery</p> <p><b>CLOSING*</b></p>	<p>Do the people around you see you as a pillar of strength and a role model to be respected? Come and explore what it takes to model and inspire success in others. In this dynamic session Debra deWaal, a former Calgary Police Officer, will motivate you to be the leader you want others to see, and show you how to lessen stress and increase your resiliency.</p> <p>This presentation will give you what you need to achieve mastery both in your personal and professional life. Come get equipped to take on your next challenge or your next conflict with confidence and renewed energy.</p>	<p>Debra deWaal is a former Calgary Police Officer and is now the owner of Safe &amp; Sound Safety Training &amp; Consulting Ltd. Debra's 10 year career with CPS included 3 years undercover work in auto theft, stolen property and vice. Debra also spent numerous years working on the street as a uniformed officer. Since leaving CPS, in addition to Safe &amp; Sound, Debra has owned and operated a Manufacturing Plant and a Leasing company.</p> <p>Debra is a professional member of Canadian Association of Professional Speakers and has been developing and facilitating Mental Toughness, Personal Safety and Conflict Management Training to Canadian citizens since 1995.</p>