



HEALTH & SAFETY

Conference Society of Alberta

18th ANNUAL ALBERTA HEALTH & SAFETY CONFERENCE PROGRAM

THURSDAY Feb. 6, 2020

Session	Time	Speaker Name(s) and Session Title	Session Description	Speaker Biography
	9:00 – 9:15	OPENING CEREMONIES		
101	9:15 – 10:15	BOB STENHOUSE A Hitman's Guide to Psychological Safety OPENING KEYNOTE*	A Hitman's Guide to Psychological Safety - With the inclusion of psychological safety as a hazard in the Occupational Health and Safety Act (Harassment and Violence) the safety game has changed for organizations, safety professionals, employees and employers alike. Bob Stenhouse has successfully taught and presented on the topic of psychological violence and psychological safety to hundreds of professionals across Alberta in a variety of industries. The response and feedback has been overwhelmingly positive. A Hitman's Guide? What the....? - Bob is quite certain that he is the only person in the room who has been a paid hitman. Not to worry, he didn't follow through. In fact those who paid him got arrested. You see in Bob's former career he was a nationally recognized and decorated undercover operative in the RCMP. His colorful career and stories have both formed and informed him into who he is today. That is a passionate advocate and promoter of psychological safety in the workplace. Highlighting the values and risks, the attendee will be inspired to become a courageous agent of change in the field of psychological safety. Bob will share his story of high performance, undercover homicide infiltrations, special forces commando work, and organized crime investigator roles. He will also share his story of burnout, post-traumatic stress and the role that psychological violence, harassment, moral injury, and institutional betrayal played in his life changing journey as a police whistleblower and resilient survivor and thriver. This presentation will focus on harassment awareness and prevention, psycho-social risk factors, and more.	Bob Stenhouse spent twenty years in the RCMP specializing in organized crime, homicide undercover and major crime investigations. During a time of intense stress and burnout, Bob exposed police ineffectiveness on biker gang strategies as a whistle-blower his subsequent internal case made national news with a Maclean's magazine cover story and three Fifth Estate documentaries. It also made case law at the Federal Court of Canada as his termination from the RCMP was overturned at appeal. Bob utilized this experience to continue his professional development and became a successful consultant in workplace investigations, specializing in harassment and bullying. He went on to become an Executive Director with Alberta Health Services, the largest employer in Alberta, envisioning, building and leading a Corporate Investigations Unit with responsibility to conduct, oversee and provide risk management oversight on investigations with the highest complexity and risk. Leading and case managing complex cases of physical, sexual and psychological violence in the workplace for over ten years, has provided Bob with a very unique skill set and expertise to speak with passion and conviction on this topic. Bob holds a Masters degree in the humanities, is a certified Psychological Health and Safety Advisor, Certified Emotional Intelligence assessor and facilitator, Certified Road to Mental Readiness instructor and has two executive leadership certificates in change management and executive development.
	10:15 – 11:00	BREAK & SAFETY HALL OPENS		
102	11:00 – 12:00	JODY YOUNG Alberta Labour and Immigration	How does a Credible, Consistent, and Competent approach support the government's commitment to get Albertans Back to Work? Ms. Jody Young will provide an overview of how the provincial regulator for occupational health and safety is using innovation and flexibility to meet the needs of Alberta's workplaces.	Jody Young is a health, safety and environmental specialist with over 25 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 more than 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

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				Advanced Executive Certificate from Queens University and is a Canadian Registered Safety Professional (CRSP).
103	11:00 – 12:00	KIM BECHTEL Growth of Work Place Mobile Apps: Impacts on Work Place Safety	<p>Dewalt and Caterpillar have developed hardened smartphones for use in operations/construction environments. Why? Because mobile apps designed specifically for use in the work place are the next big thing in communications and technology in the work place. Smartphone use in the work place has gone from 'leave your phone at home' policies to 'key, irreplaceable tool' in less than five years. What are the impacts this shift will have on your work place safety.</p> <p>Ease of use and effectiveness - Examples of commonly used mobile apps for the work place include: mileage usage, project milestones, safety reporting, GPS location, lone worker status and process flow diagrams. All of these applications have demonstrated increased levels of reporting, tracking of data, ease of use and effectiveness.</p> <p>Worker Distraction - How does smartphone use in the work place impact worker attention and focus?</p> <p>Integration between Prime and Sub Contractors - How can Prime and sub-contractors share data appropriately?</p> <p>Regulatory/Standards - Some work places require shielded devices, some ban smartphones. What are the regulatory/standards issues?</p>	<p>Kim Bechtel is CEO/Founder of Post Safety Inc., a mobile app for reporting work place safety issues and communicating safety policies and training with workers. Kim has been a CEO of companies with hundreds of workers and multi-million dollar budgets. He has presented leadership/safety culture workshops to leadership teams at Suncor, Encana, Shell, and AECOM and other significant companies. Kim has led safety teams in large, unionized and non-unionized work places. Kim has spoken at conferences on work place culture, leadership and innovation across Canada, the US and the UK. He has led successful, work place culture and innovation transitions in both the private and public sectors.</p> <p>Kim has been COO of Goodwill Industries of Alberta, Director of Corporate Services for Emerson Process Management (Canada), Director of Labour Relations and Training for the Workers Compensation Board of Alberta and Director of Labour Relations for the Alberta Department of Family and Social Services. Kim has had a successful career as a leadership consultant and has contributed to global talent innovation initiatives at Emerson Process Management.</p>
104	11:00 – 12:00	ERIK SHERMAN & ANDREW BARNES Safety in Transportation	<p>Safety in Transportation - The transportation industry was handed an enormous challenge in April of 2018 as two vehicles collided near Armley, Saskatchewan. This high profile collision placed Alberta's carriers and drivers in the limelight for all the wrong reasons and provided the impetus for a number of changes including the introduction of Mandatory Entry Level Training for Class 1 and 2 drivers. All of this happened alongside amendments to the WCB and OHS Acts. So where is the industry now? What changed, how was the industry affected, and what is still changing today? This presentation, provided by the Alberta Motor Transport Association will provide a broad overview, critical updates, and a QA with the associations Directors.</p>	<p>Erik Sherman, Director of Injury Reduction and Training with the Alberta Motor Transport Association, Erik Sherman leads the organization's Funded Safety Association programs, serving more than 14,500 commercial carriers throughout the province. With a scope that includes everything from the AMTA's education programs to the associations role as a Certifying Partner, Erik continuously has his finger on the pulse of safety in industry.</p> <p>Erik's Occupational Health and Safety career took root within the Oil and Gas Transportation sector in 2004. In the years to follow, Erik completed a formal education in OHS at the University of Alberta and has played a leading role in the development of the Certified Transportation Safety Professional (CTSP).</p> <p>Whether advising tech companies, carriers, government or individuals and mentoring his team, Erik has continuously worked to service the transportation industry and build its profile and professionalism at all levels, while simultaneously enhancing safety at every turn.</p> <p>Over the past 22 years, Andrew Barnes' career has revolved around identifying best practices to foster a culture of continuous improvement in both Transportation and Health and Safety.</p>

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				<p>Andrew's formal training expands across multiple disciplines including law enforcement, EMT, Business Administration and Management Development. Andrew's direct experience includes leadership roles in Fleet Safety Management, Global Transportation Management, Road Safety Management and Directorship of Transportation and Corporate Standards & Compliance HSE.</p> <p>As the Director of Compliance & Regulatory Affairs for the Alberta Motor Transport Association (AMTA), Andrew is a liaison between member stakeholders and Government. Andrew is responsible for the leadership and general direction of the Compliance and Regulatory Affairs Department. As the subject matter expert on regulations and concerns within the transportation industry, Andrew represents the development of compliance and regulatory policies and procedures for concerns including Mandatory Entry Level Training, Safety Fitness Certificates, Harmonized Hours of Service, Foreign Workers Programs and Regulatory Interpretations.</p>
	12:00 – 13:15	LUNCH & VIEWING THE SAFETY HALL		
105	13:15 – 14:15	GLYN JONES Turbo-Charge Your Incident Investigation and Casual Analysis Processes	<p>Turbo-charge Your Incident Investigation and Causal Analysis Processes - Current incident investigation processes are not as effective as we need them to be. It needs to go beyond just filling out forms and move towards uncovering the true causes of incidents and implementing real corrective action. Only then can we make improvements and reduce risk.</p> <p>In this practical learning session, the following concepts will be reviewed:</p> <ul style="list-style-type: none"> ▪ How to rise above the tendency to simply follow the investigation form and start critically considering conducting investigations; ▪ Discuss the basic causes of workplace incidents; ▪ Consider the barriers of hazard analysis and incident causation; ▪ Establish the connection between incident investigation and risk reduction; ▪ Review the critical phases of incident investigation in the correct order; ▪ How to gather evidence including site examination, witness interviewing, and documentation review; ▪ Examine reasons why few people do causal analysis as a part of their incident investigation process; and ▪ Review the latest, most comprehensive body of knowledge on incident causation and causal analysis. 	<p>Glyn Jones is a Partner in the firm EHS Partnerships Ltd. He has been teaching and doing incident investigations for over 30 years. He has been retained as an expert to complete critical incident investigations and provide written and documented support to the lawyers representing employers being prosecuted for OHS offenses.</p> <p>Glyn is a chemical engineer by training and holds a Master's degree specializing in occupational health and safety. He holds numerous professional certifications and is a CIH and CRSP. Glyn is an instructor for OHS at the University of New Brunswick, a regular conference speaker, and a contributor to the Canadian Occupational Safety magazine. He is also an active member of the Canadian Society of Safety Engineering, acting as secretary for the Board of Directors and lead for the Leadership / Mentoring Committee for the Calgary Chapter.</p> <p>He can be reached at gjones@ehsp.ca. Follow him on Twitter at: glynjones_ehsp.</p>

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106	13:15 – 14:15	DAVE SHANAHAN & JAKE THIESSEN Management of Work in Extreme Conditions (CSA Z1010)	Management of Work in Extreme Conditions (CSA Z1010) - With climate change and the high demand for natural resources, Canada's north and other remote locations are opening up to unprecedented opportunities for exploration, construction, and new business. Temporary work sites are being installed in areas with very little infrastructure. All of these create challenges for ensuring worker health and safety under potentially harsh weather conditions and over difficult terrain. Based on the principles of CSA's Z45001 OHS Management Standard, CSA Z1010 tackles the difficult issues of planning for work to be performed under such conditions. It even addresses contingency planning for threats of extreme conditions such as hurricanes, tornadoes, blizzards, and floods. Learn from the experts who developed this Standard – what elements your organization should be considering and how to make health and safety a priority in your plans for extreme-condition work. You will also learn about the great resource materials and references to free on-line resources contained in the Annex of CSA Z1010.	<p>Dave Shanahan, B. Sc. Degree from the University of Toronto (Chemistry). Health & Safety Engineering Technology graduate at Humber College. Graduate training in occupational health and safety with McMaster University.</p> <p>Mr. Shanahan has been a Health and Safety Manager for 20 years with various industrial, mining, chemical, and forestry companies. During those years, he participated in a number of standards development committees and became familiar with the value of quality OHS standards.</p> <p>He joined Canadian Standards Association 21 years ago to lead the process of making CSA's OHS standards more applicable to the workplace and useful to workers, safety committees, and OHS professionals.</p> <p>As a Project Manager for Worker and Public Safety Standards, he facilitates 14 Technical Committees developing many of CSA's more than 150 occupational health and safety standards and guidelines.</p> <p>Jake Thiessen is an experienced Health And Safety Manager with a demonstrated history of working in the flat deck trailer and farm equipment manufacturing industries. Worked as a Health and Safety Manager for the past 8 years. Skilled in Conflict Resolution, Safety Management Systems, Environmental Awareness, Employee Training, and Hazard Analysis. Strong operations professional with a Applied Certificate in Health, Safety, and Environmental Processes from University of Fredericton.</p>
107	13:15 – 14:15	SHANA WOLCH & JUSTIN TURC Safety Due Diligence	This presentation will: <ul style="list-style-type: none"> ▪ Provide a background of the general OHS legislative regime; ▪ Identify the consequences of non-compliance with ohs laws; ▪ Identify general OHS obligations of employers and supervisors; ▪ Provide examples of cases where employers and supervisors have been held liable for non-compliance with OHS laws; and ▪ Provide a refresher on what is required to prove due diligence and best practices. 	<p>Shana Wolch is a partner in our Labour and Employment Group in Calgary and participates in our National Pensions, Benefits and Executive Compensation Group. She assists clients with their day-to-day human resources matters and her specific areas of practice include occupational health and safety (creation and implementation of policies through to investigations and reports, defence of claims and charges); alcohol and drug policies, administration and compliance; cannabis legalization from medicinal to recreational (from assisting with start up companies to managing personnel and fitness for duty).</p> <p>Shana assists clients in various industries including oil and gas, energy, utilities, transportation, retail, manufacturing, hospitality, educational and financial services.</p> <p>Justin Turc is an associate in our Labour and Employment Group in Calgary. The vast majority of his practice concerns management-side issues.</p>

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				<p>Justin advises employers on a range of human resources issues, including employment contracts, workplace policies, terminations, disability management, and workplace investigations. He also assists employers with disputes, including wrongful dismissal claims.</p> <p>Justin received his JD from the University of Alberta in 2012. Shortly after, he joined the firm as an articling student and was called to the Alberta bar in 2013. He is a member of the Law Society of Alberta, the Canadian Bar Association, and the Calgary Bar Association.</p>
	14:15 – 15:00	BREAK & VIEWING THE SAFETY HALL		
108	15:00 – 16:00	DR. GEOFF SOLOWAY Mindfulness-in-Action: Core Competency for Health & Safety Culture	<p>Mindfulness-in-Action: Core Competency for Health & Safety Culture - Moving from the realm of the obscure to now what is seemingly obvious, mindfulness is becoming the go-to mental fitness approach for enhancing individuals, teams and organizations as a whole. An evidence-based approach, mindfulness can be viewed as a core competence, positively influencing a diverse range of workplace skillsets and mindsets including: communication, teamwork, safety, productivity, leadership, conflict resolution, resiliency and mental health. distractions, plus stress, anxiety, and depression.</p> <p>Learning objectives in this session include:</p> <ul style="list-style-type: none"> ▪ Business case for mindfulness in the workplace ▪ Learn the distinction between mindfulness and mindlessness. ▪ Share case study working with Enbridge, WestJet, and WorksafeBC ▪ Understand the scientific research underlying mindfulness training with a specific focus in the workplace and safety. ▪ Take 5 tool you can use to flip the switch from mindless to mindful ▪ Tips on a comprehensive and sustainable approach for organizational implementation from executives to the front lines 	<p>An expert in the area of mindfulness, Dr. Geoff Soloway has been innovating in the development, implementation and research of mindfulness-based solutions for the workplace over the past 15 years. He is currently Founder and Chief Training Director of MindWell U, offering bilingual online and in-person evidence-based mindfulness trainings in the workplace.</p> <p>Geoff has worked as an Instructor at University of Toronto, University of British Columbia and the University of Fraser Valley, and as a consultant in the area of mindfulness for diverse Organizations such as WestJet, Coca-Cola, Loblaw, and the Privy Council Office. Geoff completed a PhD and Master's of Education In the area of Mindfulness from the University of Toronto as well as a certificate in Organizational Coaching from the University of British Columbia.</p>
109	15:00 – 16:00	AMANDA OLING The Impact of One Decision (Impaired Driving & Marijuana Prevention in the Workplace)	<p>The Impact of One Decision (Impaired Driving & Marijuana Prevention in the workplace) - Decisions, we make them everyday from the time we wake up in the morning until we go to bed at night. But how often do we stop to consider how our decisions impact others? In 2004, Amanda was working as a police officer in Calgary. She was used to seeing the impact of others decisions, but was completely unprepared for the one decision an impaired driver would make that would affect her personally and change her life forever. On October 24, 2004, fellow police officers knocked on her door to tell her that her Dad had been</p>	<p>Amanda Oling spent 15 years working as a police officer in Alberta and is one of Canada's top speakers on impaired driving prevention, marijuana in the workplace and decision making. Her presentations are powerful, impactful and leave the audience with just one question: "what are you willing to lose?" Described as attitude changing, inspirational and life altering, Amanda's presentation focuses on the risks and consequences associated with the decisions we sometimes take for granted. Some of Amanda's achievements as a speaker include being selected as Saskatchewan's 2016 Provincial Impaired Driving Prevention</p>

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			killed by an impaired driver (19 year old construction worker) that morning while on his way to work in Alberta's oilfield. Using her personal story as an example, Amanda expertly shows how far one decision really can reach and how many lives it can impact. Included in this session is a hands on demonstration with the Fatal Vision Alcohol and Marijuana Simulation Goggles, information about current legislation and marijuana in the workplace, including the employer/employee relationship, recent court case determinations, and employer/employee rights regarding medical marijuana in the workplace.	Campaign Speaker, Manitoba Public Insurance's Friends For Life Tour Speaker and named as one of Alberta's favorite speakers. She speaks at Provincial, National and International Conferences, is the author of the book "The Impact of One Decision" (which has been translated into multiple languages and carried Internationally by major bookstores) and was featured on CTV Morning Live. She now resides near Grande Prairie, Alberta. For more information, please view her website at www.AmandaOling.com
	16:00 – 18:00	THE SOCIAL EVENT		

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201	9:00 – 10:00	KRIS PORLIER Hesitation Hurts	The role of First Aiders on scene before medical help arrives can make a critical difference in casualty outcomes. As an advanced care paramedic and a military medic, Kris Porlier has seen first hand the difference that minutes can make. The average response time for an ambulance within urban centers in Alberta is more than seven minutes. Initial response during that wait time can make the difference between life and death or extent of injury. In this session, Kris will focus on why some first aiders hesitate to respond in an emergency and why that is detrimental to a casualty's outcome. Practical information will be provided on the types of circumstances that require immediate interventions and how individuals can perform lifesaving skills with few supplies, the signs of an emergency and what a lay person can do to help increase chances for survival. In this session, participants will learn how to control severe bleeding, manage airway emergencies, and recognize sudden cardiac arrest. This session is not for the faint of heart, nor the passerby. If you thought you were fully prepared to respond to a first aid emergency at work, at home and at play, think again!	Kris Porlier is the Manager of Training for St. John Ambulance, Alberta Council. He is an Advanced Care Paramedic, Military Medic, Tissue Specialist, and Child and Youth Care Worker. Kris has practiced prehospital medicine everywhere from the battlefield to the streets of major urban centers from north of sixty to twenty thousand feet. Kris takes a no nonsense approach to life and training. In his leisure time he enjoys trapping, working out, and spending time with his two young boys and wife, Rosa.
202	9:00 – 10:00	JASON KUMAGAI Waking-Up to Fatigue in the Workplace	Since his first co-op work term in 1991 when he looked at the impact of shiftwork on postal workers, Jason has helped several companies in their efforts to manage the risks related to fatigue. This session will use case studies to describe the application of various tools and techniques that have been used to determine if fatigue is an issue and develop strategies to address the associated risks. Examples will span several different sectors including oil and gas, rail, aviation, mining, healthcare and commercial transportation. This session will arm you with both tactical and strategic mechanisms for successful fatigue risk management.	Jason Kumagai is the Principal Consultant at OPTIMAL FiT Inc. based in Calgary Alberta. He brings over 20 years of experience in Human Factors / Ergonomics across many industry sectors, including oil & gas, defense, rail, road transportation and healthcare. Jason specializes in Fatigue Risk Management and Human Factors Program Development. Jason has worked with companies to develop and implement Fatigue Risk Management Systems and has assisted with the development of Industry Fatigue Risk Management Guidelines. Jason was President of the Canadian College for the Certification of Professional Ergonomists and President of the Prairie and Northern Region of the Association of Canadian Ergonomists. Jason was recently a panelist of the National Safety Council Blue Ribbon Panel addressing fatigue in the United States. Jason recently completed a literature review and environmental scan of workplace fatigue for the Canadian Standards Association Group.
203	9:00 – 10:00	WAQAR MUGHAL & KEN PAGE Using Data to Inform OHS Strategy	Using Data to Inform OHS Strategy - OHS data has been collected by employers in Canada for at least as long as there has been OHS legislation. We began with pen and paper, files and folders, filing cabinets and file boxes. With the advancing use of computers in the 80s, 90s, and up to today, there are more and more organizations moving toward completely digital information. This advancement has been mostly in how we capture, store and recall our OHS information. Some employers have begun to	Waqar Mughal is an experienced health and safety leader with 20 years in OH&S Program Design, Delivery, and Management; Ergonomics/Human Factors, and Data Management, Analysis, Evaluation and Reporting. He has expertise in integrating organizational data sets to identify priorities for management. He has extensive program evaluation and performance measurement background.

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			<p>process and present these data in meaningful ways, including tables, charts, graphs and plots.</p> <p>They understand where they've come from, their current picture, how their data has changed over time. There are few organizations that are taking their data to the next level, conducting analyses of data sets looking for patterns and relationships amongst the data points. The rarest organizations, however, are the ones that perform the comprehensive evaluations. We will expand on this list with examples. This presentation will provide the participant with the possibilities that lie within their OHS data. It will cover the foundational practices of using data, and how we can advance these practices within OHS programs. We will discuss types of data, measurement and reporting, analysis and evaluation, and systems and strategic planning, using an evaluation framework to drive it all and ultimately using it to inform OHS strategy.</p>	<p>Ken Page is a CRSP and CHSC who has been practicing in the OHS world for over 25 years. He has a degree in Economics and a Diploma in Occupational Sciences. His background includes ergonomics, management systems, systems auditing, facility design and OHS/business integration.</p>
	10:00 – 10:30	BREAK & VIEWING THE SAFETY HALL		
204	10:30 – 11:30	<p>DR. FARRELL CAHILL Occupational Health for Safety: Injury Mitigation Through New Innovative Approaches to Health and Wellness Promotion</p> <p>BLOCKBUSTER*</p>	<p>Occupational Health for Safety: Injury Mitigation Through New Innovative Approaches to Health and Wellness Promotion - Dr. Farrell Cahill has been investigating the development, prevention and treatment of chronic diseases and injuries for over 19 years and has recently discovered a new innovative approach to significantly reduce both occupational injuries and chronic diseases. Dr. Cahill is excited for the Alberta H&S Conference to be the stage where he will present his ground-breaking findings for the very first time. He will also be making his findings and actionable items exclusively available to those who attend this talk through a whitepaper.</p> <p>Traditionally, third party occupational health and safety service providers have attempted to standardize a health and wellness approach with the hopes of evoking a meaningful impact on the health and safety of its employees. However, Dr. Cahill has discovered that not only are these programs fundamentally flawed in their approach, but that are not utilizing the correct Key Performance Indicators (KPIs) to reduce workplace health. These approaches have resulted in a reduction in the confidence in health and wellness services across the country and this situation must be addressed. The question is not whether health and wellness is critical to employee health, but rather if the prevention, treatment and support services are compatible with the occupation to make a meaningful and sustainable impact. Specifically, Dr. Cahill will share the critical need to take a two-pronged approach where by the implementation of preventative measures must be supported by new and innovative critical actions within the workplace. Overall, if an employer expects to reduce injury in the work place in a meaningful way the</p>	<p>Dr. Farrell Cahill, PhD is a recognized leader in the fields of human physiology, ergonomics and occupational health and safety in Canada. Dr. Cahill holds a bachelor's degree in Kinesiology from Memorial University of Newfoundland 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 Memorial University where he studied the physiology, endocrinology and genetics of chronic diseases in the general population. He is also known for this research in obesity, exercise physiology, diabetes, endocrinology and stretching on human performance. Along with 19 years of research experience, he has published 28 manuscripts in peer-reviewed journals and 50 abstracts at national and/or international conferences. Dr. Cahill is currently the Research Lead for Horizon Occupational Health Solutions and the Medisys Health Group.</p> <p>Dr. Cahill's academic research primary focuses on the physiology, endocrinology and ergonomics of occupational and non-occupational chronic diseases/conditions along with the development of realistic and sustainable solutions. He is also working with a number of multi-national organizations to develop academically supported and defensible Physical Employment Standards and Bona Fide Occupational Requirements to help mitigate musculoskeletal injuries and improve the work performance of high-risk occupations. Currently, Dr Cahill is also</p>

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			implementation of interventions must be practical. The consequences of employing physically unfit individuals for a physically demanding job in safety sensitive environments can be costly, both in human and economic terms. Consequently, Dr. Cahill feels his new approach will help to create a practical and sustainable means of increasing employee Health for Occupational Safety.	working with a number of organizations to redefine occupational health, wellness and safety services through an occupational specific approach.
	11:30 – 11:45	AWARDS PRESENTATION		
	11:45 – 13:00	LUNCH & VIEWING THE SAFETY HALL		
205	13:00 – 14:00	PAUL GARDINER Substance Use and the Safety-Sensitive Workplace	<p>Substance Use and the Safety-Sensitive workplace - Registered Psychotherapist and Substance Abuse Professional Paul Gardiner will walk through best practices with regard to mitigating high-risk substance use in the workplace.</p> <p>This one hour presentation gives practical information for managers and HR professionals who are concerned about substance use and the impact on safe operations. This information will be complemented with practical, real-life examples based on the speaker's twelve years of experience in addiction treatment and organizational wellness. It is agreed that this presentation will contain no direct or indirect "sales" messaging.</p> <p>The topics covered in this presentation include:</p> <ul style="list-style-type: none"> ▪ An overview of addiction and substance use disorders ▪ Discussion of current treatment approaches ▪ Accommodating an employee with a substance use disorder (according to guidance from Canadian Human Rights Commission) ▪ Identifying those that may be struggling and initiating a productive conversation ▪ Importance of Alcohol and Drug Policy for organizations ▪ Importance of EFAP and SAP programs to assist workers ▪ Impact of marijuana legalization 	<p>Paul Gardiner is a Registered Psychotherapist practicing in Toronto. He has his Masters Degree in Counselling Psychology from Adler University in Chicago. He has provided psychotherapy and clinical management services for the past 12 years, and worked in hospital inpatient addiction programs, outpatient programs, psychology offices, and national EAP companies.</p> <p>For the last several years Paul has been focused on Organizational Wellness issues, including clinical efforts to address high-risk substance use in the workplace. As an assessor Paul has provided hundreds of addiction and SAP assessments, many of these in Fort McMurray when he lived in the Oil Sands during 2013. Currently Paul is the founder and principal at Essential Organizational Services INC, which coordinates EAP and SAP services nationally.</p>
206	13:00 – 14:00	ERIN MCFADDEN Re-Employing Injured Workers	Educating employers to keep their injured workers remain engaged at the workplace.	Erin McFadden has been with WCB for 20 years and 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. Erin's team works with employers to help them support their employees when injured on the job and manages their account performance through a focus on safety and disability management.
207	13:00 – 14:00	JASON SEELEY The Driving Triangle-Dynamics of Drivers,	The Driving Triangle-Dynamics of Drivers, Vehicles and the Environment - "The Driving Triangle" is an awareness/information presentation which speaks to the risks inherent to vehicle driving. The presentation connects the relationship between the driver, the	Jason Seeley joined Advantage Fleet Services in 2004 and his work expands across the three western provinces. He is located on Vancouver Island and has over 20 years of experience in the transportation industry as a professional driver, trainer, safety

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		Vehicles and the Environment	<p>vehicle, and the environment and how it is tied to individual due diligence, vicarious liability and bill C-45. The presentation was developed to provide a comprehensive understanding of the driver's knowledge, skills and abilities, vehicle dynamics, distractions and how the environment influences drivers.</p> <p>The highly informative session often leads to enlightening discussion with regard to current and local issues, with specific reference to recent court rulings in company litigation cases. In addition, typical myths are shattered: "I'm a good driver"; "It won't happen to me"; and "The bigger my vehicle, the safer I am".</p>	<p>assistant, and is an accomplished keynote speaker. In 2005, Jason was certified in Commercial Vehicle Collision Reconstruction and On Scene Collision Investigator Level II and was a provincially recognized Long Combination Vehicle Instructor/Examiner, as well as a certified PDIC and Forklift instructor. His hands-on experience, coupled with a Bachelor's Degree from the University of Alberta, and his Board of Directors experience as Director of Membership & Communications for the Canadian Society of Safety Engineers (CSSE)-Pacific Rim Chapter make him a valuable part of the Advantage Fleet Services Team and an excellent resource to clients across the west.</p>
	14:00 – 14:15	BREAK		
208	14:15 – 15:15	<p>KIMBERLY ALLISON The Social Media Addiction. Creating Calm Amongst The Chaos.</p> <p>CLOSING KEYNOTE*</p>	<p>The Social Media Addiction. Creating Calm Amongst The Chaos - Mental Health is a rising epidemic. 1.5 people will commit suicide EVERY DAY in Alberta. And it's on the rise. Social Media is powerful and it can create depression, and the feeling that we are not good enough. These social networks have seeped into our world and seem so innocuous. But Depression, anxiety, self harm and suicide are rising rapidly in young people particularly born after 1995. (Social Media Networks launched 2003-2007) The brain is affected by Social Media similar to drug use. It has become a serious addiction. On average people check their phones as much as 28 times a day. And look at their phones 300 times a day. This affects corporate productivity as well as culture. Becoming more conscious of the amount of time you spend scrolling through other people's online profiles could help you focus more on yourself, increase productivity and boost your self-confidence.</p> <p>Learning Objectives:</p> <ul style="list-style-type: none"> ▪ How to Identify if you, or your staff are addicted to Social Media. ▪ Best practices in managing Social Media usage and the addiction. ▪ The Social Media facade... lies, deception, and chasing popularity. ▪ The Brain. Mental health problems that have been linked back to social media Include: depression, lack of self 	<p>Kimberly Allison is a Certified Social Media Expert & Keynote Speaker. She is the Founder & Director of Marketing Rx Inc, Canada's Social Media Authority. Kimberly is Also Known As A Social Media Fire Cracker.</p> <p>Since 2011, Marketing Rx brings together experience in business, sales and marketing with Social Media to produce annual campaigns for clients that deliver specific measurable results.</p> <p>Kimberly has 24 years of experience in media (Television, Film, Radio and social media). Her team at Marketing Rx consult and manage Social Media Marketing for companies across North America.</p> <p>Kimberly's smile and energy can be spotted across a crowded room. She has become driven and passionate about Social Media & mental health over the past 3 years. She has observed that the mind can be easily influenced—positively and negatively-- by messages on Social Media.</p> <p>The Facebook facade and Instagram illusion of a perfectly photo shopped life can be depressing and can lead to feelings of self-doubt, depression and in some cases.... even suicide.</p> <p>In 2018 she had her own personal experience with her body attacking itself when she was overwhelmed with stress and anxiety. Kimberly will share her personal story with you. Why? Because she believes that in our authenticity and sharing stories like this, we feel less alone and can come together and help each other rise and succeed in life.</p> <p>Kimberly has been speaking all across Canada about Social Media & mental health. Her goal is to help people learn how to embrace loveable imperfections, know when to put the phone</p>

FRIDAY Feb. 7, 2020

Session	Time	Speaker Name(s) and Session Title	Session Description	Speaker Biography
				<p>down, and elevate us all to use social media as a tool to connect, create, and come together.</p> <p>Kimberly has been invited to speak at many corporate events across Alberta over the 10 years. Most notably Scotia Bank, The Alberta Motor Transportation Association, Carbert Waite LLP, MacEwan University, NAIT Red Deer College, Social Media Camp in Victoria BC this past April, and the Health and Safety Conference in February 2020!</p> <p>Instagram.com/MarketingRx ; www.Twitter.com/MarketingRx Facebook.com/MarketingRxCanada</p>
	15:15 – 15:30	CLOSING CEREMONIES		