



2025 HEALTH AND SAFETY CONFERENCE



Register at worksafenb.ca
Telephone 1 800 999-9775, ext. 2223
Program and details at worksafenb.ca



DETAILS

***All sessions are in English,
unless otherwise noted as French or
Simultaneous Interpretation (S.I.)**

WEDNESDAY, OCT. 8

4–8 p.m.	Registration	Levels 1 & 2
4–8 p.m.	Trade Show	Levels 1 & 2
5–8 p.m.	Conference Welcome Reception	Pointe Sainte-Anne A

THURSDAY, OCT. 9 - MORNING

7:30–10 a.m.	Registration	Level 1
7:30 a.m.–4 p.m.	Trade Show	Levels 1 & 2
7:30–8:20 a.m.	Buffet Breakfast	Pointe Sainte-Anne A–B–C–D
8:20–8:30 a.m.	Break	Pointe Sainte-Anne A–B–C–D
8:30–8:45 a.m.	Opening Remarks (S.I.)	Pointe Sainte-Anne A–B–C–D
8:45–9:15 a.m.	Threads of Life (S.I.)	Pointe Sainte-Anne A–B–C–D
9:15–9:30 a.m.	Wounded Warriors Canada (S.I.)	Pointe Sainte-Anne A–B–C–D
9:30–10:30 a.m.	Opening Plenary with Gen. Roméo Dallaire (S.I.)	Pointe Sainte-Anne A–B–C–D
10:30–10:45 a.m.	Refreshment Break	Foyer
10:45 a.m.–12:15 p.m.	Morning Breakout Sessions	Fredericton Convention Centre
12:15–1:15 p.m.	Lunch	Foyer

THURSDAY, OCT. 9 - AFTERNOON

1:15–2:45 p.m.	Part 1 ~ Afternoon Breakout Sessions	Fredericton Convention Centre
2:45–3 p.m.	Refreshment Break	Foyer
3–4 p.m.	Part 2 ~ Afternoon Breakout Sessions	Fredericton Convention Centre

FRIDAY, OCT. 10

7:30–8:20 a.m.	Buffet Breakfast	Pointe Sainte-Anne A–B–C–D
8:20–8:30 a.m.	Break	Pointe Sainte-Anne A–B–C–D
8:30–8:45 a.m.	Safety Stars Awards (S.I.)	Pointe Sainte-Anne A–B–C–D
8:45–9:30 a.m.	Keynote with Tyler Smith (S.I.)	Pointe Sainte-Anne A–B–C–D
9:30–9:45 a.m.	Refreshment Break	Foyer
9:45–10:45 a.m.	Morning Breakout Sessions	Pointe Sainte-Anne A–B–C–D
10:45–11 a.m.	Break	Foyer
11 a.m. – Noon	Closing Plenary with Dr. Laurent Duvernay-Tardif (S.I.)	Pointe Sainte-Anne A–B–C–D
Noon–12:10 p.m.	Closing Remarks (S.I.)	Pointe Sainte-Anne A–B–C–D



HIGHLIGHTS

REGISTRATION

Register for the conference and tour the trade show.

Wednesday, Oct. 8, 4–8 p.m.

Thursday, Oct. 9, 7:30–10 a.m.

TRADE SHOW

Tour the trade show Wednesday through Thursday to learn about health and safety products and wellness services and opportunities.

Wednesday, Oct. 8, 4–8 p.m.

Thursday, Oct. 9, 7:30 a.m.–4:00 p.m.

CONFERENCE WELCOME RECEPTION

Join us for an informal reception where you can network with other conference delegates. **Be there for a chance to win great door prizes!**

Wednesday, Oct. 8, 5–8 p.m.

SAFETY STAR AWARDS (S.I.)

Join colleagues and friends as we salute New Brunswickers who make workplace health and safety a priority and inspire others to do the same. The annual WorkSafeNB *Safety Star Awards* recognizes individuals and organizations that lead by commitment, action and example.

Friday, October 10, 8:30–8:45 a.m.

ACCOMMODATIONS

Book your hotel by September 8, 2025, to receive special conference rates.

Please mention WorkSafeNB when booking by phone to receive special rates.

Crowne Plaza Fredericton

– Lord Beaverbrook

659 Queen St. Fredericton NB E3B 1C3

1 866 444-1946 | Rooms starting at \$195/night

Hilton Garden Inn

620 Queen St. Fredericton NB E3B 1C2

1 800 774-1500 | Rooms starting at \$195/night

Delta Hotels by Marriott Fredericton*

225 Woodstock Rd, Fredericton NB E3B 2H8

1 888 236-2427 | Rooms starting at \$199/night

***Shuttle service to the conference will be available.**



OPENING

PLENARY (S.I.)

Thursday, Oct. 9

9:30–10:30 a.m.

LIEUTENANT-GENERAL (RET'D) ROMÉO DALLAIRE

Humanitarian, Author and Mental Health Advocate

Lt.-Gen. Roméo Dallaire will bravely share his journey through the lasting impact of PTSD following his service during the Rwandan genocide. With credibility and compassion, Dallaire breaks the silence around mental health, challenging stigma and advocating for greater understanding and support. His compelling message reminds us that mental illness touches us all—and that we must do more to ensure those suffering in silence have the opportunity not just to survive, but to thrive.



KEYNOTE

SPEAKER (S.I.)

Friday, Oct. 10

8:45–9:30 a.m.

TYLER SMITH

Humboldt Broncos Bus Crash Survivor and Mental Health Advocate

Join Tyler Smith—survivor, mental health advocate, entrepreneur, public speaker, and winner of The Amazing Race Canada Season 9—for a powerful and deeply personal session on resilience, recovery, and the power of conversation.

On April 6, 2018, Tyler survived the tragic Humboldt Broncos bus crash that claimed 16 lives and changed countless others forever. Since then, he has transformed his personal journey through trauma into a mission to support and inspire others.



CLOSING

PLENARY (S.I.)

Friday, Oct. 10

11 a.m.–Noon

DR. LAURENT DUVERNAY-TARDIF

Super Bowl Champion, Physician and Humanitarian

Don't miss this inspiring keynote with Dr. Laurent Duvernay-Tardif—Super Bowl champion, medical resident, and philanthropist—as he shares his unique journey in “Performing Through Balance.” Drawing from his bold decision to pause his NFL career to serve on the frontlines during the COVID-19 pandemic, Duvernay-Tardif explores how aligning decisions with personal values can drive both performance and purpose.

SESSIONS *at a glance*

THURSDAY, OCT. 9 - MORNING

MORNING BREAKOUT SESSIONS 10:45 a.m.–12:15 p.m.	
1	Creating a Hearing Conservation Code of Practice
2	The JHSC as an Agent of Change: Digging Deeper With Engagement and Support
3	Safety Training in New Brunswick: What Do You Need? Where Can You Get It?
4	Supervision: Duties of the Employer and Supervisor (French)
5	The Perfect Blend: AI and Human Ingenuity (S.I.)
6	New Hires, Big Impact: Young Worker Safety Through Leadership
7	Healthy Employees, Strong Business: Using Ergonomics to Prevent Stress & Strain

THURSDAY, OCT. 9 - AFTERNOON

AFTERNOON SESSIONS (Part 1) 1:15–2:45 p.m.	
8	The Things that Hurt People Are Different From the Things that Kill People
9	Applying the Hierarchy of Controls to Prevent Injury
10	Transforming Safety Culture Through Effective Leadership (French)
11	Workplace Culture Shift: Preventing Harassment & Violence (S.I.)
12	Busy Is BS (S.I.)
13	Guarding or Guiding: What's Your Safety Style?
14	Supervision: Duties of the Employer and Supervisor
AFTERNOON SESSIONS (Part 2) 3–4 p.m.	
15	The Nuts & Bolts of Early Return-to-Work
15	Working Around Heavy Equipment
17	Walking the Talk: Psychological Health & Safety in Action (French)
18	Breaking Barriers: Successfully Integrating Newcomers into Your Workplace and Community
19	Feedback Culture: Boosting Safety, Trust, and Performance (S.I.)
20	Hear and Be Heard: Building Respectful, Inclusive Workplaces (S.I.)
21	Communication: The First Step to Safety
22	Helping Without Breaking: Navigating Secondary Traumatic Stress in Helping Professions

FRIDAY, OCT. 10

MORNING BREAKOUT SESSIONS 9:45–10:45 a.m.	
23	Seeing Risk Differently: Enhancing Hazard Identification
24	Emergency Preparedness in a Changing Climate
25	Is Health and Safety a Weak Link Sport? An Approach to Reducing Incidents
26	Working Around Heavy Equipment (French)
27	The Cannabis Conundrum: How to Keep Employees Safe (S.I.)
28	Ctrl+Alt+Defend: Handling a Cyberattack Without Losing Your Cool (S.I.)
29	Rapid Fire Return-to-Work: 60 Tips in 60 Minutes
30	Walking the Talk: Psychological Health & Safety in Action (S.I.)

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SESSIONS

1 Creating a Hearing Conservation Code of Practice

Ellen Donald, Occupational Hygiene Technician, WorkSafeNB

Noise-induced hearing loss (NIHL) has severe impacts on quality of life and workplace health and safety. The effects usually go undetected until long after the damage is done and the injury is permanent. NIHL is 100% preventable! This session will address the regulatory requirements for noise controls, specifically when developing a hearing conservation code of practice and what that entails. If you have noise in your work environment, then this session may interest you.

2 The JHSC as an Agent of Change: Digging Deeper With Engagement and Support

Trish Vautour, Health and Safety Consultant, WorkSafeNB

This presentation will highlight the essential role of the joint health and safety committee (JHSC) in creating a safer, healthier workplace for everyone. With a focus on collaboration and communication with senior leadership, the JHSC serves as a vital bridge between workers and management, ensuring that safety concerns are heard, addressed, and acted upon.

3 Safety Training in New Brunswick: What Do You Need? Where Can You Get It?

Chad Humphries, Stakeholder Relations and Research Specialist, WorkSafeNB

Are you looking for safety training for your company? Want to learn how safety associations can support your business? Join us for this one-hour session to explore the many offerings from WorkSafeNB's safety partners. You'll gain insight into the resources provided by New Brunswick's industry safety associations, learn how WorkSafeNB can support your efforts, and discover training options from approved joint health and safety committee (JHSC) and first aid providers. The session will wrap up with a Q&A, giving participants a chance to ask questions and share what's working in their own workplaces.

4 Supervision: Duties of the Employer and Supervisor (French)

Michel Cyr, Manager of Investigations, WorkSafeNB

Specific duties were added to the *Occupational Health and Safety Act* in 2019—are you aware of your responsibilities? This session will review the duties and responsibilities of both the employer and supervisor for the supervision of employees.

5 The Perfect Blend: AI and Human Ingenuity (S.I.)

Rocky Ozaki, Founder and CEO, NoW of Work

Rocky Ozaki will explore how AI and machine learning can be combined with human creativity to shape the future of workplace culture. He covers the latest AI trends, like natural language processing and deep learning, showing how these tools boost efficiency and productivity. Rocky stresses the importance of keeping a human-centred approach, where technology supports collaboration, creativity, and empathy—not replacing them. He offers practical tips for building innovative cultures that balance tech and human values. This session is ideal for organizations aiming to stay competitive by blending cutting-edge technology with strong leadership and ethical workplace practices.

6 New Hires, Big Impact: Young Worker Safety Through Leadership

Jessica MacDonald, Health and Safety Consultant, WorkSafeNB

Nicole Melanson, Health and Safety Consultant, WorkSafeNB

The journey from a new hire to a confident, safety-conscious worker starts with strong leadership and a culture that prioritizes safety. Young workers face unique challenges, including inexperience and hesitation to speak up, making workplace culture and mentorship critical to their well-being. This session will highlight how effective safety leadership, and an engaged workplace culture can transform young workers into active participants in safety. Through interactive discussions and best practices, participants will learn strategies to create a workplace where young workers thrive and contribute to a safer environment for all.

7 Healthy Employees, Strong Business: Using Ergonomics to Prevent Stress & Strain

Todd Hickey, Ergonomist, WorkSafeNB

In fast-paced, resource-stretched workplaces, your team's well-being directly impacts your results.

This session explores two connected risks that often go unnoticed: psychosocial stress and musculoskeletal strain. Left unmanaged, they can erode morale, performance, and retention. But with the right strategies, they're entirely addressable.

We'll break down how stress and strain show up in real workplaces, why they matter, and what you can do about them. Whether you work in HR, safety, leadership, or wear multiple hats, you'll leave with practical tools to protect your people and strengthen your business.

8 The Things that Hurt People Are Different From the Things that Kill People

Roland Roy, Director Health and Safety, NB Power

This session challenges traditional safety views by focusing on hazards based on their energy levels. Participants will learn about the Energy Wheel and STKY ("Shit That Kills You"), highlighting the most dangerous risks. The presentation covers direct controls to manage high-energy hazards and teach employees to "Fail Safely." Using the High Energy & Control Assessments (HECA), attendees will identify overlooked high-energy risks and evaluate existing controls. The session also explores how injuries differ from fatal incidents, guiding participants through analysis of serious and fatal high-energy incidents and their potential precursors.

9 Applying the Hierarchy of Controls to Prevent Injury

Darrel Nickerson, President, DKN Safety Services

Risk is an important element of a safety management system and getting risk treatment right is crucial to reducing the risk to your business. We cannot eliminate all risk, so we need to use controls effectively to reduce the risk of the hazards we face every day from becoming an injury tomorrow. Using the hierarchy of controls as a framework, this session will discuss how to identify when controls are needed and when to use them.

10 Transforming Safety Culture Through Effective Leadership (French)

Christian Fournier, Health & Safety Manager, Design Built Mechanical Inc

When Christian Fournier stepped into the role of Health and Safety Coordinator at a sawmill in crisis, the outlook was bleak—22 lost-time incidents and a warning from WorkSafeNB put the entire operation at risk. Safety culture was nearly non-existent. In this inspiring session, Christian shares how strong leadership, clear goals, and consistent effort sparked a cultural transformation. Through persistence and commitment, the team turned things around, achieving two and a half years without a single lost-time incident.

11 Workplace Culture Shift: Preventing Harassment & Violence (S.I.)

Meaghan MacMaster, Senior Associate, Stewart McKelvey

This session provides legal and practical guidance to help leaders meet their workplace harassment and violence obligations. More than a compliance exercise, it explores how to embed these responsibilities into a proactive safety culture grounded in education, early intervention, empowerment, and restoration.

This session blends legal insight with cultural transformation, helping organizations move beyond checklists to create safer, more respectful, and resilient workplaces.

12 Busy Is BS (S.I.)

Jennifer DeWare, President, Visualiiz Management and Consulting Inc.

Professionals are technical experts in their fields; they know how to do surgery, teach, weld, or draft legal briefs. It's what they are good at. Most professionals, however, are not trained in operational efficiency and improvement and can waste precious hours daily and weekly on non-value-added work. We have created a society that judges people based on how busy they are versus how productive they are, which drives the wrong behaviours in our workplaces. This session will help you identify and eliminate non-value-added work to get hours back every day, allowing you to spend energy on what truly matters.

13 Guarding or Guiding: What's Your Safety Style?

Darcey Lynch, President, Levitate HR Strategies Inc.

Join this engaging and thought-provoking session that examines the vital shift from enforcing safety rules to fostering collaboration and shared accountability. Discover how to move beyond the "safety cop" persona and embrace the role of a trusted partner in cultivating a safer more co-operative workplace. Through practical insights and strategies, this session will empower you to inspire teamwork and drive meaningful changes in your organization's safety culture.

14 Supervision: Duties of the Employer and Supervisor

Michel Cyr, Manager of Investigations, WorkSafeNB

Specific duties were added to the *Occupational Health and Safety Act* in 2019—are you aware of your responsibilities? This session will review the duties and responsibilities of both the employer and supervisor for the supervision of employees.

15 The Nuts & Bolts of Early Return-to-Work

Tasha Pellerin, Occupational Therapist, WorkSafeNB

This hands-on workshop focuses on the fundamentals of helping injured workers with a safe and early return to work. You'll learn how early return-to-work (RTW) can improve recovery, lower claim costs, and create a more supportive workplace. We'll cover WorkSafeNB's claims process, share real-life case studies, and offer practical tips and tools to make RTW plans work. You'll leave with useful strategies to build a strong, proactive RTW program at your workplace.

16 Working Around Heavy Equipment

Michel Cyr, Manager of Investigations, WorkSafeNB

Heavy equipment operations are responsible for half the fatalities in New Brunswick in the last four years. This session will talk about the hazards of working around heavy equipment, blind spots, spotters, and the efficiency of back-up and travel alarms.

17 Walking the Talk: Psychological Health & Safety in Action (French)

Joanie McGraw, Acting Director, Human Resources, WorkSafeNB

Geneviève Pilon, Director, Health & Safety Services, Prevention Division, WorkSafeNB

Learn how WorkSafeNB's journey with psychological health and safety (PHS) is shaping support for New Brunswick workplaces. This session will highlight key lessons, challenges, and successes, including the launch of a dedicated PHS consultation team and a web-based resource centre. With a focus on transparency and collaboration, they'll offer practical tools and insights to help others build psychologically healthy workplaces—supporting the vision of making New Brunswick the safest place to work.

18 Breaking Barriers: Successfully Integrating Newcomers into Your Workplace and Community

TBA

Newcomers bring valuable skills and fresh perspectives, but they may also face unique challenges when adapting to unfamiliar workplaces and communities.

This session offers practical strategies to support inclusion and overcome common communication barriers that can affect safety, productivity, and morale. Learn how to build a welcoming culture, deliver clear and effective training, and connect workers with community resources that support long-term success. Through real New Brunswick examples, you'll see how inclusive practices lead to stronger teams and safer workplaces. Whether you're an employer, supervisor, or safety leader, you'll leave with tools to help newcomers succeed at work and beyond.

19 Feedback Culture: Boosting Safety, Trust, and Performance (S.I.)

Sandra Montanino, Founder and Principal, Navig8 PD

In high-risk environments, feedback isn't just a performance tool—it is a safety imperative. Yet, many workplaces struggle with a culture where employees hesitate to give or receive feedback, fearing conflict, defensiveness, or inaction. When feedback is avoided or poorly delivered, safety risks increase, accountability weakens, and opportunities for learning and improvement are lost.

This session helps health and safety leaders create a culture where feedback is expected and embraced, strengthening trust and engagement. Attendees will gain practical strategies to give, receive, and seek feedback effectively, fostering continuous improvement and growth. By making feedback a safety imperative, organizations can enhance performance and reduce risks in critical environments.

20 Hear and Be Heard: Building Respectful, Inclusive Workplaces (S.I.)

Normand Hector, Culture and Well-being Consultant, Horizon Health

In today's diverse workplaces, fostering respect and belonging is essential. In this engaging session, Normand shares practical tools to help organizations build inclusive, respectful teams. Drawing on decades of experience in sales, team building, and diversity, equity and inclusion, he examines how unconscious bias, communication, and workplace dynamics affect success. Using real stories and humour, Normand encourages a mindset shift to "Listen to Learn, not to React," promoting collaboration, psychological safety, and equity. Attendees will leave inspired to lead with empathy and drive meaningful cultural change.

21 Communication: The First Step to Safety

Chalena Biggar, Director, Health & Safety, Cooke Aquaculture Inc.

Nuala Reilly, HSE Specialist, Harbour Development

We'll talk about why strong safety leadership matters, how influence plays a role, and how both work together to build a strong safety culture. Good leaders use clear communication to create a proactive approach to safety, while influence helps support safe habits. Both are important—but when leaders lead safety conversations, safety becomes part of the workplace culture, not just a suggestion.

22 Helping Without Breaking: Navigating Secondary Traumatic Stress in Helping Professions

Jenny Tracey, Registered Social Worker and Case Manager, WorkSafeNB

This session aims to provide a comprehensive understanding of secondary traumatic stress (STS), its causes, and its impact on those working in trauma-exposed environments. It explores the emotional, physical and mental impact of STS, offering simple, practical ways to recognize, manage, and reduce its effects. You'll learn strategies to mitigate its effects and feel more confident handling the challenges of secondary traumatic stress while continuing to effectively support others.

23 Seeing Risk Differently: Enhancing Hazard Identification

Carol Ferguson-Scott, Manager, Compliance Services, WorkSafeNB

To meaningfully reduce serious injuries and fatalities, we must shift how we identify and respond to workplace hazards. This session explores a structured, brain-aligned approach that strengthens hazard recognition skills by up to 30%. By expanding data gathering to include potential high-impact incidents, safety leaders and workers can better prioritize resources and design more effective interventions. We'll discuss how to tailor tools for New Brunswick's unique workplaces and reinforce the Internal Responsibility System by translating employer accountability into worker understanding. Join us to explore how redefining categories and focusing on pre-work planning can empower skilled workers to work safer, smarter.

24 Emergency Preparedness in a Changing Climate

Jan Chappel, Senior Technical Specialist, CCOHS

As climate change leads to more frequent and severe natural disasters, workplaces must prepare for new health and safety risks—both physical and mental. This session will explore how climate change affects emergency response planning and offer practical tips to help organizations build stronger, more resilient plans. You'll learn how to assess risks, plan resources, support employee well-being, and communicate clearly during crises. Join CCOHS to discover how to protect your teams and adapt your emergency plans to a changing climate.

25 Is Health and Safety a Weak Link Sport? An Approach to Reducing Incidents

Ruth L. Uy, VP, Health, and Safety – Environmental Services, GFL Environmental Services Inc.

Eli Vilorio, Senior Specialist Process Safety, Trans-Northern Pipelines Inc

This session compares occupational safety systems to soccer, where the weakest players affect outcomes, versus basketball, which depends on stars. It highlights how frontline workers can be critical weak links in safety. Reducing incidents isn't about rewarding top supervisors but fixing systemic gaps like undertraining and outdated protocols. Attendees will gain a fresh view on labour resource allocation, focusing on raising the baseline by investing in frontline safety.

26 Working Around Heavy Equipment (French)

Michel Cyr, Manager of Investigations, WorkSafeNB

Heavy equipment operations are responsible for half the fatalities in New Brunswick in the last four years. This session will talk about the hazards of working around heavy equipment, blind spots, spotters, and the efficiency of back-up and travel alarms.

27 The Cannabis Conundrum: How to Keep Employees Safe (S.I.)

Nadine Wentzell, Workplace Drug and Alcohol Consultant, Nadine Wentzell Consulting Inc.

Since cannabis legalization in 2018, use has surged and become normalized, creating new challenges for workplace safety. High-potency THC products, discreet consumption methods like edibles, and gaps in current testing approaches have raised complex questions around risk, privacy, and employer responsibility.

This session explores how to navigate this evolving landscape using the Internal Responsibility System (IRS). It highlights the shared roles of employees, supervisors, and management in identifying and managing cannabis-related risks. Learn how to balance safety and employee rights while fostering a culture grounded in education, clarity, and accountability – not just compliance.

Discover practical strategies and best practices to build a workplace that is both safe and informed.

28 Ctrl+Alt+Defend: Handling a Cyberattack Without Losing Your Cool (S.I.)

Larry Markowitz, Lawyer and Senior Director, NATIONAL Public Relations

Imagine losing access to your email and files because of a cyberattack. How do you respond? How do you communicate with customers, employees, regulators, and the media? No business is safe from these sudden crises, which can harm your reputation and operations if handled poorly. Quick, clear action is crucial to regain control, fix your systems, and protect your company. Join Larry Markowitz, lawyer and senior director at NATIONAL Public Relations, as he shares real stories and tips on staying calm and managing cyberattacks effectively.

29 Rapid Fire Return-to-Work: 60 Tips in 60 Minutes

Adèle Green, Director, Disability Management & Workers' Compensation, J.D. Irving, Limited

Get ready to level-up your return-to-work program! This 60-minute session will deliver a rapid-fire lineup of 60 actionable, proven tips to help you tackle the toughest return-to-work challenges. From quick wins and innovative strategies to essential tools and resources, you'll learn how to improve outcomes and streamline process. Let's talk out of the box advice to navigate accommodations, get leadership buy-in, and measure what matters – including return on investment. Whether you are a seasoned pro or new to managing return-to-work, you will walk away with practical insights to implement immediately.

30 Walking the Talk: Psychological Health & Safety in Action

Angela Acott-Smith, Manager of Consultation Services for Psychological Health and Safety, WorkSafeNB

Amanda Jenks, Director, Health and Wellness, WorkSafeNB

Join Amanda Jenks and Angela Acott-Smith as they share how their journey with psychological health and safety (PHS) is shaping support for New Brunswick workplaces. They'll highlight key lessons, challenges, and successes, including the launch of a dedicated PHS consultation team and a web-based resource centre. With a focus on transparency and collaboration, they'll offer practical tools and insights to help others build psychologically healthy workplaces—supporting the vision of making New Brunswick the safest place to work.

2025 HEALTH AND SAFETY CONFERENCE



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