

ORBA
ROAD
BUILDING
ACADEMY

2018
Course Guide



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Letter From Education Committee Co-Chair

It is an exciting year for the ORBA Road Building Academy

We are pleased to announce that the 2018 Road Building Academy list of programs are now available for members to review and register. The new curriculum will include some familiar courses, all with updated content, as well as 9 brand new courses in a range of topics including management, generation gaps and positive leadership.

In addition, we have partnered with the Canadian Design Build Institute to bring you a full day course on Design Build.

Why the early launch?

During 2017, we met with several agencies regarding the Canada Ontario Job Grant, and the best way to secure the funding is through early applications. We wanted to ensure our members have an opportunity to secure their funding. We encourage members to take advantage of the Canada Ontario Job Grant where companies can be reimbursed for training their staff. You can read more about this grant on page 26.

What is new this year?

After a successful academy at the BMO Institute for Learning in Toronto, we will be returning to this all-inclusive day package venue for the 2018 Academy.

For 2018, ORBA will be offering all-inclusive on-site accomodation for those coming from out of town. This package will include accommodation, dinner and breakfast the following morning.

Limited spots are available, so ensure you book early.

We look forward to seeing you at the 2018 Road Building Academy.

John Blake
Education Committee Co-Chair



WELCOME TO THE 2018 ROAD BUILDING ACADEMY

FEBRUARY 26-2 MARCH, BMO INSTITUTE FOR LEARNING, TORONTO

Since the Road Building Academy was formally established in 2007 it has achieved some significant milestones.

In the last 10 years, ORBA has trained over 3000 students, presented 145 courses and our instructors have instructed members for more than 2000 hours!

This year we are pleased to bring you 27 courses which includes 9 brand new courses and 10 online courses. With a focus on delivering courses in more categories and to more markets, we have added some exciting new categories, courses and flair to the 2018 programming.

Thank you to our Education Committee

John Blake (Co-Chair)
Norjohn Contracting and
Paving Limited

Geoff Stephens (Co-Chair)
Capital Paving Inc.

Lisa Anderson
Cruickshank

Rhonda Barry
The Miller Group

Charles Quenneville
Platforms Insurance
Management Inc.

Anna Sgro
Ritchie Bros. Auctioneers
(Canada) Ltd.

Paul Sousa
Steed and Evans Ltd.

Cameron Wood
Roto-Mill Inc.



WHICH COURSE WILL BENEFIT YOU MOST?



MANAGEMENT AND LEADERSHIP

Improving Employee Engagement Through Positive Leadership	●	●	●					●	●	●	●	●	●
7 Habits of Highly Effective Construction Leaders		●	●	●									
Navigating Multiple Generations in Construction	●	●	●	●	●	●	●	●	●	●	●	●	●

BUSINESS AND PROFESSIONAL

Managing Field Productivity to Improve the Bottom Line	●	●	●	●				●					●
Advanced Project Monitoring and Control	●	●	●				●						
Estimating: Methods and Challenges	●	●			●					●			
Construction Industry Ethics (Classroom)	●	●	●	●	●	●	●	●	●	●	●	●	●
Fundamentals of Design-Build Tutorial	●	●	●	●			●	●					
Finance and Accounting for Non-Financial Managers	●	●	●		●		●		●		●	●	
Building and Maintaining Stakeholder Relations in Construction	●	●	●	●	●	●	●	●	●	●	●	●	●

TECHNICAL AND SAFETY

Supervisor Due Diligence	●	●	●	●						●	●	●	
Understanding & Achieving COR™ in Ontario	●	●	●	●				●					●
Practical Solutions in Hot Mix Technology		●	●	●				●					●

LAW AND LEGAL MATTERS

Construction Disputes and Claims	●	●					●						
New Dispute Resolution Provisions in MTO Contracts	●	●					●		●	●			
Practical Solutions in Environmental Challenges		●	●	●				●					●
Legal Aspects of Drug and Alcohol Testing	●	●	●	●				●	●		●	●	●

WHICH ONLINE COURSE WILL BENEFIT YOU MOST?

	SENIOR MANAGEMENT	PROJECT MANAGER	FOREMAN	SUPERINTENDENT	ESTIMATOR	SCHEDULER	CONTRACT ADMIN	QUALITY CONTROL	SALES & MARKETING	FINANCE	LEGAL	HUMAN RESOURCES	HEALTH & SAFETY
ONLINE COURSES													
Construction Industry Ethics	●	●	●	●	●	●	●	●	●	●	●	●	●
First Level Supervisor Training Program			●	●									
Confined Spaces Awareness			●	●									●
National Construction Safety Awareness Training	●	●	●	●			●						●
Pipeline Construction Safety Training			●	●			●						●
Communications, Negotiation, Conflict Resolution	●	●	●	●	●	●	●	●	●	●	●	●	●
Construction Law	●	●	●	●							●		
Construction Project Management	●	●	●	●									
Introduction to Building Information Modeling	●	●	●	●	●		●						●
Introduction to Construction Estimating					●	●							

Improving Employee Engagement Through Positive Leadership

Date: February 27, 2018
Venue: BMO Institute for Learning, Toronto

Member Fee: \$569
Non-Member Fee: \$669



Course Overview

In the current work environment, most employees are dealing with a lot of uncertainty and change, with a subsequent negative impact on productivity and job satisfaction. This session will help you to recognize the importance of being a more positive model as a leader in order to have more engaged employees.

Learning Outcomes

- Better understanding of individual behaviours and sources of motivation
- Five Emotional Intelligence Competencies
- Better management of your emotions and of those you lead
- Individual improvement strategy

Who Should Attend

- Supervisors
- Managers
- Team Leaders
- Foremen
- Coordinators
- Anyone who has employees reporting to them

Instructor: Dave Neely

D.K. Neely and Associates Inc.

Dave Neely is a Kingston based training consultant. Since 1988, he has delivered customized leadership and team training processes for a wide variety of clients. He will share what he has learned about how to engage and motivate people.



7 Habits of Highly Effective Construction Leaders

Date: February 27 - 28, 2018
Venue: BMO Institute for Learning, Toronto

Member Fee: \$899
Non-Member Fee: \$999



Course Overview

Site and crew lead staff encounter numerous daily challenges, managing complex projects, juggling tasks and the expectations of owners/agents, home owners, travelling public, subordinates, team members and senior staff. Incorporating group activities, workbook exercises and interactive techniques, this two day participatory course reveals the 7 habits of highly effective construction leaders required to successfully manage these challenges

Learning Outcomes

- Develop checklists and templates for the various stages of a project to assist planning
- Diagnose project risks and use pro-active planning and preparation to manage
- Understand the impacts of productivity, material yields, quality control and tasks to the overall project schedule
- Identify the traits of the various generations in the workforce - Baby Boomers, Gen X, Gen Y & Millennials to get them working as a collaborative team
- Utilize mobile apps for checklists, productivity, planning, tracking tools

Who Should Attend

- Foremen
- Supervisors
- Field Quality Control
- Superintendents
- Project Managers
- Engineers in Training
- Supervisors

Instructor: Barry Thompson

M.A., C.E.T. Manager of Sales & Business Development, Bot Aggregates Ltd.

Barry has a civil engineering diploma from Ryerson University and is a Certified Engineering Technologist. His experience includes roles with Wimpey Minerals as an estimator/project manager, as manager/chief estimator at Warren Paving and Materials and as IT business support manager for Coco Paving where he lead training, development and implementation related to the Lafarge sale of its construction division. Barry received his M.A. degree in adult education from Central Michigan University.



Navigating Multiple Generations in Construction

Date: March 1, 2018
Venue: BMO Institute for Learning, Toronto

Member Fee: \$569
Non-Member Fee: \$669



Course Overview

Many organizations in today's construction industry are trying to attract and manage a multigenerational workforce. There are frequently multiple generations working together at a single job site. Individual work styles, values, expectations and team dynamics have never been more diverse. Throughout the workshop, participants will gain awareness in terms of what drives, motivates, and inspires individuals from different generations.

Learning Outcomes

- Understand the value of generational diversity in the workplace
- Explore the differences and similarities between the generations
- Examine the stereotypes associated with each generation
- Identify the work styles, values, and expectations of each generation
- Identify potential challenges when interacting with other generations
- Understand the advantages and disadvantages of technology as a communication tool
- Demonstrate techniques that foster an inclusive and respectful work environment
- Explore strategies that foster engagement and motivation across a generationally diverse team

Who Should Attend

- Foremen
- Supervisors
- Engineers in Training
- Superintendents
- Managers/Leaders
- Anyone who has employees reporting to them

Instructor: Sylvie Thibault

BA, MBA, Fairwinds Training & Development Inc.

Sylvie is a bilingual leadership capacity builder and seasoned management professional with a proven track record in developing individuals, teams, businesses, and associations in both the private and public sectors. She is passionate about personal and professional development and enjoys the synergy that takes place when facilitator and participants share knowledge and experiences.



Managing Field Productivity to Improve the Bottom Line

Date: February 26, 2018
Venue: BMO Institute for Learning, Toronto

Member Fee: \$569
Non-Member Fee: \$669



Course Overview

Contractor success depends heavily on the field production of tradesmen. This seminar will define Field Productivity, discuss the effects of low Field Productivity and outline approaches to increase Field Productivity.

Learning Outcomes

- Identify different types of productivity
- Identify factors that Impact Productivity
- Measure lost productivity
- Understand the Contractor's Role in improving Productivity
- Understand the Supervisor's Role in Improving Field Productivity

Who Should Attend

- Supervisors
- Project Managers
- Coordinators
- Superintendents
- Foremen

Instructor: Phil Perry

Perry Educational Services

Phil Perry, P.Eng. is an experienced Senior Project Manager with over 30 years in the Construction Industry. He has been teaching Post-Secondary Construction Management sessions for the last eight years and has been working with contractors on their various Professional Development Programs.



Advanced Project Monitoring and Control

Date: February 26-27, 2018
Venue: BMO Institute for Learning, Toronto

Member Fee: \$899
Non-Member Fee: \$999



Course Overview

The next level of an “essentials” project management workshop is here and has been designed to prepare project managers for the challenges they will face in the real world. This course focuses on the execution, monitoring and control, and project completion

Learning Outcomes

- Adjust project controls to reflect how contract types influence project cost, quality and timing
- Distill project information, to get a clear, realistic understanding of current project status
- Assess the appropriate level at which to monitor and control elements of the project
- Differentiate between Issue Management and Scope Management
- Use specific analytical techniques to quantify risk and evaluate mitigation strategies
- Use specific techniques to analyze the root cause of problems
- Identify why stakeholders are often reluctant to sign-off on project deliverables and identify ways to address these causes

Who Should Attend

- Project managers of mid to large size projects (including those who already have their PMP® designation), who require the tools to better monitor and control their projects
- Senior Management
- Project Administrators/Coordinators/Project Engineers
- Schedulers/Planners

Instructor: Carl Sargeant

PMP, World Class Productivity

An internationally respected thought leader in the field, Carl has been recognized as one of the fifty most powerful and influential project management professionals in the world by the Project Management Institute's (PMI), PM Network Magazine. Carl brings an entrepreneurial, results-based focus to his consulting and presenting practice based on more than three decades of project, program and portfolio management experience.



Estimating: Methods and Challenges

Date: February 28, 2018
Venue: BMO Institute for Learning, Toronto

Member Fee: \$569
Non-Member Fee: \$669



Course Overview

Accurate and precise estimating is critical to the financial viability of a construction firm. This workshop provides an introduction to the field of construction estimating and covers the methods and challenges encountered in the development of a dependable estimate.

Learning Outcomes

- Understand Estimating Methods
- Estimating
- Estimating Methods
- Estimating Challenges: Risk and Procurement
- Case Study/Simulation
- Estimating Earthwork
- Estimating underground utilities
- Estimating Roadwork and Paving

Who Should Attend

- Contractor/Project Managers
- Schedulers/Planners
- Anyone who quantifies cut and fill, underground utilities or road building
- Project Engineers, Administrators/Coordinators

Instructors:

Bud MacAulay Lush

MSc, PhD, CSM, MCSE, FRCPM,

Kelly Paradis

P.Eng., PMP, Senior Project Manager
Atocrates Consulting and Education Services



Bud is a multiple award winning international facilitator, coach and consultant with over 35 years of direct working and teaching experience in integrated systems program management and corporate-enterprise wide initiatives. Kelly is a Senior Project Manager at Atocrates Consulting and Education Services. She is a professional Engineer and registered Project Manager with 15 years experience including site inspection and road construction.



Construction Industry Ethics (Classroom)

Date: February 28, 2018
Venue: BMO Institute for Learning, Toronto

Member Fee: \$569
Non-Member Fee: \$669



Course Overview

Ethical behaviour is paramount in the construction industry. By maintaining high ethical standards, and being consistent in our practices, we thrive both personally and professionally. The Construction Industry Ethics course can help your employees navigate the ethical grey areas they face every day.

Learning Outcomes

- Understand Ethical Behaviour
- Explore how to be socially responsible, how to acquire social license and the value of social responsibility
- Learn to make decisions using an ethical framework
- Understand how to communicate Ethics to your team and external company contacts
- Be able to identify unethical behavior and take appropriate action

Who Should Attend

- Owners
- Contractors
- Clients
- All employees who must deal effectively with various levels of business professionals
- Supervisors

PREREQUISITE

This is a blended learning class and all participants have to complete the Construction Industry Ethics online course available at www.orba.org/onlinecourses. This class has a maximum capacity of 15 students.



Fundamentals of Design-Build Tutorial



Date: March 1, 2018
Venue: BMO Institute for Learning, Toronto

Member Fee: \$569
Non-Member Fee: \$669



Course Overview

Want to learn more about Design Build? This interactive one-day tutorial in design-build (DB) is brought to you by the Canadian Design Build Institute.

Learning Outcomes

- What owners should include in RFQs and RFPs, how to analyze an RFQ, key considerations in responding
- Statement of requirements—"getting it right"
- Good documents for a DB proposal call
- Importance of early development and finalization of design and construction criteria, as well as procedures for selecting the DB team, the design solution, schedules, contract conditions, contract price, methods of delivery and payment, and producing the best overall proposal
- Roles and responsibilities the design-builder takes on as the consultant and contractor for both design and construction or vice versa (consultant-led DB)
- How to assemble a DB team and to demonstrate that they are the most capable
- Consensus-building processes
- Contractual risks
- Calculation of honouraria
- Round table discussion on critical issues
- Insurance & bonding for DB vs. design-bid-build

Who Should Attend

- Practitioners
- Owners
- Decision-makers
- Those wanting to learn more about Design Build

Instructors:

Gary J. Bale Bale Project Consulting
Bonnie McTiernan-Craig P.Eng

Nolan Heuchert CAIB, CRM, Wylie Crump Limited
Samuel McFall PQS, Deltro Group Ltd.

Presented by the Canadian Design-Build Institute
CDBI is a special committee of the Canadian Construction Association. Its mission is to promote best practices to enhance DB project delivery.



Finance and Accounting for Non-Financial Managers

Date: March 1 - 2, 2018
Venue: BMO Institute for Learning, Toronto

Member Fee: \$899
Non-Member Fee: \$999



Course Overview

If you're responsible for any aspect of profitability in your firm, and you've never been trained to read, produce, and analyze financial reports, this course is for you. The hands-on exercises guide participants through each step of the financial process. A comprehensive course manual filled with the methodologies and strategies needed to improve your business is provided.

Learning Outcomes

- Understand the fundamentals of finance and accounting
- Comprehend accounting processes and terminology
- Interpret and react to financial signals through financial statement analysis
- Calculate and apply financial performance tools that assist decision making
- Examine and critique business and project finances
- Gain a new sense of confidence when dealing with financial professionals
- Deliver better bottom-line results through sound decision making

Who Should Attend

- Contractor/Project Owners
- Department and division managers
- Project managers and coordinators
- Field supervisors
- Administrators
- Superintendents
- Estimators
- Staff that influence profitability

Instructor: Wayne Newell

Wayne Newell Management and Seminar Services

With over 35 years financial and construction experience, Wayne has amassed a library of knowledge on what makes a successful contracting business. Since 2003 he has been presenting his exclusive seminars in most major Canadian cities. He was awarded his CMA in 1972.



Building and Maintaining Stakeholder Relations in Construction

Date: March 2, 2018
Venue: BMO Institute for Learning, Toronto

Member Fee: \$569
Non-Member Fee: \$669



Course Overview

Managing needs and expectations on the construction site is a tricky business. As a superintendent, when things go wrong, you need to react quickly and professionally. It's your job to deal with many different types of stakeholders, whether it is end-client and their representatives, engineers and architects, municipal or government officials, subcontractors or your own team members. Building and Maintaining Stakeholder Relationships in Construction will help you create satisfied customers and build a successful project by exploring key components of customer service excellence.

Learning Outcomes

- Understand your role in building and managing customer relationships on the construction site
- Learn how to work with different stakeholders
- Navigate unpleasant experiences
- What to do when you are upset
- What to do when you are upset
- Key steps to calming upset stakeholders
- Service recovery techniques
- Negotiate mutually acceptable solutions

Who Should Attend

- Superintendents
- Supervisors
- Foremen

Instructor: Sylvie Thibault

BA, MBA, Fairwinds Training & Development Inc.

Sylvie is a bilingual leadership capacity builder and seasoned management professional with a proven track record in developing individuals, teams, businesses, and associations in both the private and public sectors. She is passionate about personal and professional development and enjoys the synergy that takes place when facilitator and participants share knowledge and experiences.



Supervisor Due Diligence

Date: February 26, 2018
Venue: BMO Institute for Learning, Toronto

Member Fee: \$569
Non-Member Fee: \$669



Course Overview

The most requested course for Cobalt Safety, the Supervisor Due Diligence Course is designed to shift the safety perspective, increase skills, answer questions and define leadership roles and responsibilities of supervisors.

Learning Outcomes

- The real financial costs of safety
- Internal Responsibility System from the inspector's point of view
- Employer Responsibilities under the OHSA
- Supervisor Responsibilities under the OHSA
- OHSA Fines and Penalties along with Bill C-51 (criminal code 217)
- Roles of the Ministry of Labour and Safety Partners
- What is "Due Diligence" and how does a supervisor achieve it?
- Health and Safety Program concept and methods
- Progressive Discipline including in a union environment
- Hazard Identification and Control Methods
- Supervisor Note Taking
- Powers of a MOL Inspector and how to interact with them

Who Should Attend

- Owners of companies
- Directors and Executives
- Project Managers
- Supervisors and Superintendents
- Lead Hands
- Foreman

Instructor: Kevin Brown

CEO, Cobalt Safety

Kevin is a former Ministry of Labour Inspector and Inspector Peer Trainer in the Province of Ontario. Kevin is known for his engaging teaching methods and making the complex world of safety easily understandable.



Understanding and Achieving COR™ in Ontario

Date: February 27, 2018
Venue: BMO Institute for Learning, Toronto

Member Fee: \$569
Non-Member Fee: \$669



Course Overview

This informative course provides participants an overview of the Certificate of Recognition program (COR™) in Ontario. The course covers the main areas of the program and the most common misunderstood elements of the program and how to achieve them. Achieving COR™ is a process and the first step is understanding what is needed and how to accomplish it.

Learning Outcomes

- What is COR™, who needs it, and the company COR™ auditor
- Understand how a health and safety program that meets COR™ works to provide Due Diligence
- Learn how the COR™ audit is set up and scored
- Learn how the 19 elements of COR™ are set up and how they related to the audit
- Learn how to implement key sections that most companies fail in COR™ e.g. the section 2 element requirements which set up your whole program
- Learn how to set up a team and implement COR™ within your company
- Learn the paper audit and the IHSA audit expectations and methods

Who Should Attend

- Company owners who want to understand the COR™ program
- Health and Safety Professionals
- COR™ auditors

Instructor: Kevin Brown

CEO, Cobalt Safety

Kevin is a former Ministry of Labour Inspector and Inspector Peer Trainer in the Province of Ontario. Kevin is known for his engaging teaching methods and making the complex world of safety easily understandable.



Practical Solutions in Hot Mix Technology

Date: March 1-2, 2018
Venue: BMO Institute for Learning, Toronto

Member Fee: \$899
Non-Member Fee: \$999



Course Overview

This two day course, focuses on practical solutions for typical hot mix challenges, in addition to, providing a theoretical understanding of hot mix technology. With an ever changing asphalt paving industry, participants will learn about new equipment, materials and processes, along with Marshall and Superpave mix design, material properties, production, construction and testing.

Learning Outcomes

- Adjust job mix formulas
- Perform troubleshooting methods for HMA production and placement concerns
- Apply emerging hot mix technologies to improve performance
- Assess which technologies are most beneficial for your organization

Who Should Attend

- Site supervisors
- Project managers
- Plant operators
- Project engineers
- Quality control staff

Instructor: Vince Aurilio

Executive Director, P. Eng. Ontario Asphalt Pavement Council

Vince Aurilio has 35 years experience in both the private and public sectors primarily in materials engineering, including working for several consultants and the Ministry of Transportation. He is a past president CTAA, a member of AAPT and sits on the TRB Committee on Quality Management in Construction.



Construction Disputes and Claims

Date: February 26, 2018
Venue: BMO Institute for Learning, Toronto

Member Fee: \$569
Non-Member Fee: \$669



Course Overview

This interactive and dynamic course provides participants with practical information about owner procedures and processes, presenting construction disputes/claims and the requirements for successful submissions. Using MTO procedures and processes as the example, short case studies will be utilized to present the course material. Participants will be encouraged to discuss and share with the group disputes/claims that they have worked on in their workplace.

Learning Outcomes

- Understanding an owner's obligations and requirements
- Understanding a contractor's obligations
- Preparing a successful claim submission

Who Should Attend

- Foremen
- Superintendents
- Estimators
- Site Project Managers
- Managers
- Owners

Instructor: Gary Todd

P.Eng.

With almost 40 years experience in the highway planning, design, construction and maintenance activities in several positions with Ontario with the Ministry of Transportation, Gary Todd currently works with contractors to prepare and negotiate engineering disputes and claims. Over the last two plus years, Gary has worked with contractors in Ontario to successfully resolve disputes/claims through the entire process from site level submissions and negotiations through to mediation.



New Dispute Resolution Provisions in MTO Contracts

Date: February 27, 2018
Venue: BMO Institute for Learning, Toronto

Member Fee: \$569
Non-Member Fee: \$669



Course Overview

The Dispute Resolution framework for MTO contracts, which came into effect in 2016, will have a significant impact on the how contractors manage issues and claims. This descriptive course will provide practical insight on how to navigate the new dispute resolution process and the relevance of changes to the Pre-qualification Rules and MTO Qualifications Committee to issue management decisions.

Learning Outcomes

- Discern the difference between the existing and new dispute resolution process
- Understand the claims review process timelines and implications
- Be familiar with claims package submission requirements
- Know by whom and when a claim can be referred to a Referee
- Comprehend the contractor's role in selecting a Referee

Who Should Attend

- Owners/senior executives
- General Managers
- Project Managers
- Superintendents
- Contract Managers
- Claims Administrators
- Administrators

Instructor: James A. LeBer

Partner, Advocates LLP

Jim practices construction litigation, including the defence of liability claims against professional engineers. Certified by the Law Society as a Specialist in Construction Law, Jim has lectured with Ontario General Contractor's Association and Fanshawe College and has written for London & District Construction Association Magazine and "The Critical Path" Construction Law Newsletter.



Practical Solutions in Environmental Challenges

Date: February 28, 2017
Venue: BMO Institute for Learning, Toronto

Member Fee: \$569
Non-Member Fee: \$669



Course Overview

This fast paced, hands-on course takes participants through ORBA's Environmental Best Practices Manual and includes in-depth instruction and practical solutions on how to manage key day-to-day environmental challenges on road construction projects.

Learning Outcomes

- Understand what's new in the areas of water and wastewater, E&SC, Species at Risk and excess materials management
- Utilize guides and check lists to prepare day-to-day project activities
- Apply solutions to manage key environmental challenges

Who Should Attend

- Environmental specialists
- Field Quality Control
- Foremen
- Superintendents
- Project Managers
- Owners

Instructors:

Tom Baumgarten

P. Eng., Senior Environmental Engineer, Golder Associates Ltd.

Heather Melcher

M.Sc., Senior Ecologist, Golder Associates Ltd.

Eric Hood

Ph.D., P. Eng., Golder Associates Ltd.



Tom has over 21 years of corporate environmental management experience in Canada and the US, having worked in the aggregates, concrete, and asphalt manufacturing and construction sectors. Heather has over 12 years experience designing and managing natural environment field programs, technical impact assessment reports and developing rehabilitation plans. Eric has over 21 years of experience focused on the evaluation, design and implementation of remediation strategies for contaminated sites, including six years of applied research experience evaluating in situ groundwater remediation technologies.



Legal Aspects of Drug and Alcohol Testing

Date: March 2, 2018
Venue: BMO Institute for Learning, Toronto

Member Fee: \$569
Non-Member Fee: \$669



Course Overview

The fact that some employees misuse alcohol or drugs is not news and, generally speaking, what happens outside of the workplace is of no concern to an employer. However, all bets are off when substance abuse spills into the workplace. Not only can impairment on the job cause a serious workplace accident but it can negatively impact productivity, damage workplace morale, and hurt the corporate brand. With decriminalization of marijuana expected in 2018, and an increase in the use of medical marijuana, many employers are concerned now more than ever about the impact of drugs and alcohol and what proactive steps may be taken to reduce the risks they pose to the workplace.

Learning Outcomes

- Understand Drug and Alcohol Testing
- When can Medical Marijuana be prescribed and how to address it in the workplace
- How to respond to a workplace incident involving drugs or alcohol
- Duty to accommodate
- Formulating drug and alcohol policies

Who Should Attend

- Managers
- HR Staff
- Team Leaders
- Supervisors

Instructors: Matthew Badrov and Andrew Ebejer

Employment & Labour Lawyers, Sherrard Kuzz LLP

Matthew is a skilled lawyer whose practice is focused on the representation of management in many areas of employment and labour law. Matthew is regularly asked to speak on a wide range of topics and has taught labour law at Conestoga College. Andrew provides advice and representation to employers in several areas of labour and employment law. He is widely published in national and international publications.



Online Courses

THE ORBA ROAD BUILDING ACADEMY offers a variety of industry specific online courses for continuous learning. The range of online courses, powered by Buildforce, offers you a unique opportunity to learn at your own pace, from any home or office computer and to fit learning into your life.

Construction Industry Ethics \$200

Ethical behaviour is paramount in the construction industry. By maintaining high ethical standards, and being consistent in our practices, we thrive both personally and professionally. The Construction Industry Ethics course can help your employees navigate the ethical grey areas they face every day.

Gold Seal Credit: 3 (2 for online and 1 for classroom)

First Level Supervisor Training Program \$400

This course offers the critical basic skills and concepts needed to supervise a crew in the residential, institutional, commercial, industrial and civil construction sectors.

Gold Seal Credit: 5

Confined Spaces Safety Awareness \$100

Whether you are preparing to work in confined spaces for the first time, or have been working in this type of construction for years, the information presented in this course will help you to understand what you can do to keep yourself, your co-workers and the environment you work in safe every day.

Gold Seal Credit: 1

National Construction Safety Awareness Training \$100

Whether you are just starting out, or have been in the industry for years, the information presented in this course will help you to understand what you can do to keep yourself, your co-workers and the environment you work in safe every day.

Gold Seal Credit: 2

Pipeline Construction Safety Training \$100

This course has been designed and developed by the construction industry to address health and safety issues specific to pipeline construction in the oil and gas industry.

Gold Seal Certification

Communications, Negotiation, Conflict Resolution \$150

The information presented in this course will help you to improve your communication skills both written and oral, your negotiating skills and conflict resolution abilities alongside co-workers and on the job site every day.

Gold Seal Credit: 2

Online Courses

Construction Law

\$150

This course is intended to provide members of the construction industry with an understanding of construction law.

Gold Seal Credit: 2

Construction Project Management

\$150

The information presented in this course will help you to understand what you can do to successfully administer projects and will provide you with the necessary tools to help manage a project.

Gold Seal Credit: 3

Introduction to Building Information Modeling

\$150

As an emerging technology, Building Information Modeling (BIM) is generating a lot of buzz in the construction industry. This course provides an overview of how this technology positively impacts the construction process.

Gold Seal Credit: 1

Introduction to Construction Estimating

\$150

Accurate and precise estimating is critical to the financial viability of a construction firm. This course provides an introduction to the field of construction estimating and covers all aspects of the production of an accurate estimate.

Gold Seal Credit: 2

REGISTRATION:

Registration for Online courses are available at any time. Please register online at www.orba.org/onlinecourses.

Please allow 48 hours to receive your login pin and login information.

All courses through Buildforce are delivered entirely online.

The courses cannot be accessed through a mobile phone/mobile device.

For more information about these courses, please visit: orba.org/onlinecourses for the full course outline and Gold Seal.

Get Gold Seal Certified

CANADA ONTARIO JOB GRANT

The Canada Ontario Job Grant (COJG) is an initiative through Employment Ontario and the Federal government, which supports employer training goals with direct financing to help businesses access training and bridge employee skills gaps with grants of up to \$10,000 per trainee.

COJG provides direct financial support to employers who enrol their staff in training programs ranging from learning the latest industry software or equipment, to earning industry certifications. Small, medium and large businesses choose the training that best meets their company needs.

For more information on how to access the grant, please visit <http://orba.org/canada-ontario-job-grant-program/>

GOLD SEAL CERTIFICATION

The Gold Seal Certification program certifies Canadian construction management professionals, i.e. estimators, superintendents, project managers, owners, construction managers and safety coordinators involved in general, electrical or mechanical contracting, roadbuilding and heavy construction or speciality trades. Applicants require a combination of industry experience, education and training to challenge the Gold Seal exam and, if successful, to become Gold Seal Certified (GSC).

Visit: goldsealcertification.com/get-certified for more information on the certification streams available to you.



**CANADIAN CONSTRUCTION
ASSOCIATION**
CANADIENNE DE LA CONSTRUCTION



CELEBRATING

91

YEARS

91ST ANNUAL ORBA CONVENTION

FEBRUARY 5-6, 2018

FAIRMONT ROYAL YORK, TORONTO

SAVE THE DATE!

Sponsorship Opportunities Available!

For more information contact: saaliha@orba.org

DRIVER LICENCE STATUS CHECK



DID YOU KNOW A DRIVER WITH AN INVALID LICENCE CAN COST YOUR ORGANIZATION?

- CVOR points and civil litigation in case of an accident
- Impoundment of your company's vehicle
- Insurance costs not covered by your provider
- Negative media and regulatory attention

THE SOLUTION: **ORBA DRIVER LICENCE STATUS CHECK PROGRAM**

**A TIMELY, RELIABLE AND AFFORDABLE
WAY FOR YOUR COMPANY
TO CONFIRM THAT YOUR DRIVERS
HAVE A VALID LICENCE.**



SUBSCRIBE NOW!
orba.org/dlsc



VENUE

THE BMO INSTITUTE FOR LEARNING

The BMO Institute for Learning

For 2018, ORBA's Road Building Academy will be returning to the BMO Institute for Learning in Toronto.

This learning facility offers inspiring spaces where teams can collaborate and share their thoughts. The facility was designed to be filled with natural light to inspire attendees.

Everything you need is in one space.

The venue boasts all day Nourishment Hubs stocked with healthy and energizing foods, a full lunch buffet as well as various dinner options (not included in Academy pricing) that guarantees you will leave the facility satisfied.



Nourishment Hubs

Nourishment Hubs are an evolution of the coffee break and offer fresh and energizing refreshments throughout the day from 7:00 am to 5:00 pm.

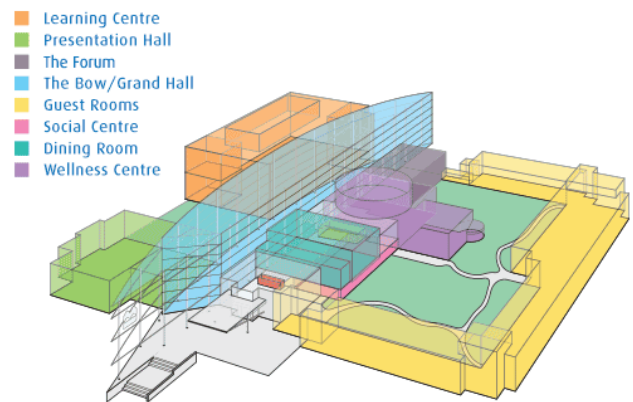
The Social Centre & Evening Entertainment

At the end of the day, guests can relax and unwind with colleagues in the Social Centre and enjoy regional craft beers, international wines, inventive cocktails or refreshing soft drinks. The lounge also features a light food menu, games room, seasonal patio, wide screen TV's, weekly live entertainment and karaoke. Full service bar & light menu 5:00 pm - 12:00 am.

Complimentary high speed Wi-Fi is offered for free throughout the facility as well as free parking on site.

How to Get There

Conveniently located off the 401 Highway at:
3550 Pharmacy Avenue,
Toronto, ON, M1W 3Z3
Canada



ACCOMMODATION AVAILABLE AT THE BMO

On-Site Accommodation

Great news! ORBA will be offering on site accommodation for the 2018 Road Building Academy.

For an extra \$200 per person per night, ORBA Members can enjoy on site accommodation, a full dinner and full breakfast the next morning without having to leave the premises.

Amenities

- electronic card key system
- queen size bed with two bedside tables and wall-mounted lamps
- full bathroom with hair dryer and bath amenities, including bath robe
- armchair with ottoman, coffee table and floor lamp
- work area with desk, chair, lamp and push pin board
- complimentary high-speed Internet access
- cable TV with remote
- AM/FM clock radio with docking station
- telephone with voicemail messaging
- single brew coffee maker
- luggage stand
- closet with full-length mirror
- iron and ironing board
- windows that open, most onto the courtyard
- a self-controlled heating and air conditioning unit
- Free parking

Standard Check-In Times

Monday to Sunday: anytime after 3:00pm
(For early arrivals, please check availability with the Front Desk)

Standard Check-Out Times

Monday to Sunday: by 1:00pm

Booking

Please contact Stacey Wright directly at 905 507 1107 ext 222 to secure rooms. Limited quantities available.



PRICING, PARTICULARS & REGISTRATION

Course	Date	Price Member	Price Non-Member
Construction Disputes and Claims	February 26	\$569	\$669
Managing Field Productivity to Improve the Bottom Line	February 26	\$569	\$669
Supervisor Due Diligence	February 26	\$569	\$669
Advanced Project Monitoring and Control	February 26 - 27	\$899	\$999
Improving Employee Engagement Through Positive Leadership	February 27	\$569	\$669
Understanding and Achieving COR in Ontario	February 27	\$569	\$669
New Dispute Resolution Provisions in MTO Contracts	February 27	\$569	\$669
7 Habits of Highly Effective Construction Leaders	February 27 - 28	\$899	\$999
Construction Industry Ethics (Classroom)	February 28	\$569	\$669
Estimating: Methods and Challenges	February 28	\$569	\$669
Practical Solutions in Environmental Challenges	February 28	\$569	\$669
Fundamentals of Design-Build Tutorial	March 1	\$569	\$669
Navigating Multiple Generations in Construction	March 1	\$569	\$669
Finance and Accounting for Non-Financial Managers	March 1-2	\$899	\$999
Practical Solutions In Hot Mix Technology	March 1-2	\$899	\$999
Building and Maintaining Stakeholder Relations in Construction	March 2	\$569	\$669
Legal Aspects of Drug and Alcohol Testing	March 2	\$569	\$669

Registration: orba.org/academy

Fees

Fees for all courses cover materials, coffee breaks and lunch each day.
Discount - Receive a 10% discount on fees after 5th participant registered per company.
All fees subject to HST.

Time

Classes begin each day at 8.30 am and run to 4.30 pm.

Certificates

Participants will receive a certificate upon completion of a Gold Seal accredited course.

Cancellations and Refunds

Full refunds will be provided if requested before Friday, February 16. No refunds will be available after February 16. Substitutions welcome. All cancellations must be made in writing to ORBA. Courses subject to cancellation if insufficient participant registration.



Registration: orba.org/academy

