ICE PAGE

ECAT

Employee & Client Assistance Team
403-819-0583
Phones do not accept text messages. Staff need to call ECAT.

What's inside this issue:

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Time Sheet Hand-In

November 13, 2026
For all shifts worked between November 1-15

November 30, 2026
For all shifts worked between
November 16-30

HEALTH AND SAFETY MEETING

November 18, 2026
@ 2:30 PM
December 16, 2026
@ 2:30 PM

RPAC MEETING

November 10, 2026
@ 10:30 AM
December 8, 2026
@ 10:30 AM

Please direct all calls to the Employee Client Assistance Team for that day.
403-819-0583

ICE WILL BE CLOSED ON NOVEMBER 11, 2026 FOR REMEMBRANCE DAY



Health & Safety Committee

Working together for a safer, healthier workplace

Safety Starts with Us!



Stephanie Nordin
Payroll Assistant
Employer Co-Chair
(403) 219-8422



Ashley Johnson
CR Manager
Employer Member
(403) 219-8339



Aji Michael
Community Support Coordinator
Employer Member
(403) 219-8356



Anu Tresa George
CR Manager
Employer Member
(403) 219-8359



Niven Osman
Support Worker
Worker Member
(403) 219-0503



Bev Jerrett
Support Worker
Worker Co-Chair
(403) 219-0503



Gbemisola Akano
Res. Team Leader
Worker Member
(403) 219-0503



Caroline Gattinger
Support Worker
Worker Member
(403) 219-0583



Wegdan (Juju) Mohamed
Res. Team Leader
Worker Member
(403) 219-0503



Tsegay Gebrelibanos
Support Worker
Worker Member
(403) 219-0503

WHAT IS THE HEALTH & SAFETY COMMITTEE?

Did you know that ICE has Health and Safety Committees dedicated to helping protect employees? These committees bring worker and employer representatives together to identify concerns, share ideas, and find ways to improve health and safety at ICE.

SO, WHAT DO COMMITTEE MEMBERS DO?

They're busy looking for ways to make our work environments safer. They complete workplace inspections, review investigations into injuries, illnesses and near misses, look at policies and potential hazards, and help identify actions to address safety concerns. They also make sure employee concerns are brought forward to management.
But safety isn't just about responding when something goes wrong. It's about spotting potential problems, sharing ideas, and working together to prevent injuries before they happen. This helps protect our employees and supports the important work being done every day with the adults we serve across Alberta.

Promoting Awareness

The committees also help promote awareness of everyone's three basic health and safety rights.

- **Right to know**
- **Right to participate**
- **Right to refuse dangerous work**

HAVE A SAFETY CONCERN? SPEAK UP!

Employees can report concerns to their supervisor or Manager, contact an ECAT supervisor or a Health & Safety Committee member, or use their regional reporting process.

A big thank-you

to all our Health & Safety Committee members for the time and effort you put into making safety a priority at ICE. Your work matters, and together, we can all help make safety part of everything we do!



WE'RE LOOKING FORWARD TO SHARING LAUGHTER, CREATING MEMORIES, AND ENJOYING THE SPIRIT OF TOGETHERNESS

CELEBRATE 40 YEARS AT OUR ANNUAL

Open

HOUSE

DECEMBER 10, 2026 | FROM 11 AM- 2 PM

Marlborough Park Community Association
6021 Madigan Drive NE, Calgary

NOVEMBER TRAINING

Pre-Employment Training
November 3,4,9,10,17,18,24,25

Depression/OCD/Substance Abuse Training
November 3, 2026 (1:30 PM -4:30 PM)

Workplace Violence, Bullying and Harassment Prevention for Supervisors Training
November 6, 2026 (9:30 AM- 12:00 PM)

Documentation & Reporting Practices Training
November 9, 2026 (1 PM- 4 PM)

Anxiety/Biopolar/Schizophrenia Training
November 10, 2026 (1:00 PM -4:00 PM)

Abuse Prevention Training
November 13, 2026 (10:00 AM - 12:00 PM)

LGBTQIA 2+ Awareness Training
November 13, 2026 (1:30 PM - 4:00 PM)

Schizophrenia Training
November 16, 2026 (1:00 PM- 3:30 PM)

Conduct Disorder/FASD Training
November 17, 2026 (1:00 PM- 4:00 PM)

Supervisory Skills Training
November 20, 2026 (9:30 AM- 12:30 PM)

Incident Investigations Training
November 23, 2026 (9:30 AM- 1:30 PM)

Workplace Inspections Training
November 23, 2026 (1:00 PM- 5:00 PM)

Incident Investigation Training
November 24, 2026 (9:30 AM- 2 PM)

Cerebral Palsy/Epilepsy/Diabetes Training
November 24, 2026 (1:00 PM- 4:00 PM)

Cultural Appreciation- NWT/NU Training
November 27, 2026 (9:30 AM- 12:30 PM)

HACD Training
November 30, 2026 (1:00 PM- 5:00 PM)

ICE HAS CANADA LIFE RSP PLAN!

Refer to Policy 3.4.18 CANADALIFE RSP if you are eligible, ICE will match your contributions!

To sign up, please contact Independent Counselling Enterprises at: (780) 453-9659
For more information about Canada Life:
https://my.canadalife.com/sign-in
CANADA LIFE Helpdesk: 1-800-724-3402

HURT AT WORK?



Employees and Support Home Operators are reminded of their responsibility (as per legislation) to report all workplace injuries immediately to an ICE supervisor or manager. In the event of an injury, the employee will follow all agency policies and procedures.

While not all injuries are reportable to WCB, all injuries and work-related health concerns are required to be reported within the company. This is done so that health and safety investigation and follow-up may be completed for the safety of all parties.

Looking for Answers? Below are some online links you may find of assistance:

https://www.canada.ca/en/health-canada.html	Health Canada is responsible for helping Canadians maintain and improve their health. It ensures that high-quality health services are accessible, and works to reduce health risks.
https://www.albertahealthservices.ca/findhealth/service.aspx?Id=1001957	Linking Albertans to a wide range of health information and service options.
https://work.alberta.ca/occupational-health-safety.html https://work.alberta.ca/occupational-health-safety/ohs-publications.html#laws https://work.alberta.ca/occupational-health-safety/resources.html	Alberta Occupational Health and Safety works in consultation with industry to help prevent work-related injuries, illnesses and fatalities. The OHS site provides access to a wide range of information bulletins and on-line training options.
https://www.albertahealthservices.ca/findhealth/service.aspx?Id=1001957	Stay up to date on the most frequent information on COVID-19 in the province of Alberta.
http://www.icenterprises.com/	The ICE website has some important links on the main page for your reference as well as posted job opportunities and access to the ICE Page.



DON’T SLIP UP

FREEZING RAIN SAFETY

Stay Alert. Walk Safely. Protect Yourself

Your Safety, Our Priority



01 | PREVENT SLIPS, TRIPS AND FALLS

- Walk like a penguin: take short steps, lean slightly forward, keep hands free and use handrails.
- Wear proper footwear according to Policy 3.8.6; use ice cleats when needed.
- Apply salt, sand or de-icer when safe. Report unresolved icy walkways to building maintenance and record hazards in the staff communication logbook.
- Wipe footwear thoroughly at entrances.



02 | ROAD SAFETY

- Clear ice and snow from all windows, mirrors, lights and the roof.
- Treat shiny or wet roads as potentially icy.
- Increase following distance to at least 3× normal and brake gently.
- Delay non-essential trips during hazardous conditions.

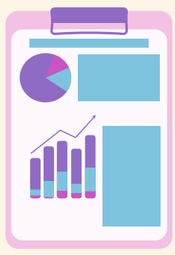


03 | ICE & POWER HAZARDS

- Stay clear of ice-laden trees, roofs and other falling hazards.
- Prepare for possible power outages.
- Assume downed power lines are live. Stay at least 10 m away and report them immediately.

DID YOU KNOW? - ICE’S 2026 WCB DATA

25%
of reported injuries were Slip, Trip & Fall incidents. STF incidents accounted for approximately 50% of all lost-times days. Prevention matters!



27 days
of lost workdays resulted from these incidents.

STAY ALERT. STAY SAFE

Alberta weather can change quickly. Get real time severe weather alerts.

DOWNLOAD THE APP

Scan the QR Code or visit alberta.ca/emergency alert