IN THE MATTER OF THE CANADA LABOUR CODE
PART II – OCCUPATIONAL HEALTH AND SAFETY

DIRECTION TO THE EMPLOYER UNDER SUBSECTION 145(2)(a)

On May 31, 2013, the undersigned health and safety officer conducted an investigation in the work place operated by 7506406 Canada Inc., being an employer subject to the Canada Labour Code, Part II, at 5310 Explorer Drive, Mississauga, Ontario, L4W 5H8.

The said health and safety officer considers that the performance of the following activities constitutes a danger to an employee at work:

The employer failed to protect the health and safety of employees, being helicopter pilots, assigned to the workplace, being the helicopter, in the assigned area of operation, being the base, when performing the work activity of flying the helicopter, and when working together in the helicopter while it was in operation.

Therefore, you are HEREBY DIRECTED, pursuant to paragraph 145(2)(a) of the Canada Labour Code, Part II, to take measures to correct the hazard or condition that constitutes the danger immediately.

Issued at Mississauga, this 14th Day of November 2013.

Janice Berling
Health and Safety Officer
Certificate Number: ON9737
IN THE MATTER OF THE CANADA LABOUR CODE
PART II – OCCUPATIONAL HEALTH AND SAFETY

DIRECTION TO THE EMPLOYER UNDER SUBSECTION 145(1)

On May 31, 2013, the undersigned health and safety officer conducted an investigation in the workplace operated by 7506406 Canada Inc., being an employer subject to the Canada Labour Code, Part II, at 5310 Explorer Drive, Mississauga, Ontario, L4W 5H8.

The said health and safety officer is of the opinion that the following provision of the Canada Labour Code, Part II and the Canada Occupational Health and Safety Regulations has been contravened:

Paragraph 125.1(z.03) - Canada Labour Code, Part II

Without restricting the generality of section 124, every employer shall, in respect of every workplace controlled by the employer and, in respect of every work activity carried out by an employee in a workplace that is not controlled by the employer, to the extent that the employer controls the activity, ... (z.03) develop, implement and monitor, in consultation with the policy committee or, if there is no policy committee, with the workplace committee or the health and safety representative, a prescribed program for the prevention of hazards in the workplace appropriate to its size and the nature of the hazards in it that also provides for the education of employees in health and safety matters.

Paragraph 19.1 (1) (a) – COHSR:

The employer shall, in consultation with and with the participation of the policy committee, or, if there is no policy committee, the workplace committee or the health and safety representative, develop, implement and monitor a program for the prevention of hazards, including ergonomics-related hazards, in the workplace that is appropriate to the size of the workplace and the nature of the hazards and that includes the following components: an implementation plan.

The Employer failed to create a hazard prevention program in consultation with the Work Place Committee specific to Pilots, while the aircraft is not in operation.

Therefore, you are HEREBY DIRECTED, pursuant to paragraph 145(1)(a) of the Canada Labour Code, Part II, to terminate the contravention no later than December 31, 2013.

Further, you are HEREBY DIRECTED, pursuant to paragraph 145(1)(b) of the Canada Labour Code, Part II, within the time specified by the health and safety officer, to take steps to ensure that the contravention does not continue or reoccur.

Issued at Mississauga, this 14th Day of November 2013.

[Signature]
Domenico Iacobellis
Health and Safety Officer
Certificate Number: ON1279
IN THE MATTER OF THE CANADA LABOUR CODE
PART II – OCCUPATIONAL HEALTH AND SAFETY

DIRECTION TO THE EMPLOYER UNDER SUBSECTION 145(1)

On May 31, 2013, the undersigned health and safety officer conducted an investigation in the work place operated by 7506406 Canada Inc., being an employer subject to the Canada Labour Code, Part II, at 5310 Explorer Drive, Mississauga, Ontario, L4W 5H8.

The said health and safety officer is of the opinion that the following provision of the Canada Labour Code, Part II, has been contravened:

Paragraph 125.(1)(z.04) - Canada Labour Code, Part II

Without restricting the generality of section 124, every employer shall, in respect of every work place controlled by the employer and, in respect of every work activity carried out by an employee in a work place that is not controlled by the employer, to the extent that the employer controls the activity where the program referred to in subparagraph (z.03) does not cover certain hazards unique to a work place, develop, implement and monitor, in consultation with the work place committee or the health and safety representative, a prescribed program for the prevention of those hazards that also provides for the education of employees in health and safety matters related to those hazards;

Paragraph 19.6 (1)(a) – COHSR:

The employer shall provide health and safety education, including education relating to ergonomics, to each employee which shall include the following: the hazard prevention program implemented in accordance with this Part to prevent hazards applicable to the employee, including the hazard identification and assessment methodology and the preventive measures taken by the employer;

The Employer failed to adequately educate the pilots on the health and safety hazards associated with northern operations.

Therefore, you are HEREBY DIRECTED, pursuant to paragraph 145(1)(a) of the Canada Labour Code, Part II, to terminate the contravention no later than December 31, 2013.

Further, you are HEREBY DIRECTED, pursuant to paragraph 145(1)(b) of the Canada Labour Code, Part II, within the time specified by the health and safety officer, to take steps to ensure that the contravention does not continue or reoccur.

Issued at Mississauga, this 14th Day of November 2013.

[Signature]
Domenico Iacobellis
Health and Safety Officer
Certificate Number: ON1279
IN THE MATTER OF THE CANADA LABOUR CODE
PART II – OCCUPATIONAL HEALTH AND SAFETY

DIRECTION TO THE EMPLOYER UNDER SUBSECTION 145(1)

On May 31, 2013, the undersigned health and safety officer conducted an investigation in the work place operated by 7506406 Canada Inc., being an employer subject to the Canada Labour Code, Part II, at 5310 Explorer Drive, Mississauga, Ontario, L4W 5H8.

The said health and safety officer is of the opinion that the following provisions of the Canada Labour Code, Part II, have been contravened:

Paragraph 125.1(z.05) - Canada Labour Code Part II, -

Without restricting the generality of section 124, every employer shall, in respect of every work place controlled by the employer and, in respect of every work activity carried out by an employee in a work place that is not controlled by the employer, to the extent that the employer controls the activity, consult the policy committee or, if there is no policy committee, the work place committee or the health and safety representative to plan the implementation of changes that may affect occupational health and safety, including work processes and procedures.

The employer failed to consult with the Workplace Health and Safety Committee on changes that could affect health and safety of the employees.

Therefore, you are HEREBY DIRECTED, pursuant to paragraph 145(1)(a) of the Canada Labour Code, Part II, to terminate the contravention no later than December 31st, 2013.

Further, you are HEREBY DIRECTED, pursuant to paragraph 145(1)(b) of the Canada Labour Code, Part II, within the time specified above by the health and safety officer, to take steps to ensure that the contravention does not continue or reoccur.

Issued at Mississauga, Ontario, this 14th day of November, 2013.

[Signature]

Janice Berling
Health and Safety Officer
Certificate Number: ON9737
IN THE MATTER OF THE CANADA LABOUR CODE
PART II – OCCUPATIONAL HEALTH AND SAFETY

DIRECTION TO THE EMPLOYER UNDER SUBSECTION 145(1)

On May 31, 2013, the undersigned health and safety officer conducted an investigation in the workplace operated by 7506406 Canada Inc., being an employer subject to the Canada Labour Code, Part II, at 5310 Explorer Drive, Mississauga, Ontario, L4W 5H8.

The said health and safety officer is of the opinion that the following provision of the Canada Labour Code, Part II, has been contravened:

Paragraph - 125.(1)(z) - Canada Labour Code Part II
Without restricting the generality of section 124, every employer shall, in respect of every workplace controlled by the employer and, in respect of every work activity carried out by an employee in a workplace that is not controlled by the employer, to the extent that the employer controls the activity, ensure that employees who have supervisory or managerial responsibilities are adequately trained in health and safety and are informed of the responsibilities they have under this Part where they act on behalf of their employer.

The Employer failed to ensure that all supervisory and managerial personnel responsible for pilots are adequately trained under the Canada Labour Code, Part II and are aware of their health and safety responsibilities under this part.

Therefore, you are HEREBY DIRECTED, pursuant to paragraph 145(1)(a) of the Canada Labour Code, Part II, to terminate the contravention no later than December 31, 2013.

Further, you are HEREBY DIRECTED, pursuant to paragraph 145(1)(b) of the Canada Labour Code, Part II, within the time specified above by the health and safety officer, to take steps to ensure that the contravention does not continue or reoccur.

Issued at Mississauga, this 14th Day of November 2013.

Janice Berling
Health and Safety Officer
Certificate Number: ON9737
IN THE MATTER OF THE CANADA LABOUR CODE
PART II – OCCUPATIONAL HEALTH AND SAFETY

DIRECTION TO THE EMPLOYER UNDER SUBSECTION 145(1)

On May 31, 2013, the undersigned health and safety officer conducted an investigation in the workplace operated by 7506406 Canada Inc., being an employer subject to the Canada Labour Code, Part II, at 5310 Explorer Drive, Mississauga, Ontario, L4W 5H8.

The said health and safety officer is of the opinion that the following provisions of the Canada Labour Code, Part II, have been contravened:

Paragraph 125.1(1)(z.09) - Canada Labour Code Part II, -
Without restricting the generality of section 124, every employer shall, in respect of every workplace controlled by the employer and, in respect of every work activity carried out by an employee in a workplace that is not controlled by the employer, to the extent that the employer controls the activity, develop health and safety policies and programs in consultation with the policy committee or, if there is no policy committee, with the workplace committee or the health and safety representative;

The employer failed to consult with the workplace health and safety committee in the development of health and safety policies that affect the health and safety of pilots.

Therefore, you are HEREBY DIRECTED, pursuant to paragraph 145(1)(a) of the Canada Labour Code, Part II, to terminate the contravention no later than December 31st, 2013.

Further, you are HEREBY DIRECTED, pursuant to paragraph 145(1)(b) of the Canada Labour Code, Part II, within the time specified above by the health and safety officer, to take steps to ensure that the contravention does not continue or reoccur.

Issued at Mississauga, Ontario, this 14th day of November, 2013.

[Signature]

Janice Berling
Health and Safety Officer
Certificate Number: ON9737
IN THE MATTER OF THE CANADA LABOUR CODE
PART II – OCCUPATIONAL HEALTH AND SAFETY

DIRECTION TO THE EMPLOYER UNDER SUBSECTION 145(1)

On May 31, 2013, the undersigned health and safety officer conducted an investigation in the workplace operated by 7506406 Canada Inc., being an employer subject to the Canada Labour Code, Part II, at 5310 Explorer Drive, Mississauga, Ontario, L4W 5H8.

The said health and safety officer is of the opinion that the following provision of the Canada Labour Code, Part II, has been contravened:

Section 124. - Canada Labour Code, Part II
Every employer shall ensure that the safety and health at work of every person employed by the employer is protected.

The employer failed to ensure the health and safety of employees, being pilots, who operate by Night Visual Flight Rules in the northern area of operation, are provided with a means to ensure visual reference is maintained throughout the flight.

Therefore, you are HEREBY DIRECTED, pursuant to paragraph 145(1)(a) of the Canada Labour Code, Part II, to terminate the contravention no later than May 31, 2014.

Further, you are HEREBY DIRECTED, pursuant to paragraph 145(1)(b) of the Canada Labour Code, Part II, within the time specified above by the health and safety officer, to take steps to ensure that the contravention does not continue or reoccur.

Issued at Mississauga, this 14th Day of November 2013.

Janice Berling
Health and Safety Officer
Certificate Number: ON9737