

# Health & Safety At Work TODAY

Issue #2 | April 2013

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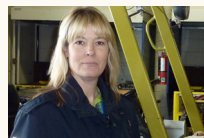
## Stakeholder consultation



Consultations with our partners are vital to improving Ontario’s workplace health and safety system. This spring, the ministry is holding two consultations to help us best determine our prevention and enforcement efforts, and our overall strategy going forward in the near future.

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## Inspection blitz initiatives 2013/2014



Occupational health and safety inspectors conduct proactive blitzes on sector-specific hazards. Employment standards officers check on compliance with core ESA standards. This year, the ministry is coordinating the proactive enforcement blitzes: 11 blitzes in our 2013/2014 schedule.

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## New online resources



- Ministry of Labour inspectors enforce the Occupational Health and Safety Act and check that workplace parties are maintaining an effective Internal Responsibility System. Learn what to expect from a ministry visit.
- Occupational Exposure Limits (OELs) restrict the amount and length of time a worker is exposed to airborne concentrations of hazardous biological or chemical agents. See our updated table of OELs for Ontario workplaces.
- *Live Safe! Work Smart!* newsletter for teachers.

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## Stakeholder consultation

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### Annual consultations

This February and March, the Ministry of Labour held its fifth annual stakeholder consultation sessions. These sessions are held to obtain input and advice on how we can improve our efforts. For the first time, we partnered with the ministry's Prevention Division and Employment Practices Branch to consult on a wide range of topics. We discussed the future of occupational health and safety in Ontario, and our health and safety, and employment standards strategies for the coming year.

During the consultation period, we heard from more than 250 representatives of labour, employer and small businesses in various sectors. The sessions were held in all regions of the province, including the GTA, Sudbury, Thunder Bay, Hamilton, London, Chatham, Peterborough and Ottawa.

You can send your comments or questions to us by email at:

[SAWOConsultations@ontario.ca](mailto:SAWOConsultations@ontario.ca).

### Integrated health and safety system strategy consultation

The ministry has launched consultations on the development of a province-wide integrated occupational health and safety strategy, the first of its kind for Ontario. The strategy will provide a clear vision to guide Ontario's occupational health and safety system, and workplaces. It will help shape operational plans and programs for the ministry and its partners in the years ahead.

The strategy will focus on issues such as:

- addressing the needs of vulnerable workers
- supporting small business
- high-hazard activities
- effective support for workplace parties

The consultations will cover the entire range of occupational health and safety, from prevention to compliance and enforcement. The feedback received will help in the development of the strategy. Ultimately, the final strategy document will guide the planning, development, delivery, and evaluation of occupational health and safety programs and services in Ontario.

A full consultation paper and an abridged version are available for download <http://www.labour.gov.on.ca/english/hs/prevention/strategy.php>.

The ministry encourages parties to distribute these consultation papers to their networks.

The deadline for feedback is May, 17, 2013.

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For us, ongoing stakeholder engagement is integral to understanding what is occurring in the field, so that we can respond quickly to workplace issues. Continued engagement with you is vital to the success and improvement of workplace health and safety culture across Ontario.

## Safe At Work Ontario

### ***Safe At Work Ontario***

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During the last five years of *Safe At Work Ontario*, the ministry's occupational health and safety enforcement strategy, we made significant improvements in the way we enforce the Occupational Health and Safety Act, listen to our stakeholders, develop compliance tools, and share information to increase our transparency.

In the last five years, we have:

- partnered with the Workplace Safety and Insurance Board and the Health and Safety Associations to identify and visit more than 20,000 workplaces with a history of workplace injuries and fatalities
- conducted 48 blitz initiatives
- held dozens of stakeholder consultation sessions across the province
- developed 17 inspector videos
- developed and published five interactive web-based tools and
- published 12 newsletters of *Safe At Work Ontario TODAY*, and 34 issues of the ministry newsletter *What's New*

This is an exciting time for health and safety in Ontario. As the Prevention Division continues to consult and develop an integrated occupational health and safety system strategy, the ministry will realign *Safe At Work Ontario* to support the goals and priorities of the overall strategy.

### **Inspection blitz initiatives 2013/2014**

Incidents that lead to injury or death are preventable or avoidable. That's why the Ministry of Labour's *Safe At Work Ontario* strategy conducts proactive sector- and hazard-specific inspection blitzes. Although the ministry announces the blitzes in advance, individual workplaces to be visited by inspectors are not identified in advance. The blitzes raise awareness of known workplace hazards and are intended to promote compliance with the Occupational Health and Safety Act and its regulations.

The blitz results are then posted on our website.

Thanks to the valuable feedback from our annual stakeholder consultations, system partners and field staff, we have developed 10 inspection blitzes that will run from April 1, 2013, to March 31, 2014.

This year, the ministry is coordinating the proactive inspection schedules for Occupational Health and Safety and Employment Standards.

| Focus                                       | Program                        | Sector                                                                                                                                                                                  | Date                      |
|---------------------------------------------|--------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------|
| Vulnerable Workers                          | Occupational Health and Safety | Industrial, Health Care: New and Young Workers                                                                                                                                          | May to August 2013        |
|                                             | Employment Standards           | Salons, spas, nail salons<br>Manufacturing and distribution<br>Fast food, restaurants<br>Construction sites<br>Farming<br>Recreation: gyms, pools, bowling alleys<br>Recreation centres | May to August 2013        |
| Excavation                                  | Occupational Health and Safety | Construction                                                                                                                                                                            | May 2013                  |
| Internal Responsibility System              | Occupational Health and Safety | Mining                                                                                                                                                                                  | July 2013                 |
| Musculoskeletal Disorders (MSDs)            | Occupational Health and Safety | Health Care                                                                                                                                                                             | September to October 2013 |
| Fall Hazards                                | Occupational Health and Safety | Construction                                                                                                                                                                            | September to October 2013 |
| Retail Services                             | Employment Standards           | Gas stations, retail chains, convenience store franchises/ chains, other retail/ grocery                                                                                                | October to December 2013  |
| Ground Control                              | Occupational Health and Safety | Mining                                                                                                                                                                                  | October 2013              |
| Recycling and Waste Management              | Occupational Health and Safety | Industrial Health Care                                                                                                                                                                  | November to December 2013 |
| Locking and Tagging in Mine Hoisting Plants | Occupational Health and Safety | Mining                                                                                                                                                                                  | January to February 2014  |
| Construction in Active Workplaces           | Occupational Health and Safety | Industrial Construction                                                                                                                                                                 | January 2014              |
| Warehousing                                 | Occupational Health and Safety | Industrial                                                                                                                                                                              | February to March 2014    |



## Help promote the “It’s Your Job” contest to your young workers

Each year, more than 6,200 young workers across Ontario are injured seriously enough to not be able to work. That’s 17 young workers every single day.

Some never make it home alive.

That’s why Ontario is joining the federal government, and all the provinces and territories, to launch the first national video contest for young people on workplace safety and fairness.

We need your help to promote it to young workers and their workplaces. The “**It’s Your Job**” contest opened on Feb. 1, 2013. The contest invites contestants to submit a video of up to two minutes on any topic related to awareness about workplace health and safety, or employment standards.

With cash prizes of up to \$3,000, the contest challenges secondary school students and those between ages 18-24 who are out of secondary school to speak out and raise awareness about workplace rights and responsibilities.

Promote the contest link: <http://bit.ly/Wpkg9Y> or print out a flyer and post it in your workplace: [http://www.labour.gov.on.ca/english/contest/pdf/contest\\_flyer.pdf](http://www.labour.gov.on.ca/english/contest/pdf/contest_flyer.pdf).

## Inspection blitz results

### New and young workers blitz

New and young workers in Ontario are four times more likely to be injured during their first month of employment than at any other time. From May 1 to August 31, 2012, Ministry of Labour inspectors conducted a workplace inspection blitz in the industrial, construction and health care sectors, focusing on:

- new and young workers age 14 to 24 years, and
- new workers age 25 and older who were on the job for less than six months or reassigned to a new job

Inspectors checked on compliance with the Occupational Health and Safety Act (OHSA) and its regulations. They focused on workplaces where many new and young workers were employed, including the service sector, transportation, municipalities (e.g., parks and recreation), logging, farming operations, long-term care and retirement homes, and the construction sector.

Inspectors focused on orientation, training and supervision; minimum age requirements; the internal responsibility system; and safety measures.

The goal of the blitz was to:

- raise awareness of hazards involving new and young workers
- encourage employers to identify and control hazards
- address and remedy non-compliance with the OHSA and its regulations
- deter non-compliant employers



- enhance health and safety partnerships, and
- promote improved health and safety for new and young workers

During last year's blitz, ministry inspectors conducted 5,452 visits to 4,614 workplaces, and issued 14,265 orders under the OHSA and its regulations, including 553 stop-work orders. Some of the workplaces were visited several times.

More than half the orders (54 per cent) involved violations of the statute and 46 per cent of the orders (6,705) involved violations of requirements specified in sector-specific regulations and regulations relating to WHMIS and designated substances.

On average, 2.4 orders were issued per workplace visit.

To learn what inspectors found in each sector – including common problems, the most frequently issued orders and other findings – please view the full report at: [http://www.labour.gov.on.ca/english/hs/sawo/blitzes/blitz\\_report45.php](http://www.labour.gov.on.ca/english/hs/sawo/blitzes/blitz_report45.php).

### Supervisory engagement in construction blitz

During September and October 2012, ministry inspectors made 1,916 visits to 1,671 workplaces to gauge supervisory safety engagement on construction projects.

They issued 5,327 orders and requirements during this blitz, including 499 stop-work orders.

The most frequently issued orders were for issues involving:

- fall protection where prescribed (falls remain the first cause of critical and fatal incidents in the construction industry)
- constructors' duties to ensure that the constructor asserts control over the entirety of the project and the workforce, and ensures that legislative requirements are complied with on the project
- the wearing of safety headwear on the project
- a failure to post a written emergency procedure in a conspicuous place
- the inadequacy of access to and egress from the workplace

The ministry will continue to focus on supervisors. Supervisors have direct control over the workers and their work. Supervisor compliance with safety requirements is essential to maintaining health and safety in the workplace.

Learn more about what inspectors found in this blitz:

[https://www.labour.gov.on.ca/english/hs/sawo/blitzes/blitz\\_report42.php](https://www.labour.gov.on.ca/english/hs/sawo/blitzes/blitz_report42.php)

### Manufacturing blitz (machine guarding, MSDs, workplace violence)

From October 1 to November 30, 2012, ministry inspectors conducted a blitz in the industrial sector that mainly focused on hazards involving:

- guards and other devices on machines and equipment
- improper lockout
- musculoskeletal disorders (MSDs)

## View CSA standards cited in OHSA regulations

Many regulations made under Ontario's Occupational Health and Safety Act require compliance with standards published by CSA Group, a not-for-profit, membership-based association serving business, industry, government and consumers in Canada and the global marketplace. Thanks to a pilot project funded in part by the Ontario government, you can read many of the relevant CSA standards before you buy. Registration to view the standards is required; however, you are under no obligation to purchase anything. CSA standards cited in Ontario's occupational health and safety regulations are available online for many sectors, including industry, health care, mining, manufacturing, agriculture and construction.

<http://ohsviewaccess.csa.ca/default.asp?lang=EN>



- workplace violence and harassment
- chemical and noise exposure

The three most frequently issued orders involved failure of employers to:

- carry out duties under section 25 of OHSA to protect workers, including failure to maintain machinery and provide information and supervision to workers
- comply with requirements to prevent workplace violence and harassment
- provide adequate guards and other devices for machines and equipment

The three most frequent orders related to inadequate machine guarding, excessive worker exposure to chemicals, and inadequate machine maintenance. These orders clearly indicate that in the manufacturing sector, enforcement action continues to be necessary to ensure that workers are protected from these hazards. Also, a high percentage of orders were for policies, programs and training to be in place for workplace violence and harassment.

To learn what inspectors found – including common problems, the most frequently issued orders and other findings – please view the full report at: [http://www.labour.gov.on.ca/english/hs/sawo/blitzes/blitz\\_report44.php](http://www.labour.gov.on.ca/english/hs/sawo/blitzes/blitz_report44.php).

## Infection prevention and control blitz

Infections continue to be a hazard for workers in Ontario's health care sector. Outbreaks are common from a variety of infectious agents. These can include norovirus, influenza and *Clostridium difficile*.

More than 500,000 health care workers work at more than 6,000 hospitals, long-term care homes, retirement homes and other workplaces in Ontario. Employers have a responsibility to control hazards such as exposure to infectious agents in these workplaces.

In October and November 2012, ministry inspectors conducted a blitz focusing on infection prevention and control. Inspectors checked on compliance with the Occupational Health and Safety Act (OHSA) and its regulations.

The goal was to:

- raise awareness of infection control hazards
- check that employers identify and control hazards
- address and remedy non-compliance with the OHSA and its regulations
- deter non-compliant employers
- enhance health and safety partnerships
- promote improved health and safety for health care workers

During the blitz, ministry inspectors conducted 163 visits to more than 100 health care workplaces, and issued 297 orders under the OHSA and its regulations.

The three most frequently issued orders related to a failure of employers to:

- take every precaution reasonable in the circumstances to protect a worker
- review health and safety measures and procedures for workers at least once a year
- ensure equipment, materials and protective devices are maintained in good condition

During routine workplace inspections, inspectors will continue to focus on hazards involving infectious agents in health care and other workplaces. Infection prevention and control continues to be a key priority in the ministry's [Health Care Sector Plan](#).

To learn what inspectors found – including common problems, the most frequently issued orders and other findings – please view the full report at: [http://www.labour.gov.on.ca/english/hs/sawo/blitzes/blitz\\_report43.php](http://www.labour.gov.on.ca/english/hs/sawo/blitzes/blitz_report43.php).

## Worker training program products: printed copies now available free from ServiceOntario



The *Worker Health and Safety Awareness in 4 Steps* workbook and its accompanying *Employer Guide to Worker Health and Safety Awareness in 4 Steps* have been released under the ministry's Prevention Office and the "Health & Safety at Work: Prevention Starts Here" banner. Both the workbook and guide can be viewed and downloaded from the ministry website in English at: [http://www.labour.gov.on.ca/english/hs/pubs/worker\\_awareness.php](http://www.labour.gov.on.ca/english/hs/pubs/worker_awareness.php).

Printed workbooks are now available free from ServiceOntario. Go to [www.publications.serviceontario.ca](http://www.publications.serviceontario.ca) and type "worker awareness."

The workbooks will also be available in French, Chinese (traditional and simplified), Spanish, Punjabi, Hindi, Urdu and Portuguese.

These training guides are an important step by the ministry and its Prevention Office to fulfil the mandate to make Ontario workplaces safer and healthier. They convey the essential elements of working safely under the terms of the Occupational Health and Safety Act. As a general introduction to workplace health and safety, these materials provide crucial information about the rights and responsibilities of workers, supervisors and employers.

A similar suite of guides for supervisors, *Supervisor Health and Safety Awareness in 5 Steps* and accompanying *Employer Guide to Supervisor Health and Safety Awareness in 5 Steps*, will also be available in printed from ServiceOntario near the end of March. They will also be available in other languages. They can be viewed on the MOL website at:

[http://www.labour.gov.on.ca/english/hs/pubs/sup\\_workbook/index.php](http://www.labour.gov.on.ca/english/hs/pubs/sup_workbook/index.php)  
[http://www.labour.gov.on.ca/english/hs/pubs/sup\\_employerguide.php](http://www.labour.gov.on.ca/english/hs/pubs/sup_employerguide.php)

## E-learning: a new component to health & safety awareness training

The ministry's Prevention Office is developing an e-learning program as part of its suite of health and safety awareness training products.

Later this spring, learners will be able to access modules on the ministry's website and print a certificate of completion once they complete the online awareness training.

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The e-learning program is designed for two types of learners – workers and supervisors – and both are available in English and French. They are up to 60 minutes and geared to adult learners.

The modules will feature video segments with narration, multimedia and interactive e-learning activities. They will also be available in other languages.

The e-learning program is in addition to other health and safety awareness products that include:

- the mandatory workplace poster *Health & Safety at Work: Prevention Starts Here*, which can be found at: <http://www.labour.gov.on.ca/english/hs/pubs/posterinfo.php>.
- the workbooks *Worker Health and Safety Awareness in 4 Steps* and *Supervisor Health and Safety Awareness in 5 Steps* and their accompanying *Employer Guides*. They can be found at: [http://www.labour.gov.on.ca/english/hs/pubs/worker\\_awareness.php](http://www.labour.gov.on.ca/english/hs/pubs/worker_awareness.php)

This will allow workplaces to deliver or receive awareness training in a face-to-face fashion (supported by print materials like the workbooks) or through e-learning.

The ministry is proposing a regulation to make health and safety awareness training mandatory for all workers and supervisors in Ontario effective in 2014, and the e-learning module is meant to make it easier for workers, supervisors and employers to comply. The training is among the recommendations of the Expert Advisory Panel on Occupational Health and Safety aimed at the prevention of workplace injuries, illnesses and fatalities.

The health and safety training is the first of its kind in Canada and may set a standard for other jurisdictions.

## Two task groups named to advise the ministry on vulnerable worker and small business issues

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Ontario Chief Prevention Officer George Gritziotis has named the members of two task groups who will consult and provide advice about vulnerable workers and about small business.

The creation of the task groups is part of the recommendations of the Expert Advisory Panel on Occupational Health and Safety.

Each task group has 12 members: six worker representatives and six employer representatives. They are expected to study the issues, gather information and report back over a period of not more than 30 months.

### Vulnerable workers task group

Vulnerable workers are those who are considered to have “a greater exposure than most workers to conditions hazardous to health or safety and who lack the power to alter those conditions,” according to the expert advisory panel report. They include young workers; recent immigrants; older workers; workers new to their jobs or in new firms; foreign workers hired to address temporary or seasonal

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## What's New

### Monthly news from the Ministry of Labour

Subscribe to *What's New*, a monthly e-newsletter, featuring the latest ministry news on workplace health and safety, employment standards and labour relations. Keep up-to-date on ministry legislation, operations and resources – all directly from your email inbox. [www.labour.gov.on.ca/english/resources/subscribe/index.php](http://www.labour.gov.on.ca/english/resources/subscribe/index.php).

labour shortages and employed primarily in agriculture, hotel/hospitality and construction; workers with very low wages holding multiple part-time jobs; and workers in the temporary staffing industry.

The expert panel report noted that worker vulnerability arises for various reasons: not knowing one's rights under the Occupational Health and Safety Act, such as the right to refuse unsafe work; having no work experience or training that is job- or hazard-specific; and being unable to exercise rights or raise health and safety concerns for fear of losing one's job.

The worker representatives on the vulnerable worker task group are:

- Amy Casipullai, Senior Coordinator, Policy and Communications, Ontario Council of Agencies Serving Immigrants (OCASI)
- Rob Ellis, President, My Safe Work
- Barbara Jaworski, Chief Executive Officer, Workplace Institute
- Margaret Parsons, Executive Director, African Canadian Legal Clinic
- Sharleen Stewart, President, Service Employees International Union Local 1
- Jim Wright, National Staff Representative, United Food and Commercial Workers

The employer representatives participating on the vulnerable worker task group are:

- Candace Chartier, Chief Executive Officer, Ontario Long Term Care Association
- Darren Fuhr, President, Factory Auto Sound
- Michel Genier, Operations Manager, Metro Toronto Convention Centre
- Ken Linington, Policy Advisor, Labour Issues Coordinating Committee
- Susan McBride Friesen, Director, Human Resources, Highline Mushrooms
- Dawn Tattle, President, Anchor Shoring & Caissons Ltd

### Small business task group

The expert panel report noted that the issues affecting small business are different from those of larger businesses. It also noted that small businesses have unique challenges in terms of occupational health and safety in the workplace.

One of the issues in small businesses is that the rate of worker injury is so low – estimated to be one injury every seven to 10 years – it can lead employers to conclude that adequate measures and precautions are in place. Another is the absence of guidance and support materials that are relevant to the language, culture and business/organizational situations of small business.

Among other matters, the task group will look specifically at how the needs of small business as a sector can be supported.

The worker representatives who participate on the small business task group are:

- Miriam Baldwin, Employer Services Professional, Focus Community Development Corporation;
- John Ferreira, Health and Safety Coordinator, Business Representative, LiUNA Local 183

- Mahen Krishnamoorthy, Organizer, UNITE HERE Local 75 (ON & GTA)
- Thomas Lorini, President, Novatech Machining Inc.
- Sukhjit Singh, Worker Support Professional
- Rod Thompson, Union Coordinator, Carpenters Local 93

The employer representatives participating on the small business task group are:

- Dave Bryans, Chief Executive Officer, Ontario Convenience Stores Association
- Jason Campbell, Estimator, Dean-Chandler Roofing Ltd.
- Len Little, Owner, Lucy's Seafood Kitchen
- Plamen Petkov, Director, Provincial Affairs, Canadian Federation of Independent Business
- Mark Wales, President, Ontario Federation of Agriculture
- Walter Widla, Manager, Sales and Marketing, Fulton Engineered Specialties Inc.

## Posting requirements

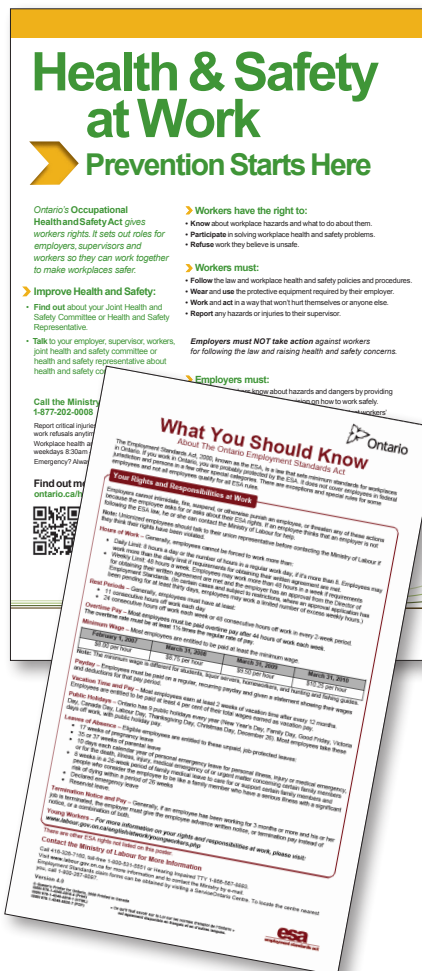
The Occupational Health and Safety Act, the Employment Standards Act, 2000 and the Workplace Safety and Insurance Act specify exact posting requirements for employers in Ontario.

### Posters

1. **Health & Safety at Work: Prevention Starts Here:** Printed colour posters are available in English and French from [Service Ontario](#) free of charge or can be downloaded in [English, French and 16 other languages](#).
2. **What You Should Know About The Ontario Employment Standards Act, 2000:** It is available [online](#) for free, and [ServiceOntario Publications](#) provides printed copies of the poster, charging only for shipping and handling.
3. **In Case of Injury—1234:** It is provided free of charge by the Workplace Safety and Insurance Board (WSIB). Call the WSIB at 416-344-1016 or 1-800-663-6639.

### Documents

- **Occupational Health and Safety Act:** Employers are required to post a copy of the Occupational Health and Safety Act (OHSa) in their workplaces. It is available [online](#) for free. It is also available from [ServiceOntario Publications](#).
- **Health and Safety Policy:** The OHSa also requires employers to prepare and review, at least once a year, a written occupational health and safety policy, and to develop and maintain a program to implement that policy. The policy must be posted in the workplace.



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## CPO podcast

Ontario's Chief Prevention Officer George Gritziotis offers a review of prevention accomplishments and a look forward at plans for 2013 in a recent podcast; listen to the podcast or read a transcript. Look under "Health and Safety" on this page: <http://www.labour.gov.on.ca/english/podcasts/index.php>.

- **Workplace Violence and Workplace Harassment:** The OHSA requires employers to prepare and review, at least once a year, workplace violence and workplace harassment policies, and to develop and maintain programs to implement those policies. These policies must be in writing and posted in the workplace except for workplaces with five or fewer regularly employed workers, unless ordered by an inspector.
- **Joint Health and Safety Committees:** In workplaces where the employer is required to establish a joint health and safety committee, the employer must also post the names and work locations of the committee members in a conspicuous place.

## Prevention Council chair appointed

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Colin Grieve has been named chair of the recently created Ontario Prevention Council.

Since 1987, he has been a professional firefighter in the City of Hamilton and was a police officer for the City of Guelph.

Mr. Grieve has been an advocate for ill and deceased firefighters with respect to the Workplace Safety and Insurance Board and occupational disease for more than 15 years. He is a member of Board of Directors for Occupational Health Clinics for Ontario Workers Inc. and is Occupational Disease Committee Co-chair on the Ontario Professional Firefighters Association.

Mr. Grieve is among the council's 11 members who were chosen for their experience and knowledge of health and safety issues.

"I look forward to working with Colin and the rest of the Prevention Council members as we move forward with initiatives that will make Ontario's workplaces safer," said George Gritziotis, Ontario's Chief Prevention Officer.

## National Day of Mourning

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Every year on April 28 we pay our respects to, and remember, the thousands of workers who have been killed, injured or suffered illness as a result of work-related incidents. We also honour the many families and friends who have been deeply affected by these tragedies. Every worker has the right to return home safe and sound at the end of each work day. By working together – with employers, workers and our health and safety partners – we can prevent worker injuries and deaths before they occur.

### Resources

WSIB Website: [National Day of Mourning](#)

CCOHS Website: [National Day of Mourning – April 28](#)

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## New Ministry of Labour online resources

**Occupational Health and Safety  
Inspections: What You Should Know**  
Ministry of Labour inspectors enforce the Occupational Health and Safety Act and check that workplace parties are maintaining an effective Internal Responsibility System. Learn what to expect from a ministry visit.  
[http://www.labour.gov.on.ca/english/hs/pubs/ohs\\_inspections.php](http://www.labour.gov.on.ca/english/hs/pubs/ohs_inspections.php)

**Occupational Exposure Limits for  
Ontario Workplaces: Updated table**  
Occupational Exposure Limits (OELs) restrict the amount and length of time a worker is exposed to airborne concentrations of hazardous biological or chemical agents. See our updated table of OELs for Ontario workplaces:  
[http://www.labour.gov.on.ca/english/hs/pubs/oel\\_table.php](http://www.labour.gov.on.ca/english/hs/pubs/oel_table.php).

**Live Safe! Work Smart! Newsletter**  
Are you a teacher or educator in Ontario? Are you looking for the newest health and safety information that will help in the classroom? Subscribe to the Ministry of Labour's *Live Safe! Work Smart!* newsletter for the latest news, resources and information to help teachers teach students about workplace health and safety. <http://www.labour.gov.on.ca/english/resources/subscribe/index.php>

**Workers Falling Through Skylights:  
Information Bulletin**  
Falls from heights can occur when working near inadequately guarded rooftop skylights or when other fall protection measures and procedures have not been implemented at a workplace. The falls can result in critical injuries or even death. Workplace parties – including building owners, constructors, employers, supervisors, and workers – may not fully realize how serious fall hazards can be when working on, around or near the edge of a skylight.  
[http://www.labour.gov.on.ca/english/hs/pubs/ib\\_skylights.php](http://www.labour.gov.on.ca/english/hs/pubs/ib_skylights.php)

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## Skylights information bulletin

Falls from heights can occur when working near inadequately guarded rooftop skylights or when other fall protection measures and procedures have not been implemented. The falls can result in critical injuries – or even death.

In January 2013, the Ministry of Labour published an information bulletin on hazards involving working on or near skylights. The information bulletin identifies control measures that should be taken and the sector regulations that apply.

Workplace parties are reminded to treat a skylight as an opening in a roof. The ministry recommends that temporary barriers or guardrails be placed around skylights when workers are on the roof. Owners of buildings with skylights, and employers of workers who do maintenance or construction on these roofs, must provide the workers with information, instruction and supervision relating to associated hazards as required by Section 25(2)(a) of the [Occupational Health and Safety Act](#).

Section 26 of [Ontario Regulation 213/91 \(Regulation for Construction Projects\)](#) requires that an opening in a roof to which a worker has access be protected by a guardrail or covered with securely fastened planks. This applies to situations where the skylight has been removed to conduct built-up roof repairs or prior to the skylight being installed on new construction. Skylight installers must be protected by a fall-arrest system that meets the requirements of O. Reg. 213/91, sections 26.1 (3) and 26.6.

Learn more at: [https://www.labour.gov.on.ca/english/hs/pubs/ib\\_skylights.php](https://www.labour.gov.on.ca/english/hs/pubs/ib_skylights.php).

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## Events

### Partners in Prevention

Canada's Largest Health and Safety Event  
April 30 - May 1, 2013  
International Centre, Mississauga, Ontario  
Visit the MOL team in booth 519!

<http://www.healthandsafetyontario.ca/2012confohs4.aspx>

### Steps for Life

Every May, people of all ages take part in the Steps for Life five-kilometre walk to raise funds to support Canadian families living with the outcome of a workplace tragedy and to raise awareness about the importance of workplace safety. This year, the walk falls on May 5.

<http://www.stepsforlife.ca/>

### NAOSH Week: May 5-11, 2013

In early May, workplaces across the country will celebrate North American Occupational Safety & Health (NAOSH) Week. Its aim is to focus the attention of workplaces and the public on the importance of preventing injury and illness in the workplace, at home and in the community.

<http://www.naosh.org/english/>

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### **Partners in Prevention, regional conference series**

- Sault Ste Marie, April 10-11, 2013
- Sudbury, October 1, 2013
- Ottawa, October 24, 2013
- Kitchener, October 29, 2013
- Forum North, November 5-6, 2013
- Niagara Falls, November 20, 2013

<http://www.healthandsafetyontario.ca/ConferencesEvents/Conferences.aspx>

## **Services**

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### **Infrastructure Health & Safety Association (IHSA)**

Training and services for construction, electrical and utilities, aggregates, natural gas, ready-mix concrete and transportation.

Toll-free: 1-800-263-5024 / [www.ihsa.ca](http://www.ihsa.ca) Twitter: @IHSAnews

### **Public Services Health & Safety Association (PSHSA)**

Training and services for: hospitals, nursing and retirement homes, residential and community care, universities and colleges, school boards, libraries and museums, municipalities, provincial government and agencies, police, fire and paramedics and First Nations.

Toll-free: 1-877-250-7444 / T: 416-250-2131 / [www.pshsa.ca](http://www.pshsa.ca) Twitter: @PSHSAca

### **Workplace Safety North (WSN)**

Training and serves for (province wide): forestry, mining, smelters, refineries, paper, printing and converting.

Toll-free (Ontario): 1-888-730-7821 / [www.workplacesafetynorth.ca](http://www.workplacesafetynorth.ca)

Twitter: @WSN\_News

### **Workplace Safety & Prevention Services (WSPS)**

Training and services for agriculture, manufacturing and service sectors.

Toll-free: 1-877-494-9777 / [www.wsps.ca](http://www.wsps.ca) Twitter: @WSPS\_NEWS

### **Occupational Health Clinics for Ontario Workers (OHCOW)**

OHCOW provides comprehensive occupational health services to workers concerned about work-related health conditions and to workers, unions and employers who need support to prevent these health conditions from developing. OHCOW services are free of charge.

Toll-free: 1-877-817-0336 / [www.ohcow.on.ca](http://www.ohcow.on.ca) Twitter: @OHCOWclinics

### **Workers Health & Safety Centre (WHSC)**

As Ontario's designated health and safety training centre, the WHSC provides training for workers, their representatives and employers from every sector and region of the province.

Toll-free: 1-888-869-7950 / [www.whsc.on.ca](http://www.whsc.on.ca) Twitter: @OHS\_Training

## Winter blitz materials

**Mining:** Inspectors checked on diesel emissions and other hazards that affect air quality in underground mines in January and February.

**Fact sheet:**

[http://www.labour.gov.on.ca/english/hs/sawo/pubs/fs\\_ventilation.php](http://www.labour.gov.on.ca/english/hs/sawo/pubs/fs_ventilation.php)

**Poster:**

[http://www.labour.gov.on.ca/english/hs/pubs/poster\\_ventilation.php](http://www.labour.gov.on.ca/english/hs/pubs/poster_ventilation.php)

**Industrial and Construction:** Inspectors focused on slips, trips and falls hazards at industrial and construction workplaces in February and March.

**Fact sheets:**

- [http://www.labour.gov.on.ca/english/hs/sawo/pubs/fs\\_falls.php](http://www.labour.gov.on.ca/english/hs/sawo/pubs/fs_falls.php)
- [http://www.labour.gov.on.ca/english/hs/sawo/pubs/fs\\_construction.php](http://www.labour.gov.on.ca/english/hs/sawo/pubs/fs_construction.php)

**Poster:**

[http://www.labour.gov.on.ca/english/hs/pubs/poster\\_falls.php](http://www.labour.gov.on.ca/english/hs/pubs/poster_falls.php)

**Health Care:** Compliance with legislation regarding workplace violence was the focus of our health care blitz in February and March.

**Fact sheet:**

[http://www.labour.gov.on.ca/english/hs/sawo/pubs/fs\\_violencehealthcare.php](http://www.labour.gov.on.ca/english/hs/sawo/pubs/fs_violencehealthcare.php)

**Poster:**

[http://www.labour.gov.on.ca/english/hs/pubs/poster\\_violencehealthcare.php](http://www.labour.gov.on.ca/english/hs/pubs/poster_violencehealthcare.php)

## Links to key resources

- Ministry of Labour home page:  
[www.labour.gov.on.ca/english/](http://www.labour.gov.on.ca/english/)
- Health and Safety FAQ:  
[www.labour.gov.on.ca/english/hs/faqs/index.php](http://www.labour.gov.on.ca/english/hs/faqs/index.php)
- Health and Safety Regulations:  
[www.labour.gov.on.ca/english/hs/laws/regulations.php](http://www.labour.gov.on.ca/english/hs/laws/regulations.php)
- Occupational Health and Safety Act:  
[www.e-laws.gov.on.ca/html/statutes/english/elaws\\_statutes\\_90o01\\_e.htm](http://www.e-laws.gov.on.ca/html/statutes/english/elaws_statutes_90o01_e.htm)
- A Guide to the Occupational Health and Safety Act:  
[www.labour.gov.on.ca/english/hs/pubs/ohsa/index.php](http://www.labour.gov.on.ca/english/hs/pubs/ohsa/index.php)
- A Guide for Joint Health and Safety Committees and Health and Safety Representatives in the Workplace:  
[www.labour.gov.on.ca/english/hs/pubs/jhsc/index.php](http://www.labour.gov.on.ca/english/hs/pubs/jhsc/index.php)
- Construction Safety:  
[www.ontario.ca/ConstructionSafety](http://www.ontario.ca/ConstructionSafety)
- Court Bulletins:  
[www.labour.gov.on.ca/english/news/courtbulletins.php](http://www.labour.gov.on.ca/english/news/courtbulletins.php)
- Hazard Alerts:  
[www.labour.gov.on.ca/english/hs/pubs/alerts/index.php#all](http://www.labour.gov.on.ca/english/hs/pubs/alerts/index.php#all)
- Health and Community Care:  
[www.ontario.ca/HealthWorkerSafety](http://www.ontario.ca/HealthWorkerSafety)
- Inspection Blitzes, Announcements, Results:  
[www.labour.gov.on.ca/english/hs/sawo/blitzes/index.php](http://www.labour.gov.on.ca/english/hs/sawo/blitzes/index.php)
- Mining Safety:  
[www.ontario.ca/MiningSafety](http://www.ontario.ca/MiningSafety)
- Musculoskeletal Disorders /Ergonomics Resources:  
[www.ontario.ca/MSD](http://www.ontario.ca/MSD)
- Performance Industry:  
[www.labour.gov.on.ca/english/hs/topics/performance.php](http://www.labour.gov.on.ca/english/hs/topics/performance.php)
- Poster, Health & Safety at Work – Prevention Starts Here:  
[www.labour.gov.on.ca/english/hs/pubs/poster\\_prevention.php#download](http://www.labour.gov.on.ca/english/hs/pubs/poster_prevention.php#download)
- Prevention:  
[www.labour.gov.on.ca/english/hs/prevention/index.php](http://www.labour.gov.on.ca/english/hs/prevention/index.php)
- Radiation Hazards and Protection:  
[www.labour.gov.on.ca/english/hs/topics/radiation.php](http://www.labour.gov.on.ca/english/hs/topics/radiation.php)
- Safe At Work Ontario:  
[www.ontario.ca/SafeAtWorkOntario](http://www.ontario.ca/SafeAtWorkOntario)

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- Sector Plans:  
[www.labour.gov.on.ca/english/hs/sawo/sectorplans/index.php](http://www.labour.gov.on.ca/english/hs/sawo/sectorplans/index.php)
  - Slips, Trips and Fall Hazards Resources:  
[www.labour.gov.on.ca/english/hs/topics/falls.php](http://www.labour.gov.on.ca/english/hs/topics/falls.php)
  - Workplace Safety & Insurance Board:  
[www.wsib.on.ca/en/community/WSI](http://www.wsib.on.ca/en/community/WSI)
  - Workplace Violence Resources:  
[www.ontario.ca/WorkplaceViolence](http://www.ontario.ca/WorkplaceViolence)
  - Young Workers:  
[www.ontario.ca/YoungWorkers](http://www.ontario.ca/YoungWorkers)
  - MOL on Twitter:  
<https://twitter.com/OntMinLabour>
  - MOL on Facebook:  
[www.facebook.com/OntarioMinistryofLabour](http://www.facebook.com/OntarioMinistryofLabour)