



This newsletter is to inform you of recent changes & trends regarding health and safety. The Turning Point is a monthly newsletter covering topics from various industries and sectors. The Turning Point will respond to your inquiries and inform you of current services and updates regarding Raising the Standard Consulting Inc.

could this happen AT YOUR WORKPLACE?

Diamond Drilling Company Fined \$200,000 After Worker Killed By Falling Tree

TIMMINS, ON - Following a trial, Orbit Garant Drilling Services Inc., a diamond drilling company operating in northeastern Ontario, was found guilty and fined \$200,000 after a worker was killed by a falling tree while exiting a bulldozer.

The company was operating multiple diamond surface drills in the area of the St. Andrews Holloway-Holt mine sites east of Timmins when, on June 25, 2014, two workers were coming off shift. They were travelling to the parking lot of the Holloway-Holt #3 mine area. Normally a crew would ride on a four-wheeled all-terrain vehicle but that piece of equipment was broken down. The ATV had been secured to a bulldozer and the bulldozer was used to travel. Procedure dictates that only one person at a time should be in a bulldozer but on this occasion both workers were in the bulldozer.

One of the workers who had been riding in the cab of the bulldozer opened the cab door to step out, when a chicot - a standing dead tree weighing more than 2,000 pounds - fell, striking the door and fatally injuring the worker.

A Ministry of Labour investigation found that both workers had been fully trained in the appropriate programs. The manufacturer's specifications state that the bulldozer should only be used by one person, the operator. In addition, the route of travel - a bush road - was not approved by Orbit Garant or St. Andrews.

It was known that the established travelway - a seven-kilometre round trip - to and from the drill site was getting soft and muddy to the point of being impassable. Court was told that the company should have known that workers would not walk through the conditions at the site & should have immediately provided proper transportation.

Orbit Garant Inc. was found guilty of failing as an employer to take every precaution reasonable in the circumstances for the protection of a worker - that is, failing to take the reasonable precaution of ensuring the removal of all chicots on or near the travelway that provided access to the workplace. The company was also found guilty of failing to take the reasonable precaution of ensuring that a safe means of egress from a workplace was provided to workers.

Retrieved from: [Worker Falls From Tree](#)

Dare Foods Fined \$67,500 After Worker Injured on the Job

KITCHENER, ON - Dare Foods has been fined \$67,500 after one of its workers was injured while trying to clean a conveyor.

The incident happened on March 1, 2016 at the snack food company's Kitchener plant on Kingsway Drive.

The employee was assigned to clean cookie crumbs from overhead conveyors and stainless-steel belt rollers, which were located almost ten feet above the floor. Using a mobile ladder platform, the employee wiped down the rollers and conveyor belt using a cloth similar to a paper towel. That's when they were pulled into the "nip hazard", resulting in a fracture.

The employee, who had been hired less than six weeks earlier, was working without a trainer for the first time that day.

Dare Foods was charged under section 25 of Ontario's Industrial Establishments Regulation. It states that a "nip hazard or any part of a machine, device or thing that may endanger the safety of any worker shall be equipped with... a guard or other device that prevents access to the pinch point."

The company pleaded guilty and was fined \$67,500 on Friday.

Retrieved from: [Worker Injured at snack food plant](#)

Ontario to Extend WSIB Benefits for WORK-RELATED MENTAL STRESS

On May 17, 2017, the Legislature passed Bill 127 - the Stronger, Healthier Ontario Act (Budget Measures), 2017. Through Schedule 33, Bill 127 introduced many amendments to the Workplace Safety and Insurance Act ("WSIA" or the "Act").

Perhaps most notably, the Bill amends Section 13 of the WSIA to explicitly include Chronic Mental Stress ("CMS"). These amendments come into force on January 1, 2018 and do not have retroactive application.

Currently, the Act limits entitlement under Section 13(5) to workers who experience an acute reaction to a sudden and unexpected traumatic event arising out of and in the course of employment, otherwise known as Traumatic Mental Stress ("TMS").

The decision to amend Section 13 may, in part, be a reaction to the recent Section 15 Charter challenges that have been brought against the current mental stress provisions. Further, the amendments may be in reaction to the subsequent discrepancy in decision making regarding the application of the same. While Bill 127 may eliminate this discrepancy, whether it brings the mental stress provisions in-line with the Charter remains to be seen.

Allowing entitlement for CMS is also congruent with the steps that the Ontario Government has taken to protect workers from workplace harassment. As of January 1, 2018, a worker may receive entitlement to Workplace Safety and Insurance benefits if a substantial work-related stressor(s), including workplace bullying or harassment, significantly contributed to the worker's CMS. Given the focus that the Government has already placed on ensuring the workplace is harassment free, employers who have implemented programs relating to these requirements under the Occupational Health and Safety Act are likely well equipped to deal with Schedule 33's new entitlement scheme.

Schedule 33 explicitly adds entitlement for chronic mental stress ("CMS"). As of January 1, 2018,

Section 13 will read as follows:

Mental Stress

13(4) Subject to subsection (5), a worker is entitled to benefits under the insurance plan for chronic or traumatic mental stress arising out of and in the course of the worker's employment.

Same, exception

13(5) A worker is not entitled to benefits for mental stress caused by decisions or actions of the worker's employer relating to the worker's employment, including a decision to change the work to be performed or the working conditions, to discipline the worker or to terminate the employment.

"Chronic" or "Traumatic" mental stress are not terms defined in the WSIA, but the WSIB has released a draft policy for stakeholder consultation which provides some additional guidance on the terms, such as:

Con't pg. 2

Disaster & Emergency MANAGEMENT

City Launches New Emergency Notification Service, Mobile App

The city is urging Honolulu residents to download its new notification app to receive key alerts should emergencies occur. HNL Info is available for both iPhone and Android, and offers updates on severe weather alerts, traffic incidents, and other emergency situations.

It was developed in-house by the Department of Information Technology.

"We want to make sure that the people of this island, about a million people who live on the island, and about 100,000 visitors who are on our island on any given day, are prepared for any kind of emergency, whether it be a hurricane, a tsunami, an earthquake, or king tide," said Honolulu Mayor Kirk Caldwell.

The city has been using the notification service, Nixle, since August 2010 to send out alerts via text messages and emails. Roughly 45,000 residents had signed up for the service.

"Nixle has been doing this program for free for all of us, & we've really appreciated it and want to thank Nixle, but they've informed they're going to start charging us for this program," Caldwell said.

Nixle told the city it would have to start charging one cent per text message. Over time, that charge would have cost the city an estimated \$400,000 - \$500,000.

"We're always looking to reduce our costs, to manage our expenses, and (with HNL Info) we've come up with a way to do that without having to spend more taxpayer money," Caldwell said.

There are two ways to receive alerts - download the app and allow for push notifications, or create an online account that can send you text messages & emails. Alerts are broken down by category (fire, police, road closures, weather, etc.) and urgency (urgent, routine, informational), and you can pick and choose which ones to receive.

You can view the alerts online without creating an account, while the app also offers information on community & city events, including festivals, parades, and hearings.

"It has all the features that Nixle has and a lot more. We also think that the messages will be delivered in a much more timely fashion than with Nixle. We can send out basically hundreds of thousands of messages in under a second," said Mark Wong, director/chief information officer, Depart. of Information Technology.

Officials encourage residents to download HNL Info or register online to continue receiving alerts before the city discontinues its Nixle use at the end of the month, and as we head into the Central Pacific Hurricane Season, which begins June 1. The long-term goal, officials say, is to turn HNL Info into the go-to digital platform for city-related services and transactions. Users will eventually be able to use the app to report things like potholes, broken lights, and more.

"As we develop this HNL.info concept, we anticipate we're going to have things like renew your driver's license or motor vehicle registration, online transactions with the city," Wong said. *"We're really consolidating all the city functions with the public into one site."*

We reached out to the Hawaii Department of Public Safety and the Hawaii Police Department on Hawaii island. Both use the Nixle alert system.

Hawaii County police say it still plans to use Nixle despite the new costs. Meanwhile, DPS will weigh different cost options to determine if its partnership with Nixle will continue.

Retrieved from: <http://khon2.com/2017/05/25/city-launches-new-emergency-notification-service-mobile-app>

- ⇒ Work-related chronic mental stress is caused by a substantial work-related stressor or series of stressors that are not necessarily traumatic in nature.
- ⇒ Work-related chronic mental stress could be the result of being subjected to harassment or bullying such as humiliating jokes, demeaning conduct, or persistent criticism by a co-worker over several years.
- ⇒ Work-related traumatic mental stress involves events that are generally accepted as traumatic, such as a criminal acts or a horrific accident. In most cases a traumatic event will be sudden and unexpected.
- ⇒ An employer's actions that are part of the managerial function, such as terminations, demotions, transfers, discipline, changes in working hours or changes in productivity expectations do not entitle an employee to traumatic or chronic mental stress coverage.

These changes may have many implications for employers. For example, an expanded role of the WSIB in respect of mental injuries and illnesses that were previously excluded from coverage could affect the cost of insured benefits and the cost of WSIB insurance. The WSIB's role in handling mental injury claims will undoubtedly expand with these amendments. This new treatment of mental injury claims, alongside the lack of a set definition for "traumatic" or "chronic" stress in the WSIA may lead to disputes over adjudication of entitlement and an increase in claim appeals.

Employers can attempt to mitigate the impact of these changes by taking proactive steps to re-evaluate the workplace and to take measures to address circumstances that may significantly contribute to the development of CMS. Although the Bill only applies to accidents that occur on or after January 1, 2018, by nature, chronic mental stress can occur as a result of a cumulative series of work-related stressors. This means that workplace stressor(s) that are occurring in the workplace today, may result in entitlement under this new legislative scheme.

Retrieved from: http://www.mathewsdinsdale.com/bill-127-stronger_healthier_ontario/

Manage Your Entire Workplace's SAFETY PROGRAM



- » RTS Consulting can put your organization on the road to success with our Guardian Protection System by identifying, assessing and controlling risks to your workers.
- » We have partnered with hundreds of organizations over the last 20+ years and have identified the key elements which every organization must maintain to stay on the path to zero accidents.
- » Our Guardian Protection System (GPS) will direct you to your destination. You will always know where you are and we will ensure you are on the most cost efficient and direct route to zero accidents and improved health and safety.
- » We will identify your hazards, provide you with safe operating policies & procedures, workplace specific training.
- » We will assist you with your monthly inspections, accident investigation and reporting. GPS will keep you from getting off track and minimize the risk of injuries in your workplace.
- » We will monitor your progress towards your destination and ensure your goals are communicated to your employees.
- » We have the map to direct you. Not only that but with our Guardian Prevention System (GPS) we will constantly know where you are in relationship to where you are going to ensure the most efficient route. The ultimate GPS to reach your destination

Benefits of the GUARDIAN PROTECTION SYSTEM

- » Save dollars.
- » Reduced customer and employee injuries.
- » Reduced employee absenteeism.
- » Reduced training costs.
- » Establish & maintain 'Due Diligence'.
- » Assured Provincial and Federal legislation compliance.
- » Decrease employee turnover.
- » Increase employee morale RTS will provide you with a customized and comprehensive online health & safety program that is guaranteed to benefit your workplace environment.

GUARDIAN PROTECTION SYSTEM

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2017 Course Calendar

new RTSC is an approved MOL provider for JHSC Part 1 & 2 – Training
Dates coming soon!

Joint Health and Safety Committee (Basic) Training

The Occupational Health and Safety Act requires an employer to establish a Joint Health and Safety Committee (JHSC) at a workplace with 20 or more workers. If you are required to have a JHSC, you are also required, by law, to have at least two "certified members": one representing workers and the other management.

RTS offers a 3 day JHSC Certification Part 1 course, which has been approved by MOL & provides participants with the basic knowledge and skills necessary to become certified JHSC members.

Cost: Public (3 days) \$450 + HST (Lunch & materials included)

Location: Brampton

Schedule: Oct. 17-19 | Dec. 12-14

Joint Health and Safety Committee (Part 2) Training

This course has been designed to provide participants with an understanding of the hazards commonly found in offices, restaurants, hotel, retail, warehouse/distribution, manufacturing, healthcare, and construction workplaces.

Cost: Public (2 days) \$350.00 + HST

Location: Brampton

Schedule: Aug. 29-30 | Oct. 25-26 | Dec. 18-19

CRSP Examination Preparation Workshop

The objective of the RTS Consulting CRSP Examination Preparation Workshop is to cover the exam Competency Categories to help you determine which areas of the exam require more in-depth study or attention. Our instructors are experienced and have developed tools and methods to assist you in identifying areas of opportunities to assist you in meeting your goal of passing the exam. Stanford Brown has attained not only the CRSP designation but the internationally recognized Certified Safety Professional (CSP) designation. Past clients have stated that *"His in-depth understanding, practical examples and memory aids used are exemplary."* His advanced understanding of the Competent Categories of the exam will ensure you are adequately prepared to study for the exam.

Cost: Public (2 days) \$600 + HST (lunch & materials included)

Globally Harmonized System (GHS) Training (New WHMIS)

The mandatory GHS training must include information to help employees understand how to read new GHS chemical labels (including pictograms) and what chemical safety information is included on new chemical safety data sheets (SDS). Training must be in a format that employees can easily understand, and employers must document their training efforts to demonstrate proof of compliance if inspected.

Who Needs It

Any business that uses or stores hazardous chemicals must comply with the GHS training requirement. Most work environments (doctor's offices, dental offices, restaurants, manufacturing, construction, auto repair shops, etc) have at least one chemical present that may be covered by MOL's standard. Common chemicals include paints, oils, inks, fuels, industrial-strength cleaning supplies, medicines, etc.

Cost: Public (1 hour) \$40 + HST

Supervisor Health and Safety Awareness Training - 4hr training

When a person is hired or promoted to the position of a supervisor, it usually means a pay raise. But it also means more responsibilities, including legal responsibilities relating to the health and safety of the workers under your supervision. As a supervisor, you are a crucial part of your workplace's Internal Responsibility System. This is a very important concept for workplace health and safety and you will learn more about this throughout this one day of training. This training will focus on:

- How the Occupational Health and Safety Act works
- Rights and responsibilities of workers and supervisors under the OHS Act
- Roles of workplace parties, health & safety representatives, & joint health & safety committees
- Roles of the Ministry of Labour and Workplace Safety and Insurance Board
- Recognition, assessment, control and evaluation of hazards and getting the help you need

Cost: Public \$125 + HST

Worker Health and Safety Awareness Training- 4hr training

Everyone in the workplace, from the employer to the newest worker, has different but important duties to keep the workplace safe. This one day of training will explain your rights and responsibilities on the job, and help you understand so that you can be safe at work every day.

This training will focus on:

- How the Occupational Health and Safety Act works
- Rights and responsibilities of workers and supervisors under the OHS Act
- Common workplace hazards and protecting you from hazards

WEB-BASED training

Raise the safety, health, and productivity of your employees to the top of your agenda and provide training solutions that deliver real results. We provide web-based training programs for the convenience of your organization. Please visit our web-site to register.

Hand Tools and Automotive Lifts

Identify the Hazards and Controls Regarding: Hand Tools, Hoists, Fixed, Power, Electrical and Pneumatic Tools, Guarding, Power Lifting Equipment, Automotive Lifts.

Joint Health and Safety Committee

Participants will be able to: know the legislative requirements for establishing a JHSC, describe the powers, functions and duties of JHSCs and their members, describe the activities of an effective JHSC, etc.

Machine Safety and Lockout / Tagout Procedure

Learn about Workplace Responsibilities, Machine Guarding and the Law, Understanding Machine Related Hazards Lockout / Tagout, Applicable Legislation, Hazard Identification, Lockout Procedures.

Health, Safety and The Law

Provide participants with a working knowledge of the Occupational Health and Safety Act and related legislation and more.

Manager and Supervisor Safety Orientation

Learn about Management Responsibilities, Right to Refuse, JHSC, Hazard Recognition, Workplace Accidents, Emergency Procedures, New Employee Orientation, Transfer and Promotion, etc.

Material Handling

This course is designed to teach workers about proper material handling techniques. Upon completion of this course, workers should be able to: describe what factors contribute to back injuries, explain proper lifting techniques, etc.

Accident Investigation

The goal of this module is to ensure you will be able to: recognize the need for an investigation, investigate the scene of the accident, interview victims & witnesses, determine root causes, compile data and prepare reports, make recommendations, etc.

Health Hazards: Recognition, Assessment and Control

The goal of this module is to ensure you will be able to: understand the law pertaining to health and safety hazards, define occupational injury and illness, understand the four types of workplace health hazards, etc.

Workplace Inspection

Provide participants with an understanding of their legal rights and responsibilities with regard to workplace inspections and to prepare them for carrying out effective workplace inspections.

Slips, Trips and Falls

Objective of this training is to: understand the causes and effects of falls in the workplace, to understand legislation relating to slip, trip and fall hazards, to be able to identify potential slip, trip and fall hazards, etc.

WHMIS

Explain how WHMIS is implemented in law, explain how the law defines a controlled product, explain how the law defines hazardous ingredients, identify the exclusions, etc. Register to access the complete training material.

Worker Safety Orientation

Worker Responsibilities, Right to Refuse, Joint Health and Safety Committee, Hazard Recognition, First Aid, Workplace Accidents and more.

- How you can get involved in safety
- The right to refuse unsafe work and getting the help you need

Cost: \$125 + HST

Worker/Supervisor Health & Safety Awareness Train the Trainer- 8hr training

Do you have a large number of employees/employees in multiple locations? Let us train some of your employees as trainers so they can go back to their various workplaces and do the training for your company.

Cost: \$250 + HST

RTS Consulting Inc. can also conduct this training at your workplace for all your staff. Please contact us for more information.