



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?

Royal Ottawa Health Care Group Fined \$75,000 After Stabbing of Staff by Patient

BROCKVILLE, ON - The Royal Ottawa Health Care Group was fined \$75,000 after a nurse was stabbed by a patient at the Brockville Mental Health Centre.

The Royal Ottawa Health Care Group operates the Brockville Mental Health Centre in addition to other mental health care and research facilities in Ottawa.

On October 10, 2014 a nurse working at the Brockville Mental Health Centre was critically injured while observing a patient at the centre's Forensic Treatment Unit.

The incident occurred after the nurse had escorted the patient to the washroom. After the patient left the washroom, the patient stabbed the nurse multiple times with a pen. The nurse was taken to hospital for emergency treatment.

This incident was one of a series of incidents that took place after this patient was transferred to the unit. Multiple nurses were assaulted by the patient between August and October 2014.

Following a trial, the court found the defendant failed to reassess the risk of workplace violence as required by the Occupational Health and Safety Act. The court held the defendant had an obligation to reassess the risk of workplace violence and eliminate the attacks on staff.

Retrieved from: [Patient Stabs Nurse](#)

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 and 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 Killed By Falling Tree](#)

OVERHAULING ALBERTA'S WORKPLACE LAWS: What Employers Need to Know about Bill 17

[Bill 17, the Fair and Family-friendly Workplaces Act](#) - was introduced to the Legislative Assembly of Alberta yesterday afternoon, May 24, 2017. The Bill contains extensive amendments to the Employment Standards Code and the Labour Relations Code, both core pieces of legislation governing Alberta's workplaces.

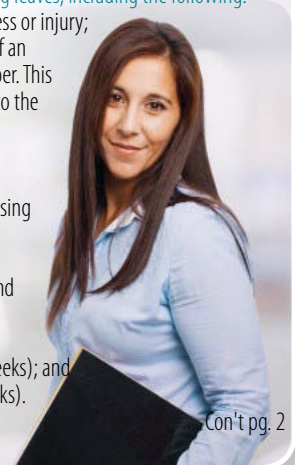
The Bill, which is not yet law, is expected to pass in the near future. Once passed, it will come into force on January 1, 2018.

This is a significant development with far reaching cost and operational implications for all provincially-regulated employers in Alberta. Some of the more notable proposed changes include:

EMPLOYMENT STANDARDS:

Leaves of Absence

- Establishing a variety of new, unpaid leaves of absence available to employees, & modifying some eligibility requirements and protections for existing leaves, including the following:
 - » leave of up to 16 weeks per year for long term sickness or injury;
 - » leave of up to 5 days per year for personal sickness of an employee or an employee's immediate family member. This leave will include caregiving responsibilities related to the education of children;
 - » leave of up to 3 days per year for bereavement of an immediate family member; and
 - » leave of up to 10 days per year for employees addressing situations of domestic violence.
- **Compassionate Care Leave will be expanded to:**
 - » grant leave of up to 27 weeks (currently 8 weeks); and
 - » be available for non-primary caregivers.
- **Maternity and Parental Leave will be expanded to:**
 - » extend maternity leave to 16 weeks (currently 15 weeks); and
 - » extend parental leave to 52 weeks (currently 37 weeks).



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Overtime

- Overtime agreements will allow time to be banked for 6 months (currently 3 months), with banking to be calculated at time and one half rather than the current hour for hour calculation.

General Holiday Pay

- Relaxing the restrictions on holiday pay eligibility, and clarifying the formula by which holiday pay is to be calculated.

Termination

- Employers will be prohibited from unilaterally requiring the usage of vacation or overtime during a termination notice period; and
- Notice requirements for group terminations will be increased and scaled based on the number of employees being terminated:
 - » 8 weeks' notice where 50-100 employees are terminated;
 - » 12 weeks' notice where 101-300 employees are terminated; and
 - » 16 weeks' notice where greater than 300 employees are terminated.

Temporary Layoff

- Temporary layoffs will be limited to 60 days within a 120 day period unless wages and benefits are paid and the employee consents to an extension of the period.

Enforcement and Administration

- The Government is proposing to introduce an administrative penalty system to punish employers that fail to comply with the Employment Standards Code. The time period to commence prosecution would be increased from 1 to 2 years after the non-compliance occurred; and
- The hearing of appeals will shift from Umpires (Provincial Court judges) to an appeal body, which the Government proposes to be members of the Labour Relations Board. LABOUR

LABOUR RELATIONS

Certification

- The landscape for unionization will be dramatically altered by moving from a vote-based system to a card-based system of certification, including automatic certification allowing a union to demonstrate it has the support of more than 65% of the proposed bargaining unit. A vote would be held where the union is able to demonstrate 40% to 65% support; and
- Imposing strict time limits on the timing of any certification vote relative to the date of application for certification.

Entitlement to Unionization

- Expanding the definition of employees to include dependent contractors, permitting these individuals to bargain collectively with other employees; and
- Expanding the scope of the Labour Relations Code to include Farm and Ranch workers (excepting family members).

Access to Employees by Union Representatives

- Giving the Board the power to require the employer to provide union representatives with access to employees residing on the employer's property for the purposes of persuading the employees to join a trade union, and potentially requiring the employer to feed and lodge these union representatives in a similar manner as its employees.

Mandatory Union Deductions and Remittance

- Requiring the inclusion of a "Rand Formula" provision in every collective agreement, effectively requiring the mandatory deduction and remittance of union dues for all unionized employers.

Strikes and Lockouts and First Contract Arbitration

- Making first contract arbitration available on application to the Board;
- In certain circumstances, permitting secondary picketing of third parties who assist an employer in resisting a lockout as well as any secondary premises owned by the same employer which are being used to further a lockout or resist a strike; and
- Designating a variety of continuing care and health care facilities as "essential services", requiring the establishment of essential services agreements to ensure continued operation during a strike or lockout.

Unfair Labour Practices

- Giving the Board the power to impose automatic certification of a union, without a vote, in the event an employer is found to have engaged in an unfair labour practice, or automatic revocation of a union's certification, without a vote, in the event the union is found to have engaged in an unfair labour practice.

Specific Changes relating to the Construction Industry

- All provisions of the Labour Relations Code dealing with Market Enhancement Recovery Funds in the construction industry will be removed;
- Certain qualifications which currently must be met before an individual employed in the construction industry is entitled to vote in a certification or revocation vote will be repealed. It remains to be seen whether this has any practical impact, as these same qualifications are contained in the Board's Voting Rules, which are not impacted by the Bill; and
- Parent unions of Alberta's building trade unions will be required to negotiate with employers through the registration bargaining system.



Although the proposed changes are not yet law, they will have significant impacts on Albertan employers should they take effect. It appears that the Government intends to pass these amendments in the next 2 weeks and it is unlikely that many changes will be made before the summer recess of the Legislature. Depending on how they are ultimately implemented, these items may result in significant cost implications to employers, along with increased regulatory and administrative requirements.

Employers should consider how these changes may impact their business, and begin to consider steps to reduce the negative impact of these changes on business operations.

Retrieved from: <http://www.mathewsdinsdale.com/bill17-overhauling-alberta-workplace-laws/>

Disaster & Emergency MANAGEMENT

Partnerships in Emergency Preparedness, Response, and Recovery: The Role of Faith-Based and Community Organizations in Building Resilient Communities

Effective disaster preparation, response, and recovery strategies are increasingly defined by partnerships that draw upon the complementary strengths of the public, private, and non-profit sectors. Faith-based and community organizations (FBCOs), in particular, play an invaluable role within these partnerships, offering an established presence and existing infrastructure within the community, as well as a unique ability to mobilize resources and human capital. FBCO response and recovery operations demonstrated these strengths in the aftermath of Hurricanes Katrina, Rita, and Wilma, as they helped organize many of the 1.5 million volunteers that gave approximately 14 million hours of service to communities affected by the disaster. Jay Hein, director of the White House Office of Faith-Based and Community Initiatives, noted that this was the largest recorded volunteer response to a natural disaster in American history, adding, "nonprofit organizations and volunteers are the first in and the last out, and often times the highest performing," among the nation's emergency responders.



Faith-based and community organizations lend a local and personal touch to Federal preparedness and response systems that Hein described as often "distant and impersonal." Hein explained that while government is "useful and effective," the Faith-Based and Community Initiative (FBCI) takes "these big systems and helps them grow smaller and more local, and therefore, we think, more sustainable." The FBCI facilitates government transformation through its 12 agency centers, which expand and enhance partnerships with nonprofit groups while fulfilling the broader mission of each agency. As disaster recovery models transition from a government-centered delivery of services to a more collaborative approach, FBCOs will remain a vital Department of Homeland Security (DHS) partner, ensuring that communities are equipped to respond effectively to both the short- and long-term impact of disasters.

Retrieved from: [Article Here](#).

Interview

Below is Alin Normand's thoughts and comments on the importance of integrating & including faith-based organizations into the governments emergency response planning. Alin Normand is the Emergency Manager for the City of Brampton (Canada) and is recognized globally for his accomplishments & initiatives in the field of emergency management.

Faith-based Organizations; The New Partners in Emergency Response.

Canadians are very religious people. Depending on the survey, the results show that somewhere between 80% to 86% of Canadians are affiliated with a religious organization. It doesn't mean they go to church or the temple every week, but they are connected to a religious group.

Meanwhile statistics indicate that close to a third of Canadians will fit a definition of vulnerable person. This definition changes depending again on the survey used, but suffice to say that a large portion of our residents are dependant on social and health programs to support them.

These people become especially vulnerable when disasters occur. Under such circumstances, there is an expectation that government will be there to take care of them. The reality is that most governments in Canada are poorly equipped to take care of all their constituents affected by disasters. Usually it's at the municipal level that the burden of care resides and it's also the level where there is the least money available for emergency management. It's a case of demand and offer where the demand is much too great for the offer. So where can governments turn to for help. When we looked at the statistics related to religion, we felt we may have an answer.

Religions are in the caring business. Most religious groups have one goal in common, helping people. No matter what the doctrine, the ultimate reason for existing is to help people. This help can be spiritual, emotional, or physical. In Brampton, I have to prepare for emergencies that could affect up to 600,000 residents. If one third of those are considered vulnerable, that about 200,000 people I need to provide services to in an emergency. I can assure you that I will never have the resources to take care of all of those people.

In turn, the affiliation to religious groups in Brampton is closer to 90% according to the last census, which means 540,000 people are connected to a religious organization of some sort in Brampton. That leaves me with 60,000 people that are unaffiliated. Using the same percentages, I could assume that only one third of those are considered vulnerable so my new number is 20,000. I'm throwing a lot of number but the underlying idea is that by partnering with faith-based organizations, I can reduce my load. That's what we are doing now with a program called Lighthouse. Our faith-based partners are now providing the direction for people affected in disasters or major emergencies. People will

be able to walk to one of the worship location in their neighbourhood regardless of the religion and get help directly or be referred to the city for help from existing emergency response action.

This kind of public-private partnership is gaining ground. As we face more frequent and more severe emergencies and disaster, we know the need will become greater. By enrolling various public agencies such as the faith-based organizations, we are extending our capacity. Religious groups already have an army of volunteers at their disposal. If we provide them with an essential level of training, they can become an extension of our workers to provide help to people in need.

I'm thankful that Canadians are religious. Because of this, there are plenty of churches, temples, mosques, and gurdwaras in our communities. They are our new partners in emergency response.



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

RTS Consulting Inc. will provide you with a customized and comprehensive online health & safety program that is guaranteed to benefit your workplace environment.

2017 Course Calendar

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

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. 18-20 | Nov. 27-29

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: Oct. 25-26 | Nov. 30- Dec. 1

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.