

## What Employers Need to Know

### New Ministry Name Change and Acronym



The Ministry has a new portfolio of Immigration and name change.

- Ministry of Labour, Immigration, Training and Skills Development (MLITSD)
- Information and data from the previous gov.on.ca website is also being migrated to the Ontario.ca platform so encourage you to explore the revised site and all the links that are embedded within for current information. <https://www.ontario.ca/page/ministry-labour-immigration-training-skills-development>

### WAH Revised Standards and JHSC 5 Year Review (Consultation)

- The consultation is over and now that the election has completed, we are monitoring the Ministry inquiry line emails for specific information to update our courses. At this time there is no official update as yet for the WAH Revised Standards or JHSC Standards.

### New MLTSD Electronic Reporting Forms

Regulation 420 Section 7 (b) addresses how employers are to send in a report of a workplace fatality, injury, illness or incident (OHSA s. 51, 52, 53) with an electronic copy of the form

7. For greater certainty,
  - (a) a requirement under sections 51 to 53.1 of the Act to send a written report or to give written notice to a Director may be satisfied by submitting a form on a website of the Government of Ontario; and
  - (b) a requirement under sections 51 to 53.1 of the Act to send a written report or to give written notice to the committee, the health and safety representative and the trade union, if any, may be satisfied by providing the committee, the health and safety representative and the trade union with an electronic copy of the form referred to in clause (a).

### New Electronic form

The Central Forms Repository has now been updated and employers can now download the form at: <https://forms.mgcs.gov.on.ca/en/dataset/on00276>.

Employers can use this form to give written reports and notices to the Ministry of Labour, Immigration, Training and Skills Development, the joint health and safety committee and the union (if there is one) if there is a fatality, injury, occupational illness, or other workplace incident under sections 51-53 of the Occupational Health and Safety Act.

### Amendments to the Occupational Health and Safety Act (OHSA)

#### Naloxone Kits Section 25.1 OHSA

The first notable amendment to the OHSA is that certain employers will now be required to have naloxone kits on hand in the workplace. It states that where an employer becomes aware, or ought reasonably to be aware, that there may be a risk of a worker having an opioid overdose at a workplace where that worker performs work for the employer, the employer must provide and maintain in good condition a naloxone kit in that workplace to reverse the potentially fatal effects of an opioid overdose.

At this time, although the law is now amended it is not yet in force. The Ministry of Labour, Immigration, Training and Skills Development is working in conjunction with the Ministry of Health and will provide further details.

#### Increased Fines Section 66 Section 2.1

Ontario OHSA has been amended to increase fines for certain convictions as well as the limitation period for instituting a prosecution under the OHSA (increased from one year to two years).

The maximum fine for a corporation is \$1,500,000 under the OHSA. While this remains unchanged, the Act has amended the Occupational Health and Safety Act to state that a director or officer of a corporation who fails to ensure the corporation complies with the OHSA, is guilty of an offence and on conviction is liable to a fine up to \$1,500,000, an imprisonment for a term of not more than 12 months, or to both.

## In the Courts

Review the bulletin below and click on the link to know more if this hazard could occur in your workplace.

### [July 7, 2022 Fall From Roof \\$50,000 Fine for Lakeridge Developments \(Muskoka\) Limited and \\$15,000 fine for Supervisor](#)



Lakeridge Developments had subcontracted Peak Roofing Services to provide workers to install the roofing. A worker from Peak Roofing Services was on a flat section of roof, moving insulation, when they fell 30 feet to the ground below, suffering a critical injury.

A MLITSD investigation found that there were permanent, engineered anchor points on the roof and that the worker had fall protection training. However, at the time of the incident, the worker was not using fall protection and there were no guardrails installed along the perimeter of the roof. Peak Roofing Services supervisor, Paul Kritski, and three additional workers were also on the roof that morning. Fall protection was not being used by any of the crew.

Lakeridge Developments contravened S 23(1)(a) of the OHS Act by failing, as a constructor, to ensure that the measures and procedures required by S 26.1 of Reg. 213 which requires workers to be protected from falls through use of an adequate guardrail system or adequate fall protection are carried out.

Paul Kritski contravened S 27(1)(a) of the OHS Act by failing, as a supervisor, to ensure that the measures and procedures required by S 26.1 of Reg. 213 were carried out.

### [July 11, 2022 Fatality \\$100,000 Fine for Countrywide Recycling Inc.](#)

A worker at the company's Hamilton recycling plant was walking from the storage bunkers in the facility toward an area known as the tipping floor. The worker was fatally injured when struck by a reversing front-end loader. An investigation by the MLITSD determined that the company failed to provide barriers, warning signs, or other safeguards for the protection of workers in the tipping floor area.

This was contrary to S 20 of Reg. 851 which states: "Barriers, warning signs or other safeguards for the protection of all workers in an area shall be used where vehicle or pedestrian traffic may endanger the safety of any worker." It was also contrary to S 25(1)(c) of the OHS Act, which states: "An employer shall ensure that, the measures and procedures prescribed are carried out in the workplace."

### [July 12, 2022 COVID Outbreak results in \\$125,000 Fine for Scotlynn Sweetpac Growers Inc.](#)

One day after the first positive case of COVID-19 at Scotlynn Sweetpac Growers Inc. was identified, Haldimand Norfolk Health Unit declared an outbreak because two or more cases were identified within a 14-day period and it was reasonable to assume those people were also infected in the workplace. After more testing by the District Health Unit conducted more testing, which revealed a total of 196 positive cases of COVID-19 among the 216 agricultural workers on the farm, of these, three agricultural workers needed to be hospitalized and one worker died as a result of the virus. Before being hospitalized, the deceased worker had symptoms that were typical of COVID-19, but was not isolated. Bunkhouses housed anywhere from eight to approximately 50 workers.

Clause 25(2)(h) of the OHS Act requires an employer to take every precaution reasonable in the circumstances to protect workers. The employer failed to take the reasonable precaution of isolating COVID-19 symptomatic workers from other workers to protect workers from the transmission of COVID-19 at the workplace, and as such, committed an offence contrary to S 66(1) of the OHS Act

## In the Courts cont...

Review the bulletin below and click on the link to know more if this hazard could occur in your workplace.



### [July 12, 2022 Fatality Elevator Shaft Fall \\$50,000 Fine for Goldentrust Development Inc.](#)

A worker at the project constructing a single-family home, was installing door hardware and wooden panelling in the house. While installing a door handle on a second-story elevator door in the house, the worker was exposed to the opening of the elevator shaft, which was not protected by a guardrail.

The worker was fatally injured when they fell approximately six meters down to the bottom of the shaft.

Goldentrust Development Inc. failed to ensure the opening to the elevator shaft was protected by a guardrail to prevent a worker from falling into the shaft. This is an offence under S 26.3(1) of Reg. 213 of the OHSA

### [July 15, 2022 Fatality Electricution \\$100,000 Fine for Otter Energy Inc.](#)

A worker was assigned tasks associated with preparing the roof for the panels. Employees of Otter Energy Inc. then installed the solar panels on the roof at the project during the week and installed two CSA certified inverters on the roof at the project converting DC to alternating current (“AC”), which is required to connect it to the electricity grid. All solar panels are connected into the inverters.

The brand of inverters used were not compatible with the MC4 connectors supplied with the solar panels. The worker was asked by the site supervisor to fabricate extension wires with MC4 connectors on one end and Amphenol connectors on the other so that the panels that were already installed on the roof would then connect with the inverters.

The site supervisor attended, as the worker was in the process of cutting off and replacing the MC4 connector on the wires coming out of the solar panel. As the supervisor arrived, the worker was observed to lean on the metal roof frame, which was subsequently found, after investigation, to have been in contact with an exposed “pinched” wire at one of the solar panels in the 25-panel string. This undetected ground fault caused a significant current to flow through the worker who was suddenly electrocuted, and despite rescue efforts, suffered fatal injuries.

Otter Energy Inc. failed to ensure that every reasonable precaution was taken to prevent hazards to workers from energized electrical equipment, installations and conductors. This is an offence under S 183 of Reg. 213, and S 25(1)(c) of the OHSA.

### [July 18, 2022 Forklift Injury \\$100,000 Fine for Cargill Limited](#)

Workers at the London facility were using a forklift to move a heavy machine (weighing about 900 kg) from a maintenance area to the location where it was normally used and has performed a pre-job hazard assessment. They discussed the weight and stability of the machine and talked about using a strap to secure the machine to the forklift. The team decided to use a Raymond Reach Forklift Truck to move the machine. They planned to go slow and keep the load low to the ground to address the hazards. The team did not use a strap to brace the machine against the forklift mast, despite a strap being available.

The two workers began to move the machine, with one worker driving the forklift and the other acting as a spotter. Partway through the trip a third worker joined the team as a second spotter. The third worker saw a foot of the machine hit the ground and called to the driver to stop. The driver stopped and the third worker signaled the driver to lift the load slowly. The driver started adjusting the load but moved the load down instead of up, then corrected by quickly lifting the load up again. This overcorrection caused the machine to tip. The machine landed on the third worker, causing critical injuries.

Cargill Limited contravened S 25(1)(c) of the OHSA by failing, as a constructor, to ensure that the measures and procedures required by S 45(b) of Reg. 851/90 that requires materials, articles or things to be transported in such a way that they do not tip, collapse or fall. were carried out.

## In the Courts cont...

Review the bulletin below and click on the link to know more if this hazard could occur in your workplace.



### [July 22, 2022 Fatality \\$125,000 Fine for Orin Contracting Services Inc.](#)

A worker and their supervisor went to the site to prepare an excavator for movement to another construction site. In order for the excavator to be moved, it was necessary to remove its bucket, boom, and counterweight to reduce the overall weight of the machine.

The employer was provided with a Manufacturer's Operation and Maintenance Manual, which outlined the procedure for safe removal of the counterweight to prevent injury or death. The specified procedure involves engaging the hydraulic system of the excavator, but the work crew did not use the manufacturer's specified procedure. Instead, they backed a truck up to the counterweight to use as a work platform and began removing the mounting bolts.

After three of the six mounting bolts for the counterweight were removed, the supervisor climbed onto the excavator to remove a camera and lights from the machine to prevent damage. The worker continued removing bolts, and when loosening the sixth bolt, the thirteen-ton counterweight fell onto them causing fatal injuries.

Orin Contracting Services Inc. failed to ensure the safety measures and procedures for removing a counterweight from an excavator, prescribed in S 93(3) of Reg. 213 were followed, contrary to S 25(1)(c) of the OHSA.

## Fatalities / Critical Injuries in July, 2022

July 22th, 2022 - A 40-year-old man died after an explosion at an industrial lab in Dorval in Quebec and 3 others were injured. The incident happened late Friday morning last week, according to a CBC report Emergency services responded to a call to the Polymer Source research centre on Avro Street in Dorval's industrial park.

July 20th, 2022 - Manitoba Workplace Safety and Health is investigating an incident that left one worker dead at an asphalt plant in Winnipeg last week. The worker was working at the asphalt plant. The worker came in contact with a blade of a generator radiator fan, according to reports citing a provincial spokesperson.

July 25th, 2022 - A man was taken to hospital Monday after a workplace accident west of London, Ont., after being pinned underneath a forklift. Police say the man was rescued from underneath the forklift by the fire department and suffered serious, but non-life threatening injuries.

July 11th, 2022 - An adult male has been rushed to a trauma centre with critical injuries after a trench collapsed late this morning in North York. According to Toronto police, a worker, whose age is not known, became trapped in a trench whose sides collapsed. The man was reportedly unconscious.

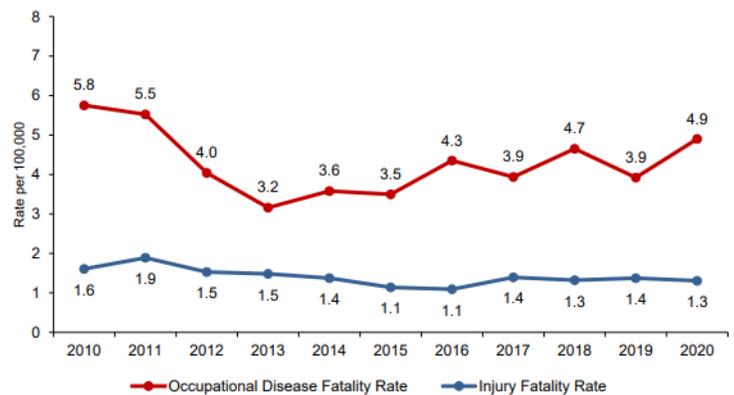
July 5th, 2022 The Ministry of Labour has launched an investigation after it was notified of a 'critical injury/incident' at Algoma Steel, Sault Ste. Marie, Ontario

July 7th, 2022 - A worker has died in an incident at Suncor Energy Inc.'s Base Mine in Alberta.

July 1, 2022 - A worker injured on the job last week at ReVital Polymers in Sarnia has died, says Ontario's Ministry of Labour, Immigration, Training and Skills Development.

**Let's be careful Out There - No one goes to work and plans to get injured or die**

Figure 8: Ontario Work-Related Fatality Rates, 2010-2020



2022-Report-on-Workplace-Fatalities-and-Injuries  
University of Regina

## Occupational Illness

An occupational illness is a health condition or disorder that is caused by the work environment or related activities. They can be disruptive, disabling and sometimes fatal. Examples range from hearing loss to asthma, infections and some cancers.



Occupational illness can look the same as other illnesses or diseases. For example, somebody with work-related asthma might have the same signs and symptoms as any other person with asthma. When you are exposed to something that could affect your health at work, sometimes the effects are sudden and obvious. Other times, the effects might take months or years to develop.

By having a strong internal responsibility system, employers can prevent occupational illness by minimizing or eliminating exposure to workplace hazards. ([From the Ministry web site](#))

### Information for Workers

Workers should know and exercise their rights and duties and should ask their workplace employer, supervisor, health and safety representatives, or joint health and safety committee about:

- the substances or hazards that they are exposed to at work
- documents such as exposure information or safety data sheets, and
- what they and their employer must do to control or eliminate exposures.

### Substances can be brought home by accident

Substances that you encounter at work can be hazardous to your family, particularly children. For example, if you work with lead, it can be carried home on your clothing, on unwashed skin and on your personal protective equipment.

Workplaces that use hazardous substances must provide workers with training and information about how to minimize the risk of exposure. Employers may also need to provide hygiene facilities for workers to decontaminate themselves from hazardous substances.

### Information for employers

As an employer, you have a duty to protect your workers from hazards in the workplace that could make them sick. Duties under Sections 25 and 26 in the OHS Act include a mixture of general and specific things employers need to do to protect their workers, such as:

- checking levels of designated substances in work processes
- establishing control programs to protect workers who are exposed
- maintaining worker exposure records
- providing safety-related medical examinations and tests
- take every precaution reasonable in the circumstances to protect the worker (from workplace hazards)
- make sure workers and supervisors are aware of any hazard that they might encounter in the workplace including biological, chemical or physical agents

### Report an occupational illness

Once you become aware that a worker has an occupational illness, or that a claim for an occupational disease has been filed with the WSIB, you must report within 4 days to:

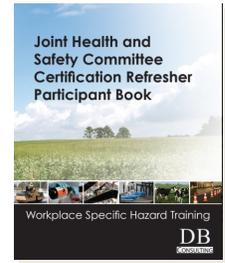
- a director of the MLITSD (Electronic Format) <https://forms.mgcs.gov.on.ca/en/dataset/on00276>
- your joint health and safety committee or representative
- your trade union, if any

The duty to notify applies to current and former workers (for example, those who may have left the workplace).

## Joint Health and Safety Training (In Class and Distance Learning)

Safetyscope can help with:

- In Class sessions for JHSC Part 1, Part 2 and Refresher Training
- Distance Learning (Virtual) Training utilizing DBC Inc. MLTSD approved Joint Health and Safety Refresher training courses.



### Safetyscope is an approved provider

We have continued to expand our scope and now Safetyscope is an approved provider for the following:

- Toronto Water for Working at Heights
- Safetyscope is a TSSA Approved Training Provider
- Safetyscope is an approved provider for Corrections Canada



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### Online Training with InFuse

Safetyscope has partnered with InFuse Compliance Systems to offer a full turn-key Health & Safety solution that includes a robust suite of Online Training. For more information [Click Here](#)



### Safetyscope's Public Training Sessions

With our COVID-19 procedures in place, Safetyscope is now holding regular public training sessions in Working at Heights, Working at Heights Refresher and Confined Space Awareness.

### Safetyscope staff are 100 percent vaccinated.

If your organization requires any additional courses, please contact us with your training needs at [training@safetyscope.net](mailto:training@safetyscope.net).

### Safetyscope Continuing to Maintaining Registration as an OWWCO Training Provider

These courses meet the criteria in subsection 29(4) of O.Reg. 128, Certification of Drinking Water System Operators and Water Quality Analysts. On Completion of training all participants will receive a certificate of completion with corresponding CEU Value.

1. Working at Heights	.7 CEU
2. WHMIS 2015	.4 CEU
3. TDG	.4 CEU
4. Working in Confined Spaces Rescue Level	2.8 CEU
5. Confined Spaces Attendant Non Entry	1.3 CEU
6. Confined Spaces Advanced Entrant	.7 CEU
7. Confined Spaces Attendant Refresher	.7 CEU
8. Confined Spaces Rescue Refresher	.7 CEU
9. Standard First Aid	1.4 CEU
10. Self Contained Breathing Apparatus	.4 CEU
11. Spill Response	.7 CEU
12. Trenching Hazards	.4 CEU



# SAFETYSCOPE



2022 SCHEDULE

## 1 Day Entrant & 2 Day Attendant Course

Time: 8:00 am – 4:00 pm

January	17 - 18
February	14 - 15
March	21 - 22
April	18 - 19
May	16 - 17
June	13 - 14
July	18 - 19
August	15 - 16
September	12 - 13
October	17 - 18
November	14 - 15
December	12 - 13



## Competent Supervisor 1 Day Course

Time: 8:00 am – 4:00 pm

February 22
June 27
September 26
November 2



## Day 1 - Emergency Level/Recertification Day 2 - Standard First Aid Level C

Time: 8:00 am – 4:00 pm

February	7 - 8
May	9 - 10
August	8 - 9
November	7 - 8



## Working At Heights 1 Day Course

Time: 8:00 am – 4:00 pm

January	14 & 28
February	11 & 25
March	11 & 25
April	8 & 22
May	6 & 20
June	3 & 17
July	8 & 22
August	5 & 19
September	2, 16 & 30
October	14 & 28
November	11 & 25
December	9



## Working At Heights Refresher 1/2 Day Course

Time: 8:00 am – 4:00 pm

January	7 & 21
February	4 & 18
March	4
April	1 & 29
May	13 & 27
June	10 & 24
July	15 & 26
August	12 & 20
September	9 & 23
October	7 & 21
November	4 & 18
December	2 & 16



## JHSC Part 1 Certification Dwight Barratt Inc. - 3 Day Course

Time: 8:00 am – 4:00 pm

March	28 - 30
July	25 - 27
November	21 - 23

Part 2 and Refresher also available



## Confined Space Rescue 4 Day Course

Time: 8:00 am – 4:00 pm

May 30 - June 2
December 19 - 22



Course held at the SafetyScope Training Centre  
2501 Rutherford Road Unit 22 Vaughan, Ontario L4K 2N6  
Phone: 416.231.3752 E-mail: info@safetyscope.net

2022 Calendar Year