

Bill 88, Working for Workers Act, 2022

Bill 88 has now passed second reading and is now under consideration by Standing Committee on Social Policy. If all or part of it passes, it will go for the third reading and get Royal Assent which mean it becomes law. I think it will be sooner than later.



Legislative
Assembly
of Ontario

Some of this Bill may not apply to your workplace but some others, highlighted below, can be acted on now.

Schedule 1 - Digital Platform Workers' Rights Act, 2022

The Schedule would enact the Digital Platform Workers' Rights Act, 2022. The purpose of the Act is to establish the following rights for workers who perform digital platform work: The right to information, a recurring pay period and pay day, to minimum wage, to amounts earned by the worker and to tips and other gratuities, to notice of removal from an operator's digital platform, to resolve digital platform work-related disputes in Ontario, and to be free from reprisal. Digital platform work is defined to mean the provision of for payment ride share, delivery, courier or other prescribed services by workers who are offered work assignments by an operator through the use of a digital platform. The rest of the Act sets out rules, processes and requirements with respect to record keeping, director liability, complaints and enforcement, collections, and offences and prosecutions.

Schedule 2 - Employment Standards Act, 2000 (Electronic Monitoring)

The Employment Standards Act, 2000 is amended as follows:

1. Section 3 of the Act is amended to provide that the Act does not apply to certain business and information technology consultants.
2. **New Part XI.1 of the Act will impose a requirement on employers that employ 25 or more employees to have a written policy with respect to electronic monitoring of employees. So get started on this now.**
3. Section 50.2 of the Act, which governs reservist leaves of absence, is amended to provide that an employee is entitled to leave under that section if the employee is participating in Canadian Armed Forces military skills training. The section is also amended to provide that an employee is entitled to leave after being employed by the employer for three consecutive months.
4. Related amendments are made to the Act and provision is also made for regulations to be made by the Lieutenant Governor in Council.



Schedule 4 - Occupational Health And Safety Act

The Occupational Health and Safety Act is amended will require employers to provide naloxone kits and comply with related requirements if the 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, or where the prescribed circumstances exist.

If your industry is viewed “at risk” then get naloxone kits and train your staff on how to use them. The training is very easy and it will send a message to all of your workers that you care about everyone's well being.

Various amendments are made to the Act in respect of fines applicable for convictions under the Act. The maximum **fine may increase 15 times from \$100,000 to \$1,500,000 for directors or officers of corporations and to \$500,000 for other individuals.** A list of aggravating factors to be considered in determining a penalty is also added and the limitation period for instituting a prosecution is extended from one year to two years. For more details [Click Here](#)

2020
Ontario
OH&S Act &
Regulations

Consolidated Edition

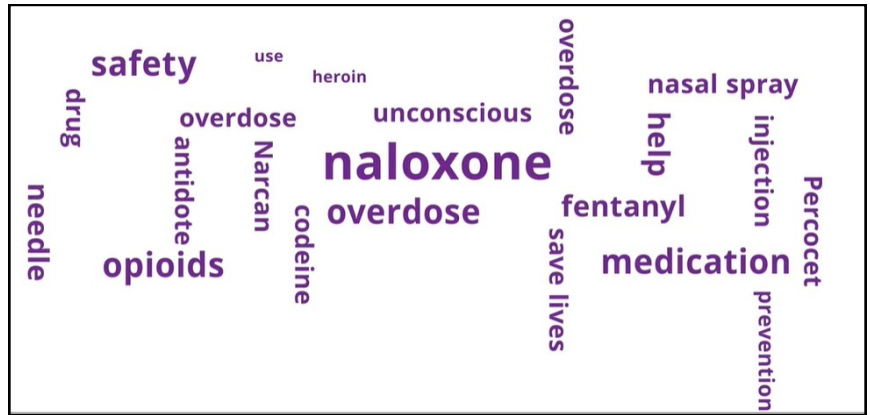
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Make sure all of employees who have “charge of a workplace or authority over workers” such as senior management including frontline supervisors, lead hands, Directors and Officers are aware of the potential increased penalties.

Harm Reduction Network (HRN)

Overdoses can happen anywhere. The Ministry of Health and Ministry of Labour are trying to address this on going crisis.

In Ontario, naloxone kits are provided free-of-charge through three Ontario Ministry of Health programs: Ontario Naloxone Program (ONP): Needle syringe/exchange programs, hepatitis C programs and participating community-based organizations.



At the present time only at risk individuals and their friends and family can access naloxone kits from community-based organizations.

If Bill 88 passes and the OHSA is amended, the Ministry will need to update organizations how to meet the requirement of accessing kits and training.

Presently, at [participating pharmacies](#), the pharmacist will train you on how to recognize an opioid overdose and explain how to use the naloxone kit.

Click here [To Access Training Video](#)

The video is a core component of the carrynaloxONE Toolkit, and was developed by the Ontario Harm Reduction Network with support from the Provincial System Support Program at the Centre for Addiction and Mental Health.

The carrynaloxONE Toolkit supported the expansion of the Ontario Naloxone Program (ONP). The ONP is mandated by the Harm Reduction Program Enhancement Initiative funded by the Ontario Ministry of Health. Through the ONP expansion, Public Health Units supported eligible community-based organizations distribute naloxone to clients.

There are two different types of naloxone kits:

- Nasal Spray naloxone Kit
- Injectable. Naloxone Kit



The nasal spray kit's might be a better fit in most workplaces.

In the Courts

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



[Mar 9, 2022 Critical Injuries Results in \\$75,000 Fine for Westdale Construction Co. Limited.](#)

A worker was dispatched to an area on the main floor of the building had had recent demolition work done for the purpose of renovation. The room had dust and debris on the floor from the demolition process.

The floor closest to the door was concrete, but approximately half-way across the room there was a transition to what was a drop ceiling for a room below. That ceiling served as the “floor” for the back half of the room. The two surfaces appeared to be even with each other.

The worker was unable to turn the heat on upon entry to the work area, and began tracing wiring across the room to the back to locate the source of the problem and stepped onto a suspended ceiling panel at the back area of the room and fell approximately ten feet to the floor of the laundry room below, sustaining critical injuries.

There was a strip of yellow caution tape strung across the back of the room, but no signage to indicate why it was there. There was no signage on the door to the room or anywhere in the room warning of the fall hazards present.

A ministry investigation found that the employer did not take the reasonable precaution of providing cautionary signage at appropriate locations to notify workers of the fall hazards in the work area contrary to section 25(2)(h) of the OHSA

[Mar 10, 2022 Fatality Results in \\$60,000 Fine for ThermoEnergy Structures Inc](#)

A contractor was assisting in the assembly and erection of an industrial type/style barn. This involved working from the bucket of a bucket truck.

While assisting in the erection and assembly operations from the interior of the structure under construction, the worker fell from the bucket to the ground sustaining critical injuries. And was pronounced dead from complications resulting from their injuries a number of days later.

An investigation by the MLTSD determined that the worker was not wearing fall protection at the time of the fall.

Accordingly, the constructor failed to ensure that the measures and procedures prescribed by s. 148(1)(e) were carried out at the project, contrary to s. 23(1)(a) of the OHSA (Duties of a Constructor)

[Mar 17, 2022 Workplace Violence Fatality Results in \\$135,000 Fine for Pathways to Independence](#)

A worker working at a home operated by Pathways to Independence was fatally injured as a result of an incident of workplace violence.

A worker employed by Pathways arrived for their overnight shift, working alone, at one of the assisted living group homes operated by Pathways.

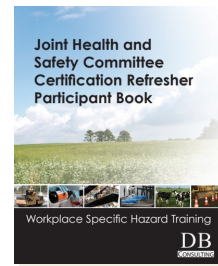
Shortly after, a co-worker received a call indicating that the worker on the overnight shift had been fatally injured. The co-worker returned to the workplace to find the worker on the floor unresponsive, and immediately called 911.

Pathways to Independence failed, as an employer, to reassess the risk of workplace violence as required under section 32.0.3(4) of the Occupational Health and Safety Act.

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



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.

All students coming to our training will need to show ID and vaccination certificates. If your organization requires any additional courses, please contact us with your training needs at 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 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