

## Mandatory Vaccination Policy

It is the policy position of Safetyscope to strongly recommend and encourage all staff to become vaccinated against COVID-19, as recommended by the Ministry of Health and Provincial Health Officer.

A mandatory vaccination policy is in effect and all of Safetyscope's staff have been fully vaccinated.

All students coming to our training center, as of November 15th, will need to show ID and vaccination certificates.

## High Pressure Danger with Compressed Air

Debilitating and fatal injuries have occurred as a result of air hoses accidentally whipping out of control and striking workers, people unintentionally driving nails or staples into their heads or bodies while using air tools, or having compressed air enter their bodies...



Other ways that compressed air can kill or seriously injure a person are:

- If into the skin can obstruct an artery and result in an embolism Inhaled compressed air can rupture your lungs or esophagus
- If blown into the ear can rupture eardrums and cause brain damage
- As little as 12 pounds of compressed air pressure can blow an eye out of its socket.

Although all these occurrences are extremely rare, they are also possible. There is absolutely no good reason to point compressed air at a person, including yourself, which makes these injuries 100% preventable.

Don't clean your clothes, or blow dust around, or hit your buddy with compressed air as a joke, and you should be perfectly safe.

## When Is It Harassment or Bullying

Bullying and harassment are often used interchangeably when talking about hurtful or harmful behavior. They are very similar, but in terms of definition, there is an important difference.

Bullying and harassment are similar as they are both about:

- power and control
- actions that hurt or harm another person physically or emotionally
- an imbalance of power between the target and the individual demonstrating the negative behavior
- the target having difficulty stopping the action directed at them

The distinction between bullying and harassment is that when the bullying behavior directed at the target is also based on a protected class, that behavior is then defined as harassment.

## This Month's Tip:

### Leniency Undermines Enforcement

When you discipline a worker for violating a safety rule for any infraction, make sure you document it.

You may need documentation to justify your disciplinary decisions, especially if you terminate a worker.

You may also need disciplinary records to prove due diligence.

There is no point in having safety policies and procedures unless you use discipline to enforce them. In fact, as far as liability goes, having policies that you don't enforce is WORSE than having no policies at all because it demonstrates failure to meet your own standards.

Think About it.

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## Safetyscope Upcoming courses

**Working @ Heights** Nov 5, 19

**W@H refresher** Nov 12, 26

**Confined Space Entrant Course** Nov 15-16

**DBC JHSC Refresher Distance Learning** Nov 4, 17

**First Aid** Nov 8-9

**Competent Supervisor** Nov 29

**DBC JHSC Part 1 Certification Training** Nov 22-24

**Contact Us** with your training needs [training@safetyscope.net](mailto:training@safetyscope.net)

## Is it Time to Revisit Your Employment Contracts

2021 has been unique in the number of people who have resigned from their job and employers are scrambling to replace them. Other groups of employees may want to remain at their place of work if they could just change a few things. Increased compensation, better hours and more flexible work arrangements are all popular requests.



Howard Levitt and Michael VanderMeer have written an article that suggests it is a perfect time for employers to update employment contracts and policies. They obviously could be used for all new hires but if some workers are negotiating increased compensation, or whatever is being offered to stay at the workplace, it might be able to be provided in exchange for signing a revised contract.

Suggestions to include in your new employment contracts are:

- Add a term to your employment contracts that provides the employer the right to place employees on a temporary layoff that complies with employment standards legislation.

During the pandemic, many workers came to enjoy the flexibility and freedom of working from home. However, employees have no inherent right to choose where they work.

- If an employer wants to allow remote work on a trial basis the employer would be wise to introduce a term concretely underlining that working arrangements are solely at the employers discretion.
- Even though many employers likely already have the implied right to require vaccinations as a condition of employment, there can still be a benefit to writing this fact directly in the contract.
- Update the notice period employees must give when they resign and the fact that the resignation should be in writing. Contrary to popular misconception, this is seldom as short as two weeks.

### [Read the Full Article](#)

Howard Levitt is senior partner of LSCS Law , employment and labour lawyers with offices in Toronto and Hamilton. He practices employment law in eight provinces. He is the author of six books including the Law of Dismissal in Canada. Michael VanderMeer is an associate at LSCS Law.

## Ontario to Mandate ‘Right to Disconnect’ Policies, Among Other Changes

On October 26, 2021 the Ontario Government has introduced legislation to ban non-compete agreements for employees, require recruiters and temporary help agencies to be licenced, and promote healthy work-life balance through mandatory policies dealing with employee rights to disconnect from work at the end of the day.

Could this affect your company? If it does HR needs to be tracking this. It has just pass first reading. For more information [Click Here](#)

## Aqueous film-forming foam (AFFF)

Aqueous film-forming foam (AFFF) is a synthetic mixture containing hydrocarbon-based surfactants and fluorinated surfactants with the ability to rapidly extinguish hydrocarbon fuel fires. It is mainly used in civil and military aviation, and oil industries.



The new law, Public Act 21-191, An Act Concerning the Use of PFAS Substances in Class B Firefighting Foam, bans the use of PFAS-containing firefighting foam, or “AFFF,” effective October 1, 2021.

To find out if your AFFF contains PFOS, PFOA and/or LC-PFCAs, you should refer to the safety data sheet for the product or contact your AFFF supplier/manufacturer.

## Chain Saw Safety Plan

Chain saws, or power-driven tools for cutting wood are extremely dangerous. Cuts are the primary hazard, including those that occur when a worker contacts a chain saw that's not running. And when chain saws are running, they generate flying debris that can injure the eyes and noise levels that can lead to hearing damage. Other hazards including snapping chains, electric shock, motor exhaust and what's known as "kickback," a sudden jolt in an upward direction.

Ontario Law requires workers be trained in the operation and maintenance of chainsaws in construction and industrial establishments.



Reg. 851 S38 (b)(i) states that it must be operated only by a competent person.

Reg. 851 S39 gives more specifics on chainsaws

### Set Fines Schedule 67.3

- Item 29—Worker failing use a hand-held nailing gun or similar tool safely under S 38(b) \$250
- Item 30—Employer failing to provide safe chainsaw under S 39 \$550
- Item 31—Employer failing to ensure that chainsaw provided is used safely under S 39 \$550
- Item 32—Supervisor failing to ensure that worker used a chainsaw safely under S 39 \$450
- Item 32—Worker failing to use chainsaw safely under S 39 \$250

Reg. 213 S112 (1.1) states that no worker shall use a chainsaw unless adequately trained in its use.

### Set Fines Schedule 67.1

- Item 29—Worker failing to wear adequate PPE and clothing while using chain saw \$250
- Item 30—Worker failing to wear adequate eye and hearing protection while using chain-saw \$250

For those industries using chainsaws a Chain Saw procedure is obviously required and a Safety Plan would be prudent. OHS Insider has written of a 5-Step Safety Compliance Plan. Employer must:

1. Ensure that chain saws meet the general design and construction requirement of CSA Z62.1 (2020) and be equipped with safety features protecting workers against kickback which includes a breaking mechanism to automatically stop the chain if it occurs.
2. Ensure proper chainsaw inspection, maintenance and storage.
3. Implement safety work procedures for chainsaw operators.
4. Ensure chainsaw operators use required PPE which includes Safety footwear as per CSA Z195; leg protection; safety glasses, goggles or other protection shielding eyes and face; protection against hand hazards and vibration/ and suitable hearing protection.
5. Provide chainsaw operators safety instruction and training from a qualified person

## 100 Health and Safety Inspectors Have Recently Graduated

More than 100 new health and safety inspectors graduated in September and are visiting workplaces in construction, industrial and health care settings. With the support of provincial offences officers, the inspectors have been deployed to help educate workers and businesses about the newly launched vaccine certificate.

While this initiative is very important, Health and Safety training organizations are noticing that there is a dramatic decrease in JHSC training compared to pre pandemic years. Ensure your committee is up and running and all legislated training is being done in a timely manner.

## In the Courts

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



### [Oct 22, 2021 Critical Injury, St. Marys Cement, Fined \\$165,000](#)

A worker suffered a critical injury while performing maintenance testing work. An analysis was being conducted of the equipment's condition using vibration measurements which can only be taken while the equipment is active. The worker climbed the access ladder and started to take vibration measurements at various locations while the equipment was in operation.

During this process the worker stepped on the access hatch cover, which had no means of mechanical means to close. The cover then flipped inward, causing a critical injury to the worker.

An investigation of the incident by the Ministry concluded St. Marys did commit the offence of failing, as an employer, to ensure that the measures and procedures prescribed by subsection 15(a) of Reg. 851

### [Oct 19, 2021 Fatality at Consbec Inc., Fined \\$200,000](#)

A worker was riding upon a self-contained hydraulic track drill equipped with steel tracks for movement.

The worker was in the process of driving the rock drill forward towards the next hole to be drilled in the quarry when the drilling unit began to slide down the outcrop rock face. While attempting to jump clear, the machine tipped over injuring the worker.

The investigation revealed two main factors leading to the incident; the drill rig was equipped with steel tracks that did not provide sufficient traction on the sheer rock surface to prevent sliding of the machine on a slope, and, the drill rig was not equipped with any gauge or monitoring guide to inform the operator of the degree of slope the machine was operating on.

As a result, it was found the employer failed to provide the worker with the proper information to protect the safety of the worker, contrary to S 25(2)(a) of the OHSA.

### [Oct 18, 2021 Critical Injury Northern Transformer Corporation Fined \\$50,000](#)

A worker was critically injured while working at the company's manufacturing facility. A transformer was rigged with four slings attached to designated attachment points and was suspended from a single hook to an overhead rail crane. While being moved, the transformer began to suddenly swing.

The worker attempted to stop the uncontrolled motion without using the guide ropes and was caught between the transformer being moved and a transformer being stored.

An investigation found the employer failed to ensure guide ropes was used to prevent rotation or other uncontrolled motion while the overhead crane was utilized which is contrary to S 51(2)(b)(ii) of Reg 851 and contrary to S 25(1)(c) of the OHSA

### [Oct 8, 2021 Lack of Guarding Injury V Terrace Bay Inc., fined \\$80,000](#)

A worker at the mill was in the process of pulling a sheet of pulp and attempting to place it between two rotating rolls (also known as "Nip Rolls") inside a pulp machine. In the process of inserting the sheet the worker got caught in the Nip Rolls. A co-worker was able to activate the emergency stop, freeing the worker.

As a result of being caught in the rotating Nip Rolls, the worker sustained injuries. The rotating Nip Rolls should have been equipped with and guarded by a guard or other device that prevented access to the pinch point.

The absence of such a guard or other device was contrary to S 25 of Reg. 851 and to S 25(1)(c) of the OHSA. AV Terrace Bay Inc. failed to ensure that the measures and procedures prescribed by S 25 of Reg. 851.

## Equipment Inspections/Certifications

Safetyscope is a manufacturers' approved inspection site for various soft goods, SRL's and man rated winch inspections.

[Click Here](#) to download information sheets



### Do you need Safetyscope's Confined Space Simulator Onsite?

For your in-house training needs, Safetyscope has a confined space simulator that can be brought to your site.

To access the info sheet [Click Here](#)

## Working at Heights Root-Cause Analysis Report

In September 2020 MLTSD published their Analysis Report. The IHSA published the top 10 caused or worker falling from heights in residential Construction from this report in pdf format.



1. Workers do not have the knowledge of proper PPE use or are not using the correct equipment for the task. This includes anything from tie-off anchors to footwear. Cost and training gaps are also issues.
2. Workers perform their work using outdated, unsafe techniques that have been passed on from other workers. Schedule, cost, and lack of knowledge also contribute to this.
3. Non-compliant contractors perform unsafe work on residential homes. Also, undocumented workers or workers being paid in cash fear consequences of complaining about unsafe conditions.
4. Workers who are not fit for duty because of alcohol or drug use/abuse while on the job or outside of work hours, are physically or mentally fatigued, or are experiencing job-related or personal stress.
5. Often, when installing roof anchors some workers feel there are too many to install on the way up and down the roof to meet proper tie-off requirements. This causes workers to bypass the process and work unprotected on a roof without proper anchors.
6. Workers do not apply safe work practices for various reasons, such as lack of enforcement from, lack of a functioning Internal Responsibility System, or not having the correct equipment to perform the job safely.
7. Due to pressures / competing priorities, workers cut corners to save time and be more productive.
8. Due to varying reasons conflicts between trades, workers have an "it's not going to happen to me" attitude on the job and are not concerned with safe practices.
9. Ladders are used in situations where other access equipment or work platforms should be used, or ladders are incorrectly used, unsecured, incorrectly angled, or the wrong length.
10. Cost issues, improper selection of a fall prevention method and improper set-up configurations.

To review the Root-Cause Analysis Report [Click Here](#)

To review the IHSA pdf [Click Here](#)

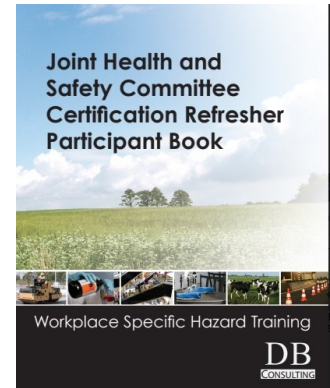
## Joint Health and Safety Training (In Class and Distance Learning)

In general, your joint health and safety committee certification is valid for 3 years after the successful completion of an approved JHSC Part 2 training program.

You must successfully complete a refresher program within three years of the date of certification, or the date of successfully completing a refresher program, to keep your certification valid.

Safetyscope can help with:

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



Contact us if we can be of assistance.

## 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 centre as of November 15 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](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 is a TSSA Approved Training Provider**

**Safetyscope is an approved provider for Corrections Canada**