



## of the Turning Point

This newsletter is to inform you of recent changes and 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.



*Merry Christmas*

*The year-end brings no greater pleasure  
than the opportunity to express to you  
Merry Christmas and the joy of celebrating  
the birth of my personal saviour Jesus  
Christ.*

*May your Christmas and New Year be  
blessed with health and happiness!*

*Stanford Brown  
President, RTS Consulting Inc.*

## MINISTRY OF LABOUR UPDATES

**In The Courts – Automotive Dealership Fined \$18,000 for violating isocyanate regulation, Cornwall, ON** - Miller-Hughes Ford Sales Ltd., a Cornwall automotive dealership, was fined \$18,000 on November 24, 2010, for violating the isocyanate regulation under the Occupational Health and Safety Act. Kevin MacDonald, a supervisor at the dealership, was fined \$3,000 for the same violations.

On January 19, 2010, a Ministry of Labour investigation revealed that spray paints used at the dealership contained isocyanates, a hazardous chemical and a designated substance under the Act. A worker using the spray paints had not been trained on how to prevent exposure to isocyanates and was not using adequate personal protective equipment. The worker's isocyanate exposure was not monitored and the worker was not receiving medical surveillance. Miller-Hughes Ford Sales Ltd. pleaded guilty to failing, as an employer, to ensure that:

- All practical and reasonable engineering controls, work practices and hygiene practices were adopted and implemented to limit a worker's exposure to isocyanates
- A worker who handles isocyanates was provided with appropriate personal protective equipment.

Kevin MacDonald pleaded guilty to failing, as a supervisor, to take every precaution reasonable in the circumstances for the protection of a worker.

The fines were imposed by Justice of the Peace Louise Rozon. In addition to the fines, the court imposed a 25-per-cent victim fine surcharge, as required by the Provincial Offences Act. The surcharge is credited to a special provincial government fund to assist victims of crime.

**Brantford, ON - Slacan Industries Inc., a hardware manufacturer in Brantford, was fined \$70,000 on November 23, 2010, for a violation of the Occupational Health and Safety Act that caused a worker to be injured** - On Feb 23, 2010, a worker was using a die machine to shape steel parts. After placing the product in the die, the worker's hand was pinched between the die and the steel being shaped. The worker lost several fingers.

A Ministry of Labour investigation determined that the die machine was not guarded to prevent the worker from accessing the pinch point of the machine.

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Slacan Industries Inc. pleaded guilty to failing to ensure the machine was guarded by a guard or other device that prevented access to its pinch point.

The fine was imposed by Justice of the Peace Barry Quinn. In addition to the fine, the court imposed a 25-per-cent victim fine surcharge, as required by the Provincial Offences Act. The surcharge is credited to a special provincial government fund to assist victims of crime.

## HO, HO, HO, Employers health and safety responsibility at workplace Christmas celebrations

*Excerpt from December issue, eSafe magazine.*

It's that time of year again, the festive season is here and Christmas parties and festivities are in full swing. Corporate Christmas functions build team morale and provide staff the opportunity to reflect on their hard work and achievements for the year in a relaxed and fun atmosphere. On the other hand, corporate Christmas parties have the potential to create many problems such as alcohol related injuries and misconduct cases, and employers need to be aware of their responsibilities when serving alcohol to staff. According to workplace health and safety legislation, employers have the obligation to ensure the safety and welfare of their staff while at work. This obligation extends to corporate Christmas celebrations regardless of whether or not the function is held on work premises. Just as bars and restaurants are unable to serve intoxicated patrons, employers should not allow alcohol to intoxicated or underage staff. Some tips for employers to ensure a safe and successful Christmas season include:

- Remind staff about workplace policies in particular bullying, sexual harassment and discrimination.
- Serve alcohol responsibly.
- Provide food and non-alcoholic drinks.
- Ensure underage staff are not served alcohol.
- Choose a safe venue with access to public transport, provide cab vouchers and encourage nominated 'non-drinking' drivers.

- Ensure wait staff are briefed on limiting or denying alcohol to intoxicated staff.
- Make it clear to staff that the employer's responsibility ceases at the end of the function and if staff chooses to continue the evening, they are responsible for their own safety.
- Managers should set the example by drinking responsibly.

While the festive season is short lived, it is a timely reminder to ensure the health and safety of staff at all workplace functions and celebrations throughout the year. It is also a reminder for employers to ensure the development and implementation of a practical alcohol and drug workplace policy that sets clear regulations and guidelines.

Alcohol and drug use in the workplace can result in lost productivity, lateness, absenteeism and poor work performance. It can also cause decreased alertness, impaired judgment and poor physical coordination - all of which can contribute to workplace injuries.



### Develop an alcohol and drug workplace policy

The alcohol and drug policy that a company or industry group adopts will need to take into account the particular needs and the practical situation of the company or industry. However there are a number of minimum requirements for such a policy, it must:

- Contain a clear statement of the behaviour that is expected of workers.
- Apply equally to all workers, including managers and supervisors at the workplace.
- Be part of the comprehensive health and safety program.
- Result from adequate consultation with workers before it is adopted.
- Be made known to all workers.
- Address issues in the work environment that increase the use of alcohol or drugs.
- To the greatest degree possible, be non-punitive.
- Provide for appropriate treatment and rehabilitation for workers with problems.
- Be evaluated after implementation and amended, if necessary, in line with the outcome of the evaluation.

**RTS Consulting can assist you with developing and updating your health and safety policies and procedures.**

# SAFETYblitzzzzz

## February 2011 Safety Blitz Focuses On Loading Docks

Loading docks have recently been the site of several serious events relating to the safe movement of material.

Inspectors will focus on issues relating to the development of plans to safely move material as well as the training and supervision of workers performing. Of particular interest will be the plan to ensure workers are protected by being struck by vehicles in the loading area. Sub-sectors are to be determined. Please watch the MOL website for an announcement.

The blitz is a part of the government's Safe At Work Ontario strategy. Safe workplaces offer reassurance to workers, increased productivity for businesses and less strain on the health care system.

## 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.

## PUBLIC TRAINING COURSES

The following is an example of a few of the training courses we offer. For a full list, please contact us.



### JHSC Certification Part 1 Training (2-day course)

\$350.00 +HST - 2 days  
Jan 11-12, 2011

### JHSC Certification Part 2 Training (length depends on industry)

**Service Sector (office, hotels/restaurants, retail, etc.)**  
\$195.00 +HST - 1 day  
Jan 25, 2011

**Healthcare, Warehouse/Distribution, Manufacturing**  
\$295.00 +HST - 2 days  
Jan 25-26, 2011

**Construction (including 1 day fall Protection)**  
\$370.00 +HST - 3 days  
Jan 25-27, 2011

**Sign-Up Now >>**



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