



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?

Cleaning Crew Affected by Carbon Monoxide, Employer Fined \$75,000

TORONTO, ON - Ground Maintenance Cleaning Contractors Inc. (GMCC Inc.), a property maintenance business, pleaded guilty and was fined \$75,000 for failing to protect the health and safety of a crew of workers from exposure to carbon monoxide gas in a parking garage. One of the workers collapsed on site and later died.

The incident occurred on May 28, 2014 at a condominium building located at 15 Torrance Road in Scarborough. GMCC was hired by the condominium corporation to power wash the underground parking garage. The six workers were using four gasoline-powered washers to perform the work; the power washers emit carbon monoxide (CO) gas.

While the workers were power washing, the internal exhaust fans in the garage stopped working. The building superintendent told the GMCC Inc. supervisor that an electrician should be on site to repair the fans. Meanwhile, the workers continued to work with portable fans in use.

One worker later exited the garage and collapsed on the sidewalk. The worker was transported to hospital by ambulance and was later pronounced dead from carbon monoxide toxicity. The remaining workers were taken to hospital where they were treated for carbon monoxide exposure and released. These workers did not suffer any lasting health issues as a result of the incident.

The investigation by the Ministry of Labour revealed that the GMCC Inc. work crew and supervisor had not received any formal training on the hazards of carbon monoxide or measures that can be taken for protection from carbon monoxide poisoning. They had not received any formal health and safety training other than Workplace Hazardous Materials Information System (WHMIS), and not all of them had received that training.

Ontario Regulation 833, which covers the control of exposure to biological or chemical agents, prescribes that every employer shall take all measures reasonably necessary in the circumstances to limit the exposure of workers to hazardous biological or chemical agents in accordance with the rule that exposure to carbon monoxide shall not exceed 125 ppm at any time. The Toronto fire services' carbon monoxide measurements in the garage found that levels had reached 425 ppm.

The company pleaded guilty to failing to limit the exposure of workers to carbon monoxide as prescribed, and was fined \$75,000 by Justice of the Peace Rhonda Roffey on June 20, 2016. In addition to the fine, the court imposed a 25-percent 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.

Retrieved from: [Property maintenance business guilty in workers death](https://ccohs.ca/oshanswers/psychosocial/worklife_balance.html)

Worker Killed By Truck, Company Fined

BRAMPTON, ON - Dream Party Decor of Mississauga pleaded guilty and has been fined \$100,000 for the death of a temporary worker struck by a truck at a loading dock. On March 22, 2014 the company, which is in the business of setting up decorations and amenities at rental halls, had a temporary worker helping unload a truck at the loading dock of the company facility at 1415 Bonhill Road.

The truck driver did not have a clear and unobstructed view behind the truck towards the loading dock and there was no signal person present. The truck reversed, struck the worker and pinned the worker between the truck and the loading dock edge. The worker suffered fatal injuries as a result of being struck.

Dream Party Decor was convicted of failing to comply with section 56 of the Industrial Establishments Regulation, which requires a signaller to be present when the operator of a vehicle does not have a clear view of the vehicle's path when reversing.

The fine was imposed by Justice of the Peace V. Albert Chang Alloy in Brampton court on July 5, 2016.

In addition to the fine, the court imposed a 25-percent 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. Retrieved from: [Worked killed by truck](https://ccohs.ca/oshanswers/psychosocial/worklife_balance.html)

Work-Life Balance

There are often 2 main aspects associated with work/life balance – the first is lack of time and scheduling conflicts, and the other is feeling overwhelmed, overloaded or stressed by the pressures of multiple roles. Research for Health Canada indicate that there are four broad categories associated with work life balance:

- **Role overload:** This form of work-life conflict occurs when the total demands on time and energy associated with the prescribed activities of multiple roles are too great to perform the roles adequately or comfortably.
- **Work-to-family interference:** This type of role conflict occurs when work demands and responsibilities make it more difficult to fulfill family-role responsibilities (e.g. long hours in paid work prevent attendance at a child's sporting event, preoccupation with the work role prevents an active enjoyment of family life, work stresses spill over into the home environment and increase conflict with the family).
- **Family-to-work interference:** This type of role conflict occurs when family demands and responsibilities make it more difficult to fulfill work-role responsibilities (e.g. a child's illness prevents attendance at work, conflict at home makes concentration at work difficult).
- **Caregiver strain:** Caregiver strain is a multi-dimensional construct defined in terms of "burdens" in the caregivers' day-to-day lives, which can be attributed to the need to provide care or assistance to someone else who needs it.



Retrieved from: https://ccohs.ca/oshanswers/psychosocial/worklife_balance.html

Disaster & Emergency Management

Post-Traumatic Stress Disorder (PTSD)

Post-traumatic stress disorder (PTSD) is a very serious and important matter that many people live with every day, unfortunately the majority of first responders and volunteer responders have been overlooked when it comes to dealing with PTSD.

The psychosocial impacts that responding to emergencies and major disasters have on responders has only recently become a topic of concern. Responders need to be informed on the types of situations they will be facing, the potential trauma and harm that they may come into contact with and be shown the proper ways to deal with the shocking and disturbing circumstances they may come across. There also needs to be a push to implement counselling and follow-up meetings for first responders to ensure that PTSD is not severely impacting their lives. Once the realization that PTSD greatly impacts first responders, then we can start helping them just as they continuously and selflessly help us

PTSD and First Responders

Recently, the media have highlighted the extraordinarily destructive potential of post-traumatic stress disorder (PTSD) for first responders-EMS, Fire, and Police. The Global News headline "13 first responders, 13 suicides, 10 weeks" (July 17, 2014) has raised concerns about PTSD and our first responder community, with Labour Minister Kevin Flynn astutely supporting the urgent need for education and prevention. I could not agree more.

Let us start with some brief education. PTSD results from exposure to the risk of harm or death to oneself or others.¹ The clinical presentation of PTSD varies, but always includes the following symptoms:

- re-experiencing (e.g., recurrent distressing memories and nightmares);
- persistent avoidance of trauma-related stimuli (e.g., avoiding people, places, objects, or thoughts that are reminders of the trauma);
- negative alterations in thought and mood (e.g., negative beliefs about oneself, others, the world, or the causes & consequences of the traumatic event - depressive symptoms);
- marked alterations in physical arousal and reactivity (e.g., irritability, hyper vigilance, difficulty concentrating).

PTSD can increase suicide risk, challenging physical symptoms like chronic pain, difficulties with substance abuse, and substantial interpersonal and familial problems. That said, education is relatively easier than prevention and it is important to understand the four factors working against prevention of PTSD and other operational stress injuries (OSIs) for our first responders - for example, depression.

1. Education about mental health & available resources is a critically important improvement. However, that education must begin with the unequivocal removal of the stigma that still exists for mental health. Removing it is a process that will take time because it requires a real shift-grassroots and up-in how we all think about mental health.
2. Our first responders will necessarily be exposed to situations that are traumatic. PTSD begins with "exposure to actual or threatened death, serious injury, or sexual violence."² Consider for a moment the unfortunate frequency with which such events occur in our society. Then consider what we do when those events occur. We call 911 and people in white, red, and blue uniforms-I want to emphasize that they are regular people-rush in to help while others rush for safety.
3. First responders are "deployed" very differently than others whom we expect to be exposed to trauma (e.g., soldiers). For one, most first responders live in the same place they are deployed, with many deployed alone to remote areas. The nature of such deployments blurs the boundaries between areas perceived as safe & dangerous. Most first responders are deployed continuously for many years. Moreover, threats are highly inconsistent (e.g., any person or situation may become traumatic and require intervention), creating unreliable distinctions between safe and threatening people and environments. As such, being a first responder involves a perpetual state of potential threat and uncertainty, which facilitates vulnerability to mental health problems, particularly PTSD.
4. A great deal of research remains to be done regarding the development & maintenance of PTSD. We know that, although most people will be exposed to a traumatic event

during their lives, the majority of people will not develop PTSD. Similarly, we know that first responders will be repeatedly exposed to traumatic events, but not all will develop PTSD. The rates for first responders are difficult to calculate because of the stigma, but estimates range up to 35 per cent. We already know that developing PTSD is not about a person being mentally or physical weak. Everyone is vulnerable to develop PTSD under certain conditions. Sometimes, it is just a case of the right person being exposed to the wrong event at the wrong time.

What we do not yet know for certain is what individual factors contribute to the complex combination of risk and resiliency variables that influence the development and maintenance of PTSD. If we did know, we could design programs to reduce risk and increase resiliency, thereby preventing PTSD. However, that information requires research over time (i.e., longitudinal studies), which is more expensive and challenging to conduct, but ultimately forms the only real answer to this complex problem. We have research teams ready, willing, and able to conduct those projects and start fixing this problem, but what we need is the support and will of the public to do so.

First responders are human first and everything else second. Too often we see the uniform and forget the person-mother, father, son, daughter, brother, sister-who must not only bear witness, but be responsible for and engage with the trauma.

When we need them, they are there: thin white, red, and blue lines standing between us and our nightmares. Surely we can, and indeed we must, do more to support those heroes-heroes who are nonetheless just as human as you and I.

Retrieved from: http://www.conferenceboard.ca/topics/security-safety/commentaries/14-08-05/ptsd_and_first_responders.aspx

SAFETYblitzzzzz

Occupational Disease in the Mining Sector

Occupational Disease is an important issue for mines and mining plants. Workers can be at risk of serious injury, long term health effects or death due to hazards they may be exposed to at the workplace.

The Ministry of Labour is committed to protecting mine workers in Ontario.

In February and March 2016, Ministry of Labour inspectors, hygienists, ergonomists, and engineers visited mines and mining plants across Ontario.

Inspectors checked that employers were complying with the Occupational Health and Safety Act (OHSA) and its regulations. This included checking that mines and mining plants had the required controls in place to prevent occupational disease.

The blitz's goals were to:

- raise awareness of occupational disease hazards
- increase workplace compliance with the law and
- Prevent worker injuries and illnesses

Background

Occupational disease is one of the biggest contributors to workplace fatalities in mines and mining plants.

Between 2005 and 2014, 184 workers died in Ontario's mining sector as a result of occupational diseases.

Occupational disease can occur when workers are exposed to chemical, biological or physical hazards.

It can result in:

- cancer & breathing problems from airborne dust particles, exhaust & other fumes caused by blasting, crushing, smelting, refining and other mining processes
- hearing loss from noise
- damage to a worker's hand and arm tissue caused by the use of vibrating tools and other equipment

Many occupational diseases are permanent or have lasting effects once they develop. Some diseases are diagnosed years after a worker is exposed to a harmful agent. They can be due to long-term exposure over time or a one-time exposure. In some cases, the agents that led to the exposure may still not be well controlled.

Report Summary

During the February and March 2016 blitz, ministry inspectors conducted 59 visits to 39 mining workplaces. Some of the mines were visited several times. Inspectors issued 149 orders under the OHSA and its regulations, including nine stop work orders.

Retrieved from: https://www.labour.gov.on.ca/english/hs/sawo/blitzes/blitz_report78.php

2016 Course Calendar

Working at Heights Training - 8hr training

Personnel who work in areas where they are exposed to fall hazards must be able to recognize those hazards and then implement appropriate measures to eliminate or control them. Our program will provide a basis to teach workers how to incorporate these principles into their activities. Included are PowerPoint presentations followed by hands-on training with body harnesses. Each student completes a written test and receives a wallet card which is good for 3 years

Cost: Public (1 day) \$195 + HST | **Schedule:** TBD

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 OHSA
- Roles of workplaces 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 OHSA
- Common workplace hazards and protecting you from hazards
- 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

24-Hour Fall Protection Competent Person

RTS Consulting's Competent Person course ensures that each student will receive all of the proper training pursuant to OSHAs requirement of Competent Persons for the standard 29 CFR 1926 Subpart M and EM 385-1-1 Sections 16,21,22,24,25,27,28 and 31. This course will go beyond the basic awareness level of introductory courses and into details necessary when learning not just how to protect yourself, but what it takes to initiate a program and create a safe working environment for those you may be responsible for at your place of employment.

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.

Who is This Course For?

This course is for anyone that will be required to manage a safety program, or responsible to be the on-site competent person. Recommended: Lead Hand, Foreman, Safety Managers, Safety Directors, Onsite Managers, Supervisors, Section Leads, Responsible Persons.

Cost: \$550 + HST | **Schedule:** Dec. 5,6 &9 | Jan. 7,14 & 21 | Jan. 9,10 & 11 | Feb. 4,11 & 18 | Feb. 13,14 & 15 | Mar. 11,18 & 25 | Mar. 27,28 & 29

8-Hour End User Fall Protection Training

RTS Consulting's 8-hour End User Fall Protection Course ensures that each student will receive the proper training pursuant to OSHAs requirement of End User for the standard 29 CFR 1926 Subpart M and EM 385-1-1 Sections 16,21,22,24,25,27,28 and 31.

Who is This Course For?

This course is for anyone that might be exposed to fall hazards from heights.

Cost: \$150.00 | **Schedule:** Jan. 18, Feb. 25, March 17

RTS Consulting Inc. can also conduct this training at your workplace for all your staff. Please contact us for more information.