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**ON THE MOVE**

After almost 10 years in our current office, ESAO will be changing locations, effective October 15, 2007. We will be staying in the same building, but will be moving to the ninth floor and will be in Suite 902. All of our other contact information will stay the same.

This marks a significant change for us. We have been co-located with the Ontario Safety Association for Community and Healthcare (OSACH) for our entire history. Both organizations need to expand, and the current space will not accommodate both associations. ESAO is moving to the ninth floor, and OSACH will be expanding into some of our space.

Our new location, still on the subway line and near Highway 401, on Yonge Street in North York, will include a training space. Our clients and our many non-client customers will be able to participate in an expanded slate of training programs and workshops, starting this fall.

We will be out of communication for a couple of days in mid-October. There will be more information about this in the next newsletter. Moving within the same building, we do not expect the disruption to last more than a few days at most.

Once moved, we will continue to develop and deliver the same high quality programs and services that we have become known for over our first decade, and we will be able to expand our delivery courses and workshops in the GTA core. ESAO is growing and expanding to serve you better!

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## **ESAO LAUNCHES NEW SAFETY IMPROVEMENT PARTNERSHIP PROGRAM (SIPP)**

Each year, around April or May, firms from across Ontario wait impatiently to see if they are on or off the Ministry of Labour's targeted intervention list, commonly known as the Last Chance list. Understandably, firms do not want their names to appear on this list; however, many focus too much energy on this concern, instead of focusing on health and safety performance improvement as a long-term, multi-year goal, involving a change in culture. ESAO has embraced this long-term improvement model through our new Safety Improvement Partnership Program (SIPP). The SIPP approach is designed to move the education sector away from a focus on the annual Last Chance list toward a greater emphasis on long-term improvement.

The ESAO Safety Improvement Partnership Program (SIPP) is a proactive initiative aimed at education sector firms wishing to adopt a continuous improvement strategy to health and safety management. ESAO will work with interested client firms as a partner, to assist them to improve their safety performance over the long term. It will clearly outline what each party will contribute to the partnership, will set milestones and timelines, and will specify the required regular reporting on progress. Working closely with each partner, ESAO will gain a better understanding about the products and services that would assist not only individual partners but all clients, and about the opportunities to disseminate information about the best practices within the education sector. The success of each partnership will result in improved performance (fewer compensable injuries and lower costs) at the firm and sector level.

Initially, all 2007/2008 Last Chance firms will be offered the opportunity to become SIPP signatories. A formal partnership agreement, signed by both parties, will outline in detail how the partnership will work and will note the roles and responsibilities of each partner. A partnership team will be formed, consisting of client firm representative(s) and an ESAO Field Consultant. Specific measures will be developed by the partnership team, reflecting individual circumstances of the client firm. An action plan will also be developed, to reflect a commitment to improvement through a number of proactive initiatives. Reporting on a regular basis is also required to ensure that the partnership is functioning properly and full client engagement is occurring.

The ESAO Safety Improvement Partnership Program is all about working together to make workplaces safer. For more information, visit the ESAO website, or click on the following link, where you can view the SIPP Agreement: <http://www.esao.on.ca/services/SIPP.htm>

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## **FROM SOUTH OF THE BORDER ...FIRE SAFETY**

*Every once in a while it is interesting to look south of the border to see what is happening to U.S. education sector firms that may influence decisions in Canada or in Ontario. This article deals with Fire Safety Information on College and University campuses.*

On July 24, 2007, the Senate of the United States passed, by a wide margin, legislation requiring colleges and universities to provide students and families with fire safety records. The companion



version of the legislation has been introduced in the House. Since 1990, colleges and universities have been publishing statistics on campus thefts, assaults, sexual and capital crimes, but until now, fire-related incidents were not required to be made public.

Highlights from the legislation include:

- Dissemination of statistics on the number of actual fires in each student housing facility, information on deaths, injuries and structural damage over the previous two years;
- Dissemination of statistics about fire safety education, training provided to students, faculty and staff;
- Dissemination of information about any planned improvements in fire safety;
- Requirements for colleges and universities to maintain a log of all campus fires and make this information available to the public;
- Directions to the Secretary of Education to identify best practices for campus fire safety.

The sponsor of the legislation, Senator Frank Lautenberg of New Jersey said, "There is safety in information. Parents and students need to know that college campuses are doing all they can to keep students safe. This measure would give the public the information it needs to evaluate fire safety at colleges and universities."

The legislation is in response to the anniversary of the fire at Seton Hall University that killed three freshman students.

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## THE WORKPLACE HAZARD WE FORGET ABOUT

What single work-related activity accounts for almost half of the work-related fatalities in Ontario, year after year?

If you answered "driving", you're correct.

It is absolutely astounding how many motor vehicle collisions result in on-the-job fatalities or serious injuries, and this has been true for many years.

As we approach the end of the summer driving season, and everyone thinks about getting back into the normal routine, pause for a minute and consider how much of the normal routine in your workplace includes driving as part of the job. And, consider how much of that driving is done during the winter months when conditions are far different than they are during the summer.

ESAO has developed a CD-ROM training program dealing with the hazards of winter driving. This self-paced multimedia program was developed to fill the need for driver education in such areas as tires, traction and vehicle preparation in winter. It covers the various techniques for braking and steering, and preventing and recovering from a skid. It also reviews what to do and what not to do at the scene of a collision, whether or not you are involved. The program is fast-paced and entertaining, with brain teasers and quizzes, and is excellent for those who have not taken driver



training recently. It can be run on a single workstation, or can be added as courseware for those clients who have installed the ESAO Learning Management System on their intranet.

If you purchase this program now, you can be ready to provide this training to all of your drivers – and all of those who drive occasionally – just as the winter driving season begins. It may be August right now, but we all know how busy September and October can be. Can snow be far behind?

Winter driving is a workplace hazard that many of us forget about, but one that we can all do something about right now. [http://www.esao.on.ca/products/cds/Winterdriving\\_cd.htm](http://www.esao.on.ca/products/cds/Winterdriving_cd.htm)

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## **MOULD PREVENTION BEATS REMEDIATION**

As we get ready for another academic year, we know that we are going to get calls about mould in our workplaces. There is no practical way to eliminate all mould and mould spores in the indoor environment and mould of one kind or another can grow almost anywhere. Eliminating mould from porous or absorbent materials is virtually impossible, so once it appears, it can be very difficult to control. Why not focus on prevention?

Mould needs moisture to grow. It is not practical to try to eliminate mould or mould spores, but moisture is another story.

Moisture inside buildings has a limited number of sources, and almost all of them should be controllable.

- Leaks – Often moisture gets into ceiling spaces, walls and basements because of leaks in the roof and drains or through foundation cracks. Sometimes plumbing lines can develop leaks. Encourage your building users to report leaks (indicated by ceiling stains, drips, puddles on floors, etc.) quickly. You will not only prevent water damage, but eliminate moisture that can support mould growth. (TIP: Replace all stained ceiling tiles with clean ones; any new stains will mean there is a leak above.)
- Condensation – Air cooling coils, cold water lines, or even windows and exterior walls in cold weather, can all cause condensation, which leads to pools of water just waiting to grow mould. Cooling lines and cold water pipes should be insulated, as should exterior walls. Reduce moisture in the air by venting all damp areas such as kitchens and bathrooms. Dehumidify damp enclosed or partially enclosed area that cannot be adequately ventilated. Ask staff to report any prolonged condensation problems.
- Spills – Establish procedures to clean up spills quickly. Do not let that water seep into floors and carpets. In areas where there is a constant moisture problem (locker rooms, near drinking fountains, around sinks, or in custodial rooms), do not install carpeting; use flooring material that can be mopped or wiped dry.



Mould spores are everywhere, especially in the fall, when the leaves fall and the weather is damp. They will be tracked into our buildings by thousands of feet. However, these spores require moisture to grow and cause a mould problem inside our buildings. Resolve moisture problems inside buildings quickly and you will stop mould problems before they occur.

The following link will assist you in recognition, assessment and control of Mould:  
[http://www.esao.on.ca/clients/safety\\_specific/mould\\_remediation/moulds%20ohsco.htm](http://www.esao.on.ca/clients/safety_specific/mould_remediation/moulds%20ohsco.htm)

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## **SAFETY – NOT JUST COMPLIANCE**

The Conference Committee met on August 17 & 18, 2007 and began the process to put together another successful conference to assist our sector in strengthening its safety culture. The next Conference will include Professional Development days on May 27 and 28, 2008, and the full conference will be held on May 28, 29 & 30, 2008, in Toronto.

Call for presentations will be put on our website on September 1, 2007. The following are the 2008 conference Tracks:

- Personal Safety Track
- Due Diligence for Decision Makers
- Business Track for Safety Professionals
- Tools for Safety Professionals
- Strengthen Your Safety Culture

An underlying theme at the 2008 conference is sustainability. It has been said that sustainability can be expressed in the simple terms of an economic golden rule for the restorative economy: leave the world better than you found it, take no more than you need, try not to harm life of the environment, make amends if you do. There will be a series of announcements on this theme in the months to come.

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## **BILL 159 IS NOW IN EFFECT**

The bill, revising the Private Investigators and Security Guards Act, marks the first change in more than 41 years to Ontario's law on the security industry. Since the act came into force in 1966, the industry has expanded rapidly, with some 66,000 private security guards now working throughout the province.

All companies affected by the new guidelines will have up to two years to comply with them. New rules that make training and licensing mandatory for all workers in Ontario's security industry went into effect on Thursday August 23rd. Bill 159, covering everyone from bouncers at nightclubs to mall security guards and private investigators, strengthens professional requirements for the industry.

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## ESAO WORKSHOPS

ESAO's team is dedicated to helping education sector employers adopt practices and approaches that result in ongoing reductions in the occurrence of workplace accidents, injuries, and occupational diseases. They will accomplish this in a variety of ways, including through the following 1/2 day workshops. Contact your local area consultant or the ESAO training division for more information on the following workshops. All of these workshops are, or will be available in French and English.

- [Accident Investigation](#)
- [Asbestos Management – Type 1 & Type 2 Training for Workers and Supervisors](#)
- [Dealing with a Difficult or Angry Person](#)
- [Due Diligence for Principals or Due Diligence for Supervisors](#)
- [Effective Joint Health and Safety Committees](#)
- [Health and Safety Orientation](#)
- [Healthy Organizations: Healthy People, Healthy Places NEW!](#)
- [Intro to the Occupational Health & Safety Act & Regulations](#)
- [Slips and Falls – A new look at why people slip/trip and fall – Available Fall 2007](#)
- [Violence Prevention](#)
- [Violence Prevention in Education](#)
- [Workplace Inspection](#)
- [Working Alone](#)

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## NOISE, INFRASOUND AND VIBRATIONS

ESAO has updated the Part 2 Noise Workplace Specific Hazards Awareness Training and the Noise Hazard Resource Book to reflect the amended Ontario regulations

The Occupational Health and Safety Council of Ontario Noise Sub-Committee is in the process of creating a provincial Noise Resource Book to help employers understand what they need to do to protect workers from noise. This book is in the first draft stage and probably will not be released until early 2008.

### Some unusual ESAO observed “noise” issues

Recently ESAO staff members have been asked to visit workplaces where the occupants complained about too much “noise.” This issue isn’t unusual; however, in many cases, there is no significant audible noise. A human voice can be heard easily at a 1 meter distance. Normal sound pressure meters don’t indicate a problem.

Talking to staff in these areas indicates that they experience headaches, flu-like symptoms, sensations of pressure, feel confused, and have other assorted non-specific physiological reactions. ESAO staff members experienced pain behind the ears, queasy stomachs and generally did not feel well after a short time in some of these places.



What's the problem? We don't know for sure, but we suspect the presence of low frequency noise and/or infra-noise. In several cases, the sources have been identified and the problem was resolved. Usually, the source seems to be a motor out of balance or a structural component of the building vibrating (oscillating) as a result of noise sources from normal activities. In several other cases, both the proper identification of the problem and the potential sources have not been successful to date.

The following is some information on noise, low frequency noise, infra-noise and vibrations. As ESAO receives more information, we will keep you informed through future newsletters and/or our website.

**Noise** – movement of air.

“Sounds” above 20 Hz that can be heard.

**Low frequency Noise** – movement of air.

Generally used as a term for “sounds” between 20 Hz and 150 Hz that can be heard. This phrase is sometimes used to define all sounds below 150 Hz.

**Infrasound** – movement of air.

“Sound” waves below 20 Hz frequency. It has been generally assumed that infrasound that cannot be heard by the ears in the same manner as audible sound is not annoying, and that it has no adverse effects on a person's health. As a result, there are no specific guidelines or regulations in Ontario that limit infrasound.

**Vibrations** – movement of an object.

**Background:** The assumption that “sounds” below 20 Hz cannot be heard is only partly true. Infrasound can be heard and affects humans, though not in the usual manner through which normal “audio” sound ranges are heard and interpreted. In fact, most people don't recognize the presence of low frequency infra-sounds when they are exposed to them. Whether or not these “sounds” can be heard, they do affect people. There are well-documented studies that demonstrate that infrasound is “heard.” There are also studies that document the effects of many low frequencies on a human body.

**Hearing thresholds:** Low frequencies only slightly above the lowest frequencies that people can hear are annoying. There is no reason to assume that frequencies at or above 20 Hz are harmful while frequencies at 19 Hz or below are not harmful. Damage to the human body from frequencies below 20 Hz is well documented. Also, in scientific studies, it has been determined that infrasound can be heard (or felt), provided it is loud enough, and that “hearing” thresholds can scientifically be determined.

**Suggested limits:** There are no specific regulations for infrasound levels in Ontario. Based on suggestions from scientists in Europe, infrasound levels should be treated as equivalent to audible sound levels. The maximum exposure allowed for audio sounds in Ontario (eight-hour work day) is 85 dB, so the exposure to infrasound should not exceed 85 dB energy equivalence (G force).

An environmentally acceptable infrasound level must be below the human hearing/sensing threshold. Since an individual's hearing threshold can be 10 dB lower than the average threshold, the recommended limit for environmental infrasound should be LpG = 75 dB.



**Vibrations**

**Background:** Vibrations are generally considered annoying at a level that is only slightly above the level at which they can just be felt. The vibrations are measured on the surface of the objects being tested. Unless there is reason not to, the maximum force read is used for the assessment. For most stationary vibration sources, there is no difference between the maximum and the average level.

Re-radiated noise that accompanies vibration is considered as either low frequency sound or infrasound. Other effects, such as movement or rattling of objects, windows, or furniture are not considered.

**Suggested limits:** Like infrasound, there are no specific regulations for vibration levels in Ontario. Based on suggestions from scientists in Europe, vibration levels should be treated as their energy level equivalent to audible sound levels. The energy average of the maximum levels that occur simultaneously in the (2 or more) measuring points is calculated and compared to the recommended vibration limits.

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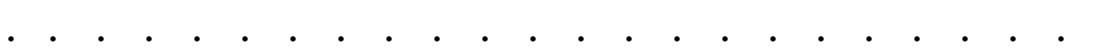
**ESAO WELCOMES NEW STAFF MEMBERS TO THE TEAM**

ESAO is pleased to announce the hiring of three new staff members, joining ESAO as part of Prevention Services. Mr. Jim Ogilvie will be joining us as a Field Consultant. We have also hired two health and safety trainers, Mr. Blaine Larock and Mr. Andy Zvagulis, to staff our new training division. All three will be working out of the head office.

Jim Ogilvie joins ESAO after 15 years of operating his own occupational health and safety consulting firm, OSI. Previous to that, Jim had posts with Imperial Oil, Concord Scientific, and Beak Consultants Ltd. Jim holds a B.Sc. from McMaster University and has a Diploma in Industrial Hygiene from the University of Toronto. Jim is also a Registered Occupational Hygienist as certified by the Canadian Board of Registered Occupational Hygienists. Jim joins our current Field Consultant group to assist our clients with their health and safety needs. His expertise in the Industrial Hygiene field will be of great value to our clients and to ESAO.

Blaine Larock joins ESAO with over 18 years of health and safety experience. He has provided consulting services to clients while operating the Environmental Safety & Health Group Ltd. prior to joining ESAO. He has also held positions with the Niagara District School Board, Niagara College of Applied Arts and Technology, George Brown College and Simcoe County Board of Education. Blaine has a M.Sc. in Industrial Engineering from State University of New York in Buffalo. He is a Certified Canadian Registered Safety Professional (CRSP), Certified Environmental Specialist (CES) and Certified Engineering Technologist (CET). Blain's vast experience and expertise in the health and safety field will be a great asset to our new training division and will certainly be of great benefit to our clients.

Andy Zvagulis joins ESAO with over 20 years of experience in the Emergency Health Services, Paramedic area. Andy holds a Masters Degree (M.A.) in Education, Certificate of Proficiency in the Higher Education Teaching Program at Humber College and an Honors' Diploma in





Emergency Care from Humber College. Andy has held numerous positions where training and educational development have been prominent. Some of these positions were Professor in the Paramedic Program at Humber College, Supervisor of Quality Assurance and Program Development at the Halton Region EMS and Operations Manager at the Niagara EMS. Andy's experience with training and program development will be a huge asset to our clients and will certainly contribute to the growth of ESAO's training division.

The addition of these three professionals to our staff is significant and supports our strategic direction to grow the organization in order to deliver high quality services to our clients throughout the province.

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## THE USE OF THE TERM “STANDARD OPERATING PROCEDURES” (SOPS)

Recently, there seems to be a trend among health and safety professionals to use the term “Standard Operating Procedure” or its abbreviation “SOP.” The *Occupational Health and Safety Act* and the regulations under the *Act* do not use either of these terms. They do use terms such as “code or standard of practice”, “methods, standards or procedures”, “work practices and standards”, etc. However, the Ministry of Labour and emergency response organizations, such as Fire Departments, use the term “standard operating procedure” extensively.

### Why the Concern?

There are several interpretations of what a “standard operating procedure” is. The interpretation depends on the person’s background:

- I) If you ask some people to make a “SOP,” they will interpret the request as meaning that:
  - i) the existing policies/procedures don’t apply, or
  - ii) that they are deviating from the existing policies/procedures; otherwise you would be asking for a process or procedure.
- II) Individuals familiar with ISO standards or Total Quality Management will think you are asking them to adopt a recognized standard process.
- III) Other people may not know to what you’re referring.

**So what is a “standard operating procedure”?** That depends on who uses the term!

### Historic use:

Historically, a “Standard Operating Procedure” is the series of steps or actions, developed by an individual or work group, used to perform a specific procedure or to respond to a specific event. SOPs are either a process to meet a specific policy, a process to be followed when the policy doesn’t cover the activity, **or a valid justification for following a procedure that doesn’t meet the policy where the policy is inappropriate** (and could result in either not being able to properly carry out a process or in creating a more hazardous situation than by following the SOP).

Also, historically, SOPs are not standardized throughout an organization or between organizations. If they were consistent, they should be part of the policy/procedures of the organization. They are created based on experience, relate to specific conditions in a work area, and intended to be



followed only in that specific area or by a specific work group. They may actually conflict with either the intent or specific wording of an organization’s policies/procedures, so the process of developing them would require the approval of a person with the appropriate knowledge, who has been delegated the authority by the organization. The other historical assumption of SOPs is that they can be changed at any time and are considered to be in effect until they are amended or eliminated. The intent of SOPs is to conform to the intent of an organization’s policies, but not necessarily meet the actual policy requirements. Legally, these SOPs can be ignored or locally interpreted to suit the actual situations.

**The new “international” use:**

When most health and safety individuals use the term, they intend the meaning to comply with the “Quality Assurance” management, or “ISO” (International Organization for Standardization) use of the term. These are recent uses of the term. In this case, a “Standard Operating Procedure” is “a set of instructions having the force of a directive, covering those features of operations that lend themselves to a definite or standardized procedure without loss of effectiveness.” The **International Conference on Harmonization (ICH)** of Technical Requirements for Registration of Pharmaceuticals for Human Use defines these SOPs as “detailed, written instructions to achieve uniformity of the performance of a specific function.”

The term was adopted for clinical/medical research organizations. The purpose of the “standard operating procedure” is to have the maximum safety, consistency and efficiency in the performance of the clinical research operations and be practical, to enable results to be compared. Under the international standard criteria for research, every person and every location involved in clinical studies must have appropriate SOPs in place, in order to get funding for clinical research and to ensure compliance with all current Regulations and Standards.

So, when you make the decision to use SOPs instead of “methods,” “process,” or “procedures,” define the term carefully.

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**CONFERENCES IN WHICH WE WILL PARTICIPATE IN THE FALL**

- Forum North, Thunder Bay, ON - November 6, 7 & 8, 2007
- Schedule 2 Conference, Toronto, ON - Sept. 26 & 27, 2007
- Municipal Health and Safety Association, Toronto, ON - Oct. 1-3, 2007
- Eastern Ontario Conference, Ottawa, ON - Oct. 25, 2007

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**Healthy Organizations – Healthy People, Healthy Places**

Health and safety and health and wellness programs share a common goal: ensuring that workers have safe and healthy work environments that support healthy lifestyle behaviours. However, too

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often, health and safety and health and wellness programs compete for resources, to the detriment of the workers and the organization.

Many employers have successfully developed comprehensive health and wellness programs, based on a collaborative model of health and safety, occupational and non-occupational claims management, employee assistance and wellness. Focusing on becoming a healthy organization compels employers to ensure that barriers to health and safety are addressed at the source (by creating a culture of health and wellness), as well as provides education and training on achieving a healthy work-life balance. ESAO has developed a workshop that will introduce participants to:

- Research supporting the business case for creating healthy organizations
- Models for integrating health and safety and health and wellness
- Examples from organizations which have successfully created a comprehensive health and wellness program
- Practical suggestions for expanding a health and safety program to reflect health and wellness principles and programming
- Low cost (and no cost!) ideas for getting started.

All participants receive a copy of the *Healthy Organizations Resource Book* and a one year supply of *Coaching Chips*, as well as access to electronic coaching modules for one year in the *Online Coaching Clinic®*. Those individuals who attended the launch at the 2007 ESAO conference will begin receiving their electronic Coaching Chips in September 2007.

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## NEW TO THE WEBSITE

### LINKS

- [Working Safer and Easier - For Janitors, Custodians and Housekeepers](#)
- [Ergonomic Idea's Bank](#)
- [Backs and Bums - Applying Basic Ergonomics - WHS Alberta](#)

### NEW DOWNLOADS

- [Heat Stress Guidelines](http://www.esao.on.ca/downloads/policies_and_procedures.htm) [http://www.esao.on.ca/downloads/policies\\_and\\_procedures.htm](http://www.esao.on.ca/downloads/policies_and_procedures.htm)
- [Downloadable Heat Stress Poster](http://www.esao.on.ca/products/posters.htm)  
<http://www.esao.on.ca/products/posters.htm>
- [Heat Stress Wheel - PDF](http://www.esao.on.ca/clients/safety_specific/links.htm) [http://www.esao.on.ca/clients/safety\\_specific/links.htm](http://www.esao.on.ca/clients/safety_specific/links.htm)
- [Safety Improvement Partnership Program](#)
- [Mai, Jui & Juillet Newsletters](#)



**PRODUCTS**

- [Record Keeper – Accident Analysis tool](#)
- [Asbestos Management & Worker Training Package](#)
- [Healthy Organizations – Healthy People Healthy Places](#)

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**ESAO REGIONAL COURSES & ACTIVITIES**

The following activities have been booked from September to November. Any clients interested in attending one or more of the following sessions or courses should directly contact the Field Consultant responsible for the activity. Should you have conflicts or concerns regarding a scheduled activity or wish to attend one, please contact your ESAO Field Consultant or the ESAO Toronto office at 1-877-732-3726, or via email at [esao@esao.on.ca](mailto:esao@esao.on.ca)

**Francophone Alain Chenard  
(613) 837-2042**

Part 1 (Basic) Certification  
October 10, 11 & 12, 2007  
TBA, Ottawa, ON –

Ateliers 5 Octobre, 2007  
Loi et règlements  
Chatham, ON

**Niagara - Bill Urie  
(905) 312-9962**

Part 1 (Basic) Certification  
October 3, 9, 17, 2007  
Brant-Haldimand Norfolk CDSB  
322 Fairview Dr., Brantford,

WHMIS Train the Trainer:  
October 10 & 11, 2007  
Employment Help Centre,  
122B Queenston St.  
St. Catharines, ON

Client Network Meeting  
November 7, 2007  
St. Catharines, ON

**North West  
1-877-732-3726  
[esao@esao.on.ca](mailto:esao@esao.on.ca)**

Part 1 (Basic) Certification  
October 25 & 26, 2007  
(2 Day Course) - Red Rock  
Inn 145 White Boulevard

September 10, 11 & 12, 2007  
Dryden Regional Training Centre  
100 Casimir Avenue, Dryden

WHMIS Trainer the Trainer  
September 9, 2007  
Valhalla Inn, Thunder Bay

Part 2 (WHST)  
October 22, 2007  
Best Western Lakeside Inn  
470 1st Avenue South, Kenora  
Ergonomic, Slips, Trips & Falls,  
Workplace Violence, Confined Space

November 5, 2007  
Founders Museum, 264 - 307  
Euclid Ave., Thunder Bay -  
Ergonomic, Slips, Trips & Falls,  
Workplace Violence, Confined  
Space

**North East – Doug Bennett  
1-877-732-3726**

Part 1 (Basic) Certification  
October 16, 17, 18, 2007  
Near North DSB, 963 Airport Road  
North Bay, ON  
November 27- 29, 2007  
Roland Michener S.S., 155 Legion  
Dr., Rm. 101  
South Porcupine, ON

Client Network Meetings:  
October 4, 2007  
Sault Ste Marie, ON

October 11, 2007  
North Bay, ON

October 18, 2007  
Timmins, ON

October 25, 2007  
Sudbury, ON



**GTA – Training  
416-250-8005 112**

Part 1 (Basic) Certification  
September 17, 18, 19  
North York Memorial Community  
Hall 5110 Yonge St Toronto,

October 2, 3, 4, 2007  
North York Memorial Community Hall,  
5110 Yonge Street, Toronto,

Part 2 (WHST) Certification  
September 4, 2007  
Office Hazards, Ergo, Slips,  
Workplace Violence, and  
Environmental, North York Memorial  
Community Hall 5110 Yonge St,

WHMIS Train the Trainer  
September 13 & 14, 2007  
4950 Yonge Street, Ste. 1505,

**GTA West: - Janice Gallant  
(905) 785-3742**

Part 1 (Basic) Certification  
October 16, 19 & 26, 2007  
Halton CDSB, 802 & 830 Drury Ave  
Burlington, ON

Part 2 (WHST) Certification  
September 18, 2007  
Ergonomics, Slips, Workplace  
Violence, & Environmental Hazards  
420 Britannia Rd. E., Ste. 201,  
Mississauga, ON

**East  
1-877-732-3726  
TBA**

**GTA East - Mike Atkinson  
(416) 466-1923**

Part 1 (Basic) Certification  
November 6, 7 & 8, 2007  
North York Memorial Community Hall,  
5110 Yonge St. Toronto

Colleges Network Meeting  
October 18, 2007 - Sheridan College,  
Trafalgar Campus 1430 Trafalgar Rd,  
Oakville

**Central Lakes - TBA  
(705) 876-1001**

Workshops  
Health Organizations & Stress  
Management - Nov 12, 2007 -  
9:00am Township of Uxbridge  
Public Library, 9 Toronto Street  
South, Uxbridge

Violence Trilogy - Violence  
Prevention, Working Alone and  
Dealing with Difficult and Angry  
Persons - Nov 19, 2007 – 9:00am  
Township of Uxbridge Public  
Library, 9 Toronto St. S.

**Georgian Bay  
1-877-732-3726  
[esao@esao.on.ca](mailto:esao@esao.on.ca)**

Part 2 (WHST)  
September 28, 2007  
Bruce Grey Catholic DSB  
799-16th Ave. - Hanover, ON. N4N  
3A1- Ergonomic, Slips, Trips & Falls, &  
Workplace Violence, Confined Space  
Hazards

**South West – Ed Hager  
(519) 264-9738**

Part 1 (Basic) Certification  
October 18, 23, 25, 2007  
Lambton College, 1457 London Rd.  
Sarnia, ON

Workshops:  
Dealing with a Difficult or Angry  
Person Aug 20, 2007 12:30-4:00pm  
Fanshawe College, 1460 Oxford St.  
E., London

Dealing with a Difficult or Angry Person  
September 20, 2007, Fanshawe  
College, 1460 Oxford St. E, London,

Dealing with a Difficult or Angry Person-  
Sept 21, 2007 Fanshawe College, 1460  
Oxford St.E. , London

Client Network Meeting:  
October 10, 2007 Windsor, ON

Click to access the Training Events Calendar  
Click to access the Workshop/Client Network Calendar

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ESAO serves all Schedule 1 firms in the WSIB rate groups 810 & 817, as well as  
Schedule 2 firms in the education sector. Contact your ESAO Field Consultant for more  
information on any courses or products.  
Head Office: [www.esao.on.ca](http://www.esao.on.ca) Tel: (416) 250-8005 Fax: (416) 250-9190 1-877-732-3726

**Drive Carefully! Next Newsletter: September 2007**

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