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DON'T PAINT YOURSELF INTO A HEALTH AND SAFETY CORNER

Summer is fast approaching, and for many of our clients, that means warm weather, sunny skies and – maintenance. High on many maintenance lists will be painting, and that means we are already getting some questions about painting in general, and the use of oil-based paints in particular.

Some clients still prefer oil based paints in many instances, and they do have some advantages. Generally, oil-based paints last longer, and will stand up to washing longer than most of the alternatives.

However, there are disadvantages as well.

Firstly, they all release solvent vapours, and this can create a fire hazard, particularly in enclosed spaces. Flash fires have occurred when solvent-based paints were used too close to ignition sources.

Secondly, those vapours can trigger sensitivities in individuals ranging from minor reactions to full allergic reactions. Sensitive individuals can be affected by very low levels of vapours, and the amount of vapour that can be released during a painting project can be very high.

Finally, oil-based paints are not as easy to paint over properly, once they have oxidized with age. Properly preparing the surface for re-painting can eliminate any of the cost-savings generated by the increased durability.

Many of our clients have simply eliminated the use of oil-based paints in as many places as possible. Their experience has been that, unless the building can be painted when completely empty, or the painted area absolutely sealed off from any occupied space until the solvent vapours are no longer released which could be up to a week later, someone will experience a reaction,. What follows can be a battle involving Material Safety Data Sheets, exposure monitoring, reports to the WSIB, complaints to the JH&SC, visits from the Ministry of Labour, and many hours wasted that could have been used painting or doing other constructive things. When selecting paint, specifically check for low toxic paints.



If you are going to paint, and you probably are, here are some suggestions:

1. Tell the building occupants well ahead of time when the painting is scheduled (no one likes unexplained solvent smells), how much work you will be doing, and when it will be completed.
2. Separate the occupied space from the space to be painted with a vapour barrier, and use plenty of ventilation to the outdoors.
3. Provide contact information for someone who can respond to air quality complaints immediately.
4. Use products that minimize the potential for significant solvent vapour release; don't use oil-based paints unless it is essential.
5. Remember that you are all on the same team; everyone wants the maintenance done, but no one wants anyone to get ill. There must be a way to meet both goals.

The summer is a window of opportunity for many maintenance projects in our sector. We have to work together to make sure that we can all enjoy the summer, and the newly renovated spaces that will be waiting for us in the fall.

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MY SUMMER CONTEST

Research shows that almost half of all motor vehicle collisions involving drivers under the age of 25 happen in May, June, July and August. This year, the RoadSafe Committee has created a contest for young people (aged 14 to 25) about road safety over the course of the entire summer.

The RoadSafe Committee is asking young people to create and submit either a short video clip or an e-card on the safe grad or prom theme. There will be winners announced in each category, and the cash prizes are \$500. There will also be an opportunity to participate in a forum to discuss road safety issues.

The contest is launched at www.myspace.com/mysummercontest and all of the details can be found there. Or, contact Jill Noble, Senior Marketing Planner, Road Safety Marketing Office, Ministry of Transportation at 416-235-5118 (phone) or 416-235-5129 (fax). Please pass on this information to any and all young people in your organization who might be interested in participating.

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FROM SOUTH OF THE BORDER ...

Every once in a while it is interesting to look south of the border to see what is happening to education sector firms that may influence decisions in Canada or in Ontario. This article deals with law enforcement emergencies on higher education campuses.

On April 26, 2007, a bill was introduced to the Senate of the United States, where it was read twice and referred to the Committee on Health, Education, Labor and Pensions. This bill would amend the Higher



Education Act of 1965, and can be referred to as the "Campus Law Enforcement Emergency Response Act of 2007."

Each institution of higher education participating in any program under this legislation shall develop and distribute:

- a) A statement of policy regarding the institution's law enforcement emergency response program, and
- b) Statistics concerning the occurrence of law enforcement emergencies on the campus of the institution.

The term "Law Enforcement Emergency" is defined as a shooting, the presence of an armed and dangerous person, a bomb threat, the presence of an unauthorized hazardous or toxic material that poses a threat to health and safety, a lock-down, a reverse evacuation, or any other comparable type of incident, on the campus of an institution of higher education, that involves the participation of one or more law enforcement agencies.

The statement of policy referred to the above shall address:

- a) Procedures students, employees and others on the campus will be directed to follow if a law enforcement emergency occurs, and
- b) Procedures the institution and law enforcement agencies will follow to inform students, employees and others on the campus of the institution about a law enforcement emergency, and will follow to direct the actions of the students, employees and others (this includes e-mail alerts, telephone alerts, text-message alerts, radio announcements, television alerts, audible alert signals and public address announcements).

The law enforcement emergency response policy and procedure shall be tested at least annually. Institutions shall make reports to the students, employees and others on the campus of the institution not later than 30 minutes after the discovery of a law enforcement emergency on the campus through the procedures described above.

This bill has a long way to go, and may not be passed or may be passed with significant amendments. Nonetheless, it is interesting to hear the thoughts of American legislators, following recent events on American campuses.

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CONFERENCE UPDATE

ESAO's Health & Safety Conference 2007 provides a unique opportunity to meet your training needs while enjoying the beautiful setting at Victoria University on the University of Toronto campus. Visit the Trade Show (*included in your registration fee*) on May 30th and May 31st, to see what new solutions our Exhibitors have to offer. Included in the three-day conference package is a Tuesday night BBQ, and a spectacular cruise around Toronto's harbour and our beautiful Toronto Islands on Thursday evening. A



delicious banquet dinner will be served onboard. Given the great value for your training dollars, this is one conference you won't want to miss!

It's not too late to register for the Professional Development sessions being offered on May 28th & 29th, or for the full three-day conference package. If your time is limited, you are welcome to register for a day pass for May 30th, May 31st, or June 1st. If you have questions, please contact Penny Ebanks at 416-250-8005 ext. 113, or by email at pebanks@esao.on.ca

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CHANGING LINKS, CHANGING NAMES

There are some name changes to pass on to those who use our Emergency Preparedness CD to train staff on this topic. The Federal department responsible for this is now called Public Safety Canada, and the former Emergency Preparedness College is now called the Canadian Emergency Management College.

These links are:

- <http://www.publicsafety.gc.ca/index-en.asp> and
- <http://www.publicsafety.gc.ca/prg/em/cemc/index-en.asp>

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CENTRAL LAKES CLIENT NETWORK MEETING CANCELLATION

The Central Lakes client network meeting that was scheduled for June 18 is cancelled pending an alternate date. Client Network Meetings are valuable, providing a forum to facilitate exchange of health, safety & environmental information relevant to the education sector. They are open to all ESAO clients, regardless of management or labour affiliation and may include roundtable discussions on required products and services, current health & safety related issues, a professional development session and/or WSIB and MOL initiatives. I would invite our clients in the Central Lakes region to consider participating and welcome your suggestions on topics, as well as interest in volunteering to host a client network meeting in your area.

Contact: Randy Plener
Director, Prevention Services
rplener@esao.on.ca 416-250-8005 ext. 112

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YOU ASKED US

ESAO and its staff receive many inquiries and questions on a wide array of topics. Some questions of a general nature will be included in this section of the newsletter to update all interested parties. In all cases, ESAO attempts to obtain the most accurate and up-to-date answer possible. We do not assume to take the regulatory responsibility for a certain situation, and the client is advised to contact the regulator responsible.

You Asked Us:

Many of our clients, and quite a few non-clients, tell us, "I guess we need an audit. Can you do a health and safety audit for us?"

Answer:

Well, maybe yes, maybe no, and maybe that's not the place to start. An audit, in this case, is the comparison of an organization against a set of standards, and the assumption is that the audit will produce a list of "gaps" – areas to be addressed in order to be in compliance with the standard. This is why many safety professionals prefer the term "gap analysis" to "audit". The problem is that there are a number of standards. Workwell is the WSIB standard. There are management audits, a number of international standards, and various health and safety standards, to which you can compare, or audit, your organization. Some audits are free, some are expensive, some are excellent and some simply do not fit the education sector very well at all.

However, there is a bigger problem. Audits take time and require dedicated resources. This includes both people and financial resources, during and after, because a report will be generated with recommendations that will require actions to be taken. All too often, they are done to address the perceived need for an audit, and all too often, the list of outstanding items is long and is too expensive to address within a reasonable timeline. You need to be prepared to address what you find out during the audit.

Here is a list of 10 questions – call it a mini-program review. If you can answer "yes" to the following 10 questions, you are probably ready for a more detailed audit. If you answer "no" to any of the questions, then save your time and money and address these problems – they should be part of most audits, anyway.

1. Do you have a health and safety policy posted in the workplace and signed by the CEO within the past year?
2. Do you have a safety bulletin board in your workplace with the OH&S Act on it, visible to workers?
3. If your workplace has more than 20 employees, do you have a Joint Health and Safety Committee (JH&SC)?
4. Does your JH&SC have the full complement of fully certified members? For large workplaces, is this true for every JH&SC?
5. Are you inspecting your workplace every month, and are the inspection records kept in a file?



6. Does any of your staff require WHMIS training, and if so, is it up-to-date?
7. Is your First Aid Training up-to-date, and is each First Aid kit inspected and replenished, and in the charge of a qualified First Aid provider?
8. Have you identified the significant hazards in each area of your workplace?
9. If you have identified each hazard, have you assessed it once to determine what your responsibilities are to "take every reasonable precaution to protect the worker"?
10. If you have assessed each hazard, have you controlled it? Are the reasonable precautions in place?

This is not an exhaustive list. Many more things could be added. The point is, any audit should identify these items, and if you already know you are not addressing them adequately, isn't that the point?

Health and safety is not always complicated, although some of the specific problems we need to address can be. Work through the list above – how many questions can you say "yes" to? If you give yourself ten "yes" answers, then you are probably ready for an audit. If not, you already know what you need to do – you don't need an audit; you need to get working.

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NEW TO THE WEBSITE

Click to Download

- [Youth Safe Outdoors](#)
- [Sample Policy](#)
- [Guide to Field Trip Vehicle Selection](#)
- [Presentation of Field Trip Policies and Procedures](#)

Ministry of Transportation School Bus Safety Links

- [School Bus Safety Resource Guide](#) - Information on programs and resource materials for improving school bus safety
- [School Bus Safety: information for riders, parents and motorists](#)
- [School Bus Safety Smarts](#) - Information for kids
- [Illegal Passing of a School Bus: What to do](#)

If you are writing, reviewing or updating your H&S policies, please review the many links to other university, college and school policies. If you need any assistance navigating the website or have suggestions for improving it, please feel free to contact us at esao@esao.on.ca, or call your local Field Consultant.

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WHMIS TO GHS – WHERE ARE WE?

In 1992, at the Rio Earth Summit, Canada signed and supported an initiative to develop a harmonized hazard classification and labelling system, which has become known as the Globally Harmonized System of Classification and Labeling of Chemicals (GHS).

This initiative was supported for several reasons:

- To facilitate international trade in chemicals for those chemicals the hazards of which have been assessed and identified;
- To provide a recognized framework for countries without a hazard classification system; and
- To enhance the protection of human health and the environment by providing an internationally comprehensible system for hazard communication.

After more than a decade of work, the new system was adopted by the UN Economic and Social Council (ECOSOC) in July 2003. Many countries, including Canada, have begun the task of looking at harmonizing their regulatory structures within the GHS framework.

When implemented, the new system will have a significant impact on WHMIS. Many of the products currently classified under WHMIS may need to be re-classified under GHS. There will be changes to hazard symbols, signal words, hazard statements and the design of labels. As an example, the MSDSs under GHS will have 16 headings, rather than nine.

Those countries that had signed on were encouraged to have GHS implemented and fully operational by 2008; in Canada this is optimistic, to say the least. The complete UN document (the purple book) can be found on the following website:

http://www.unece.org/trans/danger/publi/ghs/ghs_rev01/01files_e.html

In the U. S., public comment was requested on a number of aspects of this initiative in 2004, and even then, the tentative plan announced by the U.S. Environmental Protection Agency was expected to consist of multiple steps, rolled out over a number of years. In the European Union, however, this project seems to be at full speed ahead, following the adoption of the REACH initiative (Registration, Evaluation and Authorization of Chemicals) in 2003.

Given that Canada's major trading partner is the U. S., it is expected by most that Canada's implementation plan will match that of the U.S., rather than the EU. However, the following website is an excellent source for monitoring Canadian developments in this area:

http://www.hc-sc.gc.ca/ahc-asc/intactiv/ghs-sgh/index_e.html

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ESAO REGIONAL COURSES & ACTIVITIES

The following activities have been booked for May to August by the ESAO Field Consultants. Any client 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 problems 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

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

Basic Certification:
July 3, 4 & 5, 2007
Ontario Alliance of Christian
Schools, 777 Garner Road
East, Ancaster, ON

Phase II Training:
July 6, 2007,
Ontario Alliance of Christian
Schools, 777 Garner Road
East, Ancaster, ON
Bio, Chemical, Enviro & Slips

Workshops:
May 18, 2007
Inspection Workshop
Wainfleet Public Library,
19 Park St., Wainfleet,

**Niagara – cont...
(905) 312-9962**

Workshops
June 5, 2007
Dealing with Angry & Difficult
Persons
Thorold Public School
14 Ormond St. N., Thorold,

June 7, 2007 (2 sessions)
Due Diligence Workshop
Niagara College, 300
Woodlawn Rd. Welland, ON

June 19, 2007
Due Diligence Workshop
Niagara College, 300
Woodlawn Rd. Welland, ON

June 20, 2007
Ladder Safety and Dealing
with Angry and Difficult
Persons
Brock University
500 Glenridge Ave.,
St. Catharines, ON

August 28, 2007
Due Diligence Workshop
Grand Erie DSB
349 Erie Ave. Brantford, ON

**North West – TBA
1-877-732-3726**

**East – Jean-Guy Raymond
(613) 592-4491**

Phase II Training:
June 25 – 29, 2007
all 16 modules
St. Lawrence Parks
Commission, RR #1
13740 County Rd. 2
Morrisburg, ON

June 28, 2007
Energy & Machine Guarding
CDSB of Eastern Ontario
2755 Highway #43
Kemptville, ON

WHMIS Train the Trainer:
June 13 – 14, 2007
Catholic DSB Eastern Ontario
2755 Highway #43 Kemptville

Client Network Meeting:
June 5, 2007
Catholic DSB of Eastern Ontario
2755 Highway #43 Kemptville

August 7, 2007
St. Lawrence Parks
Commission, RR#1
13740 County Rd. 2,
Morrisburg, ON

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

**North East – Doug Bennett
(705) 476-7433**

Workshops:
May 24, 2007
Due Diligence for Supervisors
and the OHS Act & Regulations
Science North
100 Ramsey Lake Rd.
Sudbury, ON

June 14, 2007
Workplace Inspection
Child & Family Services of
Timmins & District 702 Ross
Ave. E., Timmins, ON



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Georgian Bay - TBA
1-877-732-3726
esao@esao.on.ca

Phase II Training:
May 25, 2007
Conestoga College, Doon
Campus, 299 Doon Valley
Dr., Kitchener, ON
Chemical, Fire & Explosion &
Machine Guarding Hazards

June 8, 2007
Conestoga College, Doon
Campus,
299 Doon Valley Dr.
Kitchener, ON
Ergonomics, Slips, Trips &
Falls, Workplace Violence

GTA – Training
416-250-8005

Phase II Training:
May 28, CONF PD 2007
Office Hazards
Victoria College – U of T
Campus Toronto, ON

May 29, 2007 CONF PD
Plant Hazards
Victoria College – U of T
Campus, Toronto, ON

Phase II Train the Trainer:
May 28 - 29, CONF PD 2007
Victoria College – U of T
Campus, Toronto, ON

WHMIS Train the Trainer:
May 28 & 29 CONF PD 2007
Victoria College – U of T
Campus, Toronto, ON

GTA East - Mike Atkinson
(416) 466-1923

Basic Certification:
June 12, 13 & 14, 2007
North York Memorial
Community Hall
5110 Yonge St., Toronto, ON

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

Basic Certification:
June 13, 14 & 19, 2007
Municipal Health & Safety
Assoc., 420 Britannia Rd. E.,
Ste. 201, Mississauga, ON

South West – Ed Hager
(519) 264-9738

Basic Certification:
July 3, 4 & 5, 2007
Greater Essex DSB
451 Park St., Boardroom
Windsor, ON

Phase II Training:
May 25, 2007
Conestoga College, Doon
Campus, 299 Doon Valley
Drive, Kitchener, ON

Chemical, Fire & Explosion &
Machine Guarding Hazards

May 24, 2007
Greater Essex County DSB,
451 Park St. W., Conference
Room C, Windsor, ON
Driving & Noise Hazards

June 8, 2007
Conestoga College, Doon
Campus, 299 Doon Valley
Drive, Kitchener, ON
Ergonomics, Slips, Trips &
Falls, & Workplace Violence

June 5, 2007
County of Huron, 1 Court
House Square, Goderich, ON
Noise, Slips & Falls, Working
at Heights

June 11, 2007
County of Huron, 1 Court
House Square, Goderich, ON
Environmental, Ergonomic &
Workplace Violence Hazards

June 14, 2007
County of Huron, 1 Court
House Square, Goderich, ON
Confined Space, Energy &
Fire & Explosion

Central Lakes - TBA
(705) 876-1001

TBA

[Click to access the Training Events Calendar](#) [Click to access the Workshop/Conference Calendar](#)

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 Tel: (416) 250-8005 Fax: (416) 250-9190 Toll Free: 1-877-732-3726

Drive Carefully! Next Newsletter: June 2007