



ESAO

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Inside this Issue: Highlights for Spring 2006

- 1 Essa Centennial Library Success
Product update available
- 2 Asbestos Legislative Changes
- 2 Professional Development
May 23 – 26, 2006
- 3 Slips, Trips and Falls
Colouring Books
- 3 Machine Guarding of Winter
Equipment
- 4 Research Advisory RFP
You Asked Us:- EA's Right to
refuse unsafe work
- 5 Confined Space legislation
changes
- 6 Harmonization of Legislation
and Standards
- 8 Price Increases
Regional ESAO Training and
Meeting Calendar & and
Contact Information

ESAO
4950 Yonge Street Suite 1505
Toronto, Ontario M2N 6K1
www.esao.on.ca

Trillium Grant Enables Library to Serve the Community



At the Essa Centennial Library, in Angus, Ontario, the focus is clearly on being relevant to the community.

The library shares space with the local Economic Development Centre, and Janine Harris-Wheatley, the CEO of Essa Centennial recognized the opportunity for a useful partnership.

With the community growing and reaching almost 17,000 in the past year, she also knew that there was one opportunity that might not last much longer. Trillium Grants are available to assist small libraries with specific projects, but are limited to those serving municipalities with fewer than 20,000 people.

Part of her application was to create a collection of all of ESAO's safety resources – the Resource Manuals, the CDs, the videos, the packages. These could all be placed in the library and would serve as a resource for businesses being launched in the Essa Township.

But the project was bigger than that. Much of this material would also be available on inter-library loan, so people can access it from other libraries. And, on the library shelves, it would be available to the local schools, daycares, and the municipal offices. Part of the application was for a stand-alone computer to run the

CDs, and for use by those in the community to update resumes and write job applications. Any library user could complete the ESAO WHMIS training CD or the Health and Safety Orientation CD at zero cost, and add those skills to his or her resume. The vision of the Trillium Grant program is "Building healthy and vibrant communities," and the connection was natural.

The grant was approved, and ESAO shipped the material to the library early in 2006. Now, the library boasts a complete health and safety resource centre, and advertises the fact with brochures available at local employment centres, and as part of their extensive Business Resource Materials collection that supports the efforts of the Economic Development Centre to assist with the development of small business in Essa Township.



"The municipality is pretty excited about being able to send their summer staff over for free WHMIS training," says Janine Harris-Wheatley. "And we feel that we are better able to support our community. That is so important for us."

This project is just getting underway – the material has just been shelved in the reference section – but already Janine is looking ahead. Next year is Essa Centennial's 40th Anniversary – and it has plans for new ways to support its community.

Product Update

The ESAO *Asbestos Management Resource Booklet* has been updated to include the new requirements resulting from the passing of regulation 278 and changes to asbestos regulation 837. It also contains information:

- on the revised training and reporting requirements.
- to assist in the implementation of a management program

- to assist in meeting the new personal protection requirements
- on the revised training and reporting requirements.

Check the ESAO website for additional booklets and information related to asbestos, in the educational sector, as they become available in the near future.

Asbestos Legislative Changes

The first requirements of the new *Designated Substance Regulation – Asbestos (837/05)* are now in effect. The complete regulation will be in effect Nov. 7, 2007. This regulation applies to construction projects, buildings, and repair operations.

Regulation 278/05 applies at any workplace “where material that may be asbestos-containing material is likely to be handled, dealt with, disturbed or removed.” It applies to

- projects, buildings and repairs and alterations to machinery and equipment, as well as demolition.
- building and project owners, constructors,
- and to employers and workers who are engaged in the project or working with the asbestos-containing materials.

This regulation, essentially, applies to all buildings and parts of buildings considered to be major structures. This includes plumbing, electrical systems, ventilation, and major leasehold improvements. It also includes any repairs, alterations, or maintenance to any machinery, equipment and vehicles in the workplace.

Note: Asbestos Regulation 837 still applies at workplaces where an asbestos control program was put into place prior to December 16, 1985. However, if the program was put into effect after this date or if outside contract workers perform the work, then *Regulation 278* applies.

The new regulation defines asbestos-containing materials as materials containing more than 0.5 per cent asbestos; however, under *Regulation 278*, employers, constructors and workers are prohibited from applying sprayed insulation products or pipe or boiler insulation if they contain more than 0.1 per cent friable asbestos (by dry weight). Encapsulation (application of a bonding agent, covers or sealant to asbestos) is prohibited if the underlying material has deteriorated significantly, or if it cannot support the encapsulant.

The regulation clarifies the intent of the definitions for types 1, 2 and 3 removal in buildings by defining processes and areas and the limitations on performing several smaller projects to avoid using the higher type class of removal. The asbestos regulations now require a complete inventory of **all friable** asbestos in the workplace, as well as a full asbestos control program. The responsibility for the inventory rests with the building owner. The regulation requires that building occupants cooperate and provide the owner with an inventory of all asbestos they have in the building as part of the process.

Effective Nov. 7, 2007,

- All building owners are required to have a complete inventory and asbestos control program for all asbestos – **both friable and non-friable** – in the workplace.
- New supervisor and worker training programs, including the formal College training for all workers, must be in place by Nov. 7, 2007.
- When major work is to be performed where asbestos is

present, the Ministry of Labour must be informed. This includes any Type 2 work involving removal of an area greater than one square metre and all Type 3 work

- Employers are required to prepare and submit a Ministry of Labour **Asbestos Work Report** for every worker involved in Type 2 and/or Type 3 work, at least every twelve months.

The full regulation can be obtained from or viewed on the Government of Ontario e-laws website as a regulation under the *Occupational Health and Safety Act*.

Professional Development Days: May 23 – 26, 2006

The following training sessions are planned for the professional development week planned in May 2006. For more information and pricing, please view: http://www.esao.on.ca/conferences/professional_development.htm

Confined Space Entry is being delivered in cooperation with the Municipal Health and Safety Association (MHSA) in a response to client demands, as the new legislation takes effect in the fall. Limited space is available, please register early.

If you are responsible for developing and implementing your company’s confined space program and plans, this two-day course will assist you in understanding the roles and responsibilities supporting entry and importance of a confined space plan.

Participants will review and discuss the most current legislation related to confined spaces with emphasis on developing a confined space plan. Participants will also experience a hands-on introduction to confined space entry equipment, personal protective equipment (PPE) and support tools. Day two will utilize a multi-level confined space simulator operated by MHSA instructors who are rescue specialists and instruct rescue personnel to the National Fire Protection Association rescue standards. Three different confined spaces to practice confined space, vertical and horizontal entry and retrieval, using

the equipment, and PPE and tools required for confined space entry will be instructed.

Lockout/Tagout Energy Hazards Workshop is being delivered in cooperation with the Electrical Utilities Safety Association of Ontario (EUSA).

Participants will review and discuss OHS requirements, duties of the employer, supervisor and workers for locking out energies before the work begins.

This workshop will also allow the participants to review a lockout incident and make the required recommendations to prevent another lockout incident. Examples of lockout devices and usage will be highlighted during the presentation.

ESAO Phase II Hazard Training – Office Hazards, which include

- Ergonomics Hazards
- Slips and Falls Hazards
- and Environmental Hazards

Violence Hazards Workshop – This full-day event will include:

- Workplace Violence Prevention
- Working Alone
- Dealing with a Difficult and Angry Person

Special Education package (1/2 day) provides education and information on dealing with hazards associated with working with exceptional students. It will include:

- Safety in Special Education
- Bio Hazards

Train the Trainer

- **WHMIS** – this popular two-day course is always sold out so plan ahead if your organization requires a trainer.
- **Phase II Trainer** – This two-day course was first offered in 2005 and has proven invaluable when trying to meet legislated requirements efficiently and cost-effectively.

An additional **Basic Certification Training** will be planned to ensure clients have access to an additional course, if required.

More information and registration forms are posted on the website: http://www.esao.on.ca/conferences/professional_development.htm

Slips, Trips and Falls Colouring Books

The very first product that ESAO made available to our clients in the education sector, in 1999, was a package of resources to raise awareness of Slips and Fall hazards in our workplaces. In the years since, we have worked with clients to find new ways of keeping the issue of slips and falls "top of mind" with workers in our sector.

And yet, slips, trips and falls remains one of the most frequent sources of work-related injuries and Workers' Compensation claims in our sector. In Ontario schools alone, there are almost 1,000 claims of this type recorded each year.

But that is only part of the story. SMARTRISK is a national non-profit organization dedicated to preventing injuries and saving lives. Founded in 1992, SMARTRISK has become one of the leading injury prevention groups in Canada. A 1998 study, The Economic Burden of Unintentional Injury in Canada, concludes that "... childhood (ages 0-9) falls continue to be a significant problem in Canada." The organization has chosen to focus on falls in children of zero to nine years, motor vehicle crashes and hip fractures in the elderly, as the three high cost/high incidence areas where accident reduction would yield significant improvement in hospitalizations, permanent disabilities and health care costs. At ESAO we want to increase the awareness of slips, trips and falls among workers in our sector, and we

also want to support the SMARTRISK initiative to reduce childhood falls. How better than to provide the basic information to Ontario's children, in education sector classrooms? What better time than right now to create a safety awareness?

You may recognize some of the drawings from posters distributed by ESAO. These coloring books are available in English and French, like all ESAO material. However, they are also available in many other languages, and our clients and partners are contributing more translations each week. For a complete list, please check our website www.esao.on.ca under the Downloads/Schools/Colouring Books link. You may download this material for free.

At ESAO, we believe that "the safest and healthiest workplaces in the world" should apply to everyone in our school system.

Guarding of Sand/Salt Spreaders and Snow/Ice Removal Equipment

Although it is March, winter weather will be a part of many areas of Ontario for some time to come. The Ministry of Labour has issued a memo to its health and safety inspectors about guarding hazards on winter equipment due to the number of broken bones and amputations experienced by workers over the past few years.

Many workers are exposed to moving parts as a result of inadequate guarding and lockout procedures. These parts include drive mechanisms, conveyers and augers used to either collect snow and ice or distribute sand and salt. Inadequate guards are also a factor in injuries caused by projectiles.

Inadequate lockout procedures are implicated in injuries occurring while inspecting, maintaining or adjusting these devices, or clearing jams. Amputations have occurred when workers' clothing, such as a glove, a sleeve or a pant leg, became entangled in machinery that

should have been shut down and locked out.

Much of this machinery has been used without incident for months, and the safety messages delivered in the fall have faded away. Please remind your staff that although spring is just around the corner, winter equipment is not ready to be put away just yet. Now is not the time to cut corners and remove a guard, or to try to remove a jam without shutting the equipment down completely.

This issue will receive heightened attention from Ministry inspectors until the end of the winter season – please remind your staff that this focus is a result of the numbers of real injuries experienced by workers using this equipment over the last few years. Winter is nearly over – don’t become a winter accident statistic, with spring in the air for much of Ontario.

Research Advisory Committee Request for Proposals

The Research Advisory Committee of the Workplace Safety and Insurance Board is pleased to announce that it has issued a request for proposals (RFP) for short-term research development and application projects. Entitled “Bridging the Gap” the RFP’s objective is to encourage short, research-based projects that address clearly identified workplace needs and promote collaboration among workplaces, partner organizations, and researchers.

For more details, please visit <http://www.wsib.on.ca/wsib/wsibsite.nsf/public/RacOffCycleRFP> .

The deadline for applications is 4:00 p.m., Friday, September 8, 2006. Those planning to submit a proposal should inform the Research Secretariat of their intention to do so by May 15, 2006.

For additional information, please contact the WSIB Research Secretariat at (416) 344-6913, or by email at research_secretariat@wsib.on.ca .

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 for the information of all clients. **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.

Background

We continue, surprisingly, to receive questions suggesting that Educational Assistants do not have the right to refuse unsafe work. This prompted a review to reach a definitive answer in this area.

Consultations with the Ministry of Labour (MOL) officials and a lawyer were scheduled in order to obtain the widest view on the subject of the Right to Refuse Unsafe Work by educational assistants. Ministry staff included Jody Young, Regional Program Coordinator, Hamilton office of the MOL, Doug McBride, Regional Program Coordinator, Kingston office, Fiona Dalziel, Provincial Specialist, Industrial Health and Safety Program, Ontario Ministry of Labour, and Bob Keel, LLB, Keel Cottrelle LLP. The Regional Program Coordinators were referred by their respective Regional Directors from the Western and Eastern Regions of the MOL.

One of the contentious issues was, and continues to be, the application of the right to refuse unsafe work under the OHSA. The MOL confirmed that all workers in Ontario

have the right to refuse unsafe work with the exceptions listed under Section 43(2)[a][b][c] and [d] of the OHSA, none of which are relevant to Educational Assistants; however, Section 43(2)(d)(ii) is reviewed below.

This article deals exclusively with the right of refusal in respect to educational assistants and not with the rights of any other party. Teachers have a limited right of refusal in that the right does not apply to a teacher “where the circumstances are such that the life, health or safety of a pupil is in imminent jeopardy” (Regulation 857/90).

The employer has a strict duty to provide information, instruction and supervision to a worker, to protect the health and safety of that worker; to acquaint a worker or a person in authority over a worker with any hazard in the work, and to take every reasonable precaution in the circumstances for the protection of the worker (OHSA, Section 25(2)[a][d][h]).

If the refusal is not resolved internally, the MOL inspector will investigate and may conclude that the physical condition of the workplace is likely to endanger.

- If a lack of compliance is evident, orders to the employer will be issued.
- If the refusal of unsafe work is **not** applicable but the inspector concludes that the strict duty to provide information, instruction and supervision by an employer has not been complied with under Section 25, the general duty clause, orders will be issued under this section.
- A Ministry spokesperson confirmed that an inspector will investigate a worker’s concern/complaint on a priority basis where the worker expresses fear of illness or injury as a result of the worker’s employment.

You asked us:

‘The EA does not have "full" right to refuse unsafe work. If they are assigned to a student, and on their own they can not just exercise this right without infringing on their duty of care/or acting as a prudent parent for the student.’

Answer:

The educational assistant does have the full right to refuse unsafe work and only the MOL has the authority to determine whether or not the refusal complies with the OHSA. Most importantly, **it is not up to an employer to determine if the work refusal is a valid refusal under the OHSA, nor is an employer to threaten or discipline workers for acting in compliance with or seeking the enforcement of the OHSA.** For example, a teaching assistant may be in circumstances where shortcomings of the physical condition of the workplace produce an exposure to workplace violence that is likely to endanger the worker (e.g. broken locks, malfunctioning alarms, etc.) and, therefore, may meet the provisions of subsection 43(3) of the OHSA. The Ministry investigates these situations as work refusals.

You Asked Us:

'I have also had this discussion with our EA President and went over the above scenario – would they expect an EA to walk away – refuse – when the student is in their care. The EA President said no they shouldn't.'

Answer:

The educational assistant cannot “walk away” from the assigned work. The OHSA outlines the procedures to be followed when a worker invokes the right to refuse. The worker must promptly report the circumstances of the refusal to the employer or supervisor (principal), who shall investigate the report while the worker remains near or at the work station (in the classroom or with the student). The employer is obligated to investigate the EA’s work refusal, whether or not it is related to violence, in accordance with the procedure outlined in the OHSA. The workplace parties are expected to attempt to resolve the work refusal internally.

You Asked Us:

'In your CD-ROM, Introductory Training for Education Assistants, the reference that an EA has full rights to

refuse unsafe work should be changed to reflect common sense/duty of care - and the OHSA which indicates that you can refuse over a thing, piece of equipment (but never was intended to apply to the actions of another person). This product refers to the Ed. Act - it should also refer to the concept of "Duty of Care" and "Prudent Parent"'

Answer:

As to the references to the “duty of care” and a “prudent parent,” while an educational assistant does have a duty of care with respect to a student or students in his/her care, it is not the same standard as that required for teachers. The Education Act requires that those employees covered by the legislation (superintendents, principals, and teachers) provide both a “duty of care” and a “standard of care” for the students under their responsibility. In particular, it is the teacher who acts in loco parentis together with the principal with respect to a specific student and not the educational assistant.

You Asked Us:

'I suggest that Section 43 (d) (ii) applies - person employed in aother facility (which a school is) for persons with behavioural or emotional problems or physical, mental or developmental disability - is exempt from Section 43.'

Answer:

Only the courts will interpret the Law and, in this suggestion, the client has attempted to ‘cherry pick’ a part of a section under the OHSA and to apply it to the argument. As mentioned previously, Section 43[d][ii] applies to a person employed in the operation of a residential group home or other facility for persons with behavioural or emotional problems or a physical, mental or developmental disability. This section clearly was never meant to apply to a community school; the ‘other facility for persons, etc.’ would not represent the majority of

students in a school operated by a local school board as an employer.

The frequency of workplace injuries and lost time experienced by this dedicated group of educational assistants has been unacceptable. The most common types of incidents have related to the care of the exceptional and special needs students when lifting or transferring or during aggressive acting out by the students.

Confined Spaces Legislation Changes

Ontario’s new harmonized *Confined Spaces Regulation* will be in effect on September 30, 2006. This regulation will replace all the sections related to confined spaces in all the regulations under the *Occupational Health and Safety Act* and will apply to all employers covered by the *Occupational Health and Safety Act*.

On September 30, 2006, the definition of Confined Spaces, along with sections 67, 68, 69, 70, and 71 of Ontario Regulation 851/90 (*Industrial Establishment Regulations* under the *Occupational Health and Safety Act*) will be revoked and replaced by the new Ontario *Confined Spaces Regulation* 629/05. Similarly, the corresponding confined space sections of the *Construction Projects Regulation* (213/91); *Health Care and Residential Facilities regulation* (67/93); and the *Mines and Mining Plants regulation* (854/90) are revoked and replaced by the new regulation.

There are exemptions or partial exemptions in this regulation for emergency/emergency workers – see the regulation for details.

The new definition of a Confined Space is: A “confined space” means a fully or partially enclosed space

- a) that is not both designed and constructed for continuous human occupancy, and
- b) in which atmospheric hazards may occur because of its construction, location or contents or because of work that is done in it.

The term “*atmospheric hazards*” now means:

- a) the accumulation of flammable, combustible or explosive agents,
- b) an oxygen content in the atmosphere that is less than 19.5 per cent or more than 23 per cent by volume, or
- c) the accumulation of atmospheric contaminants, including gases, vapours, fumes, dusts or mists, that could:
 - result in acute health effects that pose an immediate threat to life, or
 - interfere with a person’s ability to escape unaided from a confined space.

A summary of the requirements for confined spaces are:

1. All confined spaces must be secured to prevent entry by unauthorized people.
2. Where more than one employer’s workers work in the same confined space, the lead employer must prepare a co-ordination document to ensure that the employer’s responsibilities are met in a way that protects the health and safety of all workers who perform work in the confined space or related work with respect to the confined space.
3. The employer must ensure that a written program, which includes a plan for every confined space in the workplace, is developed and maintained if a worker may enter the space to perform work. One plan can cover more than one space if the construction is similar and hazards are the same. The program must include:
 - a method for recognizing each confined space;
 - a method for assessing the hazards;
 - a method for the development of one or more plans for hazard control;
 - a method for general training of workers; and an entry permit system.

A copy of the above must be provided to the joint health and

safety committee or the health and safety representative.

4. Before any worker enters a confined space
 - the employer must do an assessment of the hazards; and
 - the employer must ensure that an adequate written plan, including procedures for the control of hazards, is in place.
5. Every worker who enters a confined space or who performs related work must be trained in safe work practices and in the recognition of hazards associated with confined spaces.
6. A separate entry permit must be issued each time work is to be performed in a confined space before any worker enters the confined space.
7. The employer must ensure that rescue equipment identified in the plan is:
 - readily available
 - appropriate
 - inspected
 - and that appropriate methods of monitoring and communication with a worker in the space are established.
8. The employer must ensure that each worker entering a confined space is adequately protected.
9. A second person must be assigned to remain outside the confined space to be available to maintain communications and obtain assistance, if required. The second person must never enter the confined space.
10. Atmospheric tests must be performed to ensure entry into a confined space is safe before a worker enters the area. When required venting must be provided.

The full regulation can be obtained from or viewed on the Government of Ontario e-laws website as a regulation under the *Occupational Health and Safety Act*.

The ESAO Resource Booklet and Phase Two Booklet currently refer to confined space as defined under the *Industrial Establishment and Construction Projects* regulations. The non-legislative information in these booklets is still valid and should be followed as outlined. The Booklets will be updated over the next several months.

For up-to-date information, attend the ESAO Professional Development Workshops on May 23 to 26, 2006. See our website for details.

Harmonization of Legislation and Standards

There is a process occurring provincially, nationally, between multiple nations (such as the North America Free Trade nations), and internationally (worldwide through the World Trade Organization and/or the United Nations). The process is regulatory **harmonization**. That is the attempt to standardize regulations, guidelines, specifications, labelling and just about everything else that affects manufacturing, transport, health standards and safety standards.

The process is occurring partly in the public arena and partly behind the scenes. It has already begun affecting all of us and will continue to result in changes, new methods of doing things and new standards. International harmonization has already had a major impact on Canada over the past several years and will continue to require significant process modifications as a result of Canada’s dependence on foreign trade and the free movement of goods and information.

Ontario

In **Ontario**, differences in various acts, regulations and guidelines are being examined by various intra-ministry and inter-ministry committees with the goal of ensuring that real or perceived conflicts or differences between legislative requirements are minimized or eliminated and, where possible, one regulation or guideline replaces several that are related. An example of a recently harmonized regulation is the new *Confined Space Regulation (O. Reg. 632/05)*, which

replaces the different requirements currently necessary under the different regulations.

Federal / Provincial

There are many examples of harmonized federal-provincial regulations. Some, such as the *Transportation of Dangerous Goods Act*, have been adopted with no significant provincial modifications. Others, such as *WHMIS* and the *Electrical Safety Code*, have been adopted with additional provincial requirements. And some regulations, such as the *National Building Code*, serve as models for the provincial code.

A relatively new method of achieving harmonization of legislated requirements is the formation of “Canada-Wide Accords” where a federal/provincial council establishes “coordinated” policies and standards.

Federal / International / Provincial / Territorial

Nationally, the **federal** government has the task of harmonizing conflicting rules in different provinces and territories while attempting to ensure every jurisdiction changes all legislation and how legislation is applied, to ensure there are no conflicts with other provinces/territories or the new international and world-wide standards as they are negotiated. Without this consistency in legislation, Canada cannot meet its international agreements.

How does this affect Occupational Health and Safety?

1. WHMIS, Consumer and Transport Labelling

The “*Globally Harmonized System of Classification and Labeling of Chemicals (GHS)*” objective is to harmonize the classification and labelling of all chemicals. This includes “a globally harmonized hazard classification and compatible labeling system, including material safety data sheets and easily understandable symbols.” This will

effectively require a total revision of the *Hazardous Product Act* and *Controlled Substance Regulations*.

The Transportation of Dangerous Goods and Consumer Labelling changes made during the past several years were partly made in preparation for these changes. Full implementation of the final agreements will require amendments to various federal acts covering hazardous products, consumer goods, pest control, transportation of dangerous goods, etc.

There have been several tentative deadlines set. Since the process requires international agreements and amendments to both federal and provincial legislation, any implementation date is still an estimate. Federal “Sectoral Working Groups,” that will make recommendations on the best way to implement the changes in Canada, have been formed.

2. Standards

Ontario and Canada already use many foreign standards. They are referred to in various acts and regulations and referenced as “best practices” by enforcement agencies. However, many Canadian standards are still different than those in other similar industrialized countries. There are several initiatives to harmonize these standards, particularly when they serve to effectively impede trade, rather than significantly improve safety. The World Trade Organization agreement forbids technical barriers to trade when there is no other purpose for the barrier. The goal is to eventually have common standards, where reasonable and possible, so that UL and ULC; CSA and CSA international; ETL and ETL, etc. are not different. In other words, once a product or process meets the standard set by the certifying group, it would then meet the minimum standard set in all, or a group, of countries. Legislation would then refer to the certifying body’s standard

for the process or product when applicable without a reference to the Canadian version.

3. Medical Devices / Medical Procedures

The process for medical devices and procedures is already in place. The process was an example of what can go wrong. Canadian jurisdictions, which were fully involved in the international processes, had not changed the federal or provincial legislation when the international agreements were to come into effect. The result is that the agreements are in place; however, there is a time period when organizations affected do not have to meet the agreement (voluntary compliance), while legislative changes and reasonable transition times are allowed.

Medical agreements fall under the “Global Harmonization Task Force (GHTF),” an international group of medical device regulators and representatives of the industry. The group’s recommendations have been incorporated into the Canadian Medical Device Conformity Assessment System (CMDCAS), as well as other medical “standards.”

What actions should you take now?

Education sector employers are generally not manufacturers of products and limited exporters of services, so the impact of most of the international agreements will be confined to Canadian activities and Canadian/provincial law.

You should keep track of the process on the federal Health Canada/hazardous products websites; thus, as the processes evolve, you will be aware of what is happening and will understand the expectations within the context of your organization and your specific responsibilities.

Taking specific actions prematurely before acts, regulations and guides have been modified will probably result in the unnecessary expenditure of time and resources.

The right time to make specific plans and take specific actions is when the federal/provincial legislation is actually changed. There will be a transition “phase

in period,” even if Canada ends up being temporarily out of synch with the rest of the international community. During this period, the regulatory processes will be in place and documented completely. Common guidelines for various groups will probably be created and all the ministries/government departments will be able to answer questions based on facts, rather than hopes and expectations. That is the time to act.

Link to international (harmonized) transport symbols:
http://www.unece.org/trans/danger/publi/ghs/ghs_rev01/01files_e.html

Link to proposed new hazardous materials definitions:
http://www.hc-sc.gc.ca/ahc-asc/pubs/ghs-sgh/analys/index_e.html

2006 Pricing Increase

A short reminder of the pending price increase discussed in the December 2006 newsletter: it will be our first price increase since ESAO's designation in 1998. The new client and non-client product order forms will be posted on the site in June 2006. Prices of some Services will also be rising.

- Client pricing for Basic Certification training will be increased from \$75.00 to \$115.00 per person.
- Client pricing for WHMIS Train the Trainer will increase from \$85.00 to \$125.00 per person
- Non-Client pricing for WHMIS Train the Trainer will increase from \$195.00 to \$250.00 per person.
- Client and non-client workshops will reflect the increase in product costs.

ESAO REGIONAL COURSES & ACTIVITIES

The following activities have been booked for September to December 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 5, 6 & 7, 2006
Calvin Christian School
547 West Fifth St. Hamilton, ON

October 26, 27 & 28th, 2006
Brant Halidman Norfolk CSDB,
Brantford, ON

Workplace-Specific Hazard Training:
July 4, 2006
Ontario Alliance of Christian Schools, 547 West 5th Street, Hamilton,
Biological, Environmental, Chemical and Slips and Falls Hazard modules

WHMIS Train-the-Trainer:
March 21 & 22, 2006
Grand Erie Board, Brantford, ON,

Client Network Meetings:
March 31, 2006
Brantford, ON
Workshop: Workplace Inspection

April 28, 2006
Hamilton, ON - TBA

November 24, 2006
St. Catharines, ON – TBA

Workshops

Module 3 - Dealing with Difficult and Angry People
February 1, 2006 all day
Burlington Art Centre
1333 Lakeshore Road Burlington

Module 1 - Violence in the Workplace & Module II - Working alone
March 28, 2006 all day
Employment Help Centre, 122 Queenston St., St. Catharines

Francophone – Alain Chenard
(613) 837-2042

Programme de Formation de Base à l'Agrément
8, 9, & 10 mai, 2006
Collège Notre-Dame, 100, rue Lévis, Sudbury, ON

23, 24 & 25 octobre, 2006
Ottawa, ON
Programme de Formation des Formateurs de la l'Agrément
Phase 2 - 11 & 12 mai, 2006
Collège Notre-Dame, 100, rue Lévis, Sudbury, ON

Présentation des modules de la Phase 2 suivants
3 mai, 2006
Price Chopper, 857, Boulevard Cécile, Hawkesbury, ON
Glissades, Faux Pas et Chutes:
Les Risques Ergonomiques
Les Dangers Physiques
Les Dangers Liés à l'énergie et Gardes pour Les Machines

Ateliers
Composer avec une personne difficile ou colérique le 10 avril 2006 - Succursale de Lefavre de la Bibliothèque d'Alfred Plantagenet

Le travail en isolement
le 25 mai 2006
Sudbury

Composer avec une personne difficile ou colérique
le 25 mai 2006
Sudbury

Atelier sur la diligence raisonnable des superviseurs
le 26 mai 2006
Université Laurentienne Pavillon R.D.
Parker, salle L 239 (A&B)

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

Basic Certification:
April 24 – 26, 2006
Morrisburg, ON, St. Lawrence Parks
Commission

September 2006
Ottawa, ON TBA

Client Network Meeting
June 6, 2006

Upper Canada DSB, Brockville,
August 8, 2006
St. Lawrence Parks Commission,
Morrisburg, ON

Supervisor due Diligence Workshop
March 15, 2006
Ottawa Carleton DSB
133 Greenbank Road, Brookfield High
School, Ottawa, ON

Workplace Inspection Workshop
March 16, 2006
Ottawa Carleton DSB
133 Greenbank Road, Brookfield High
School, Ottawa, ON

Dealing with a Difficult or Angry
Person Workshop
March 22, 2006
Athens Library, Athens, ON

Dealing with a Difficult or Angry
Person Workshop
March 30, 2006
Bonnehchere Union Public Library,
Eganville, ON

North East - Doug Bennett
(705) 476-7433

Basic Certification
April 18, 19 & 29, 2006
Timiskaming Shores, ON

May 9, 10 & 11, 2006
Sudbury, ON

WHMIS Train-the-Trainer:
March 29 & 30, 2006

Sudbury, ON, Location: TBA

Workplace-Specific Hazard Training:
April 27-28, 2006
Near North DSB, ON

May 18-19, 2006
Sudbury, ON

North West - TBA
(807) 344-6017

South West - Ed Hager
(519) 264-9738

Basic Certification:
May 9, 11 & 16, 2006
TBA, Chatham & Kent, ON

October 9, 16 & 23
TBA, London, ON

Client Network Meetings:
March 1, 2006, Location: TBA

May 2006
Location TBA

Phase II
April 11, 2006 - Brescia University
College, 1285 Western Rd London,
ON
Ergonomic, Environmental, Working
Alone and Slips and Falls Hazard
modules

April 18, 2006
451 Park Street West,
Essex Civic Centre, Essex ON
Ergonomic and Slips and Falls
Hazard modules

Workshops:
Working Alone Workshop
March 29, 2006
Municipality of Tillsonburg,

GTA and Surrounding Area

Basic Certification
May 23, 24 & 25, 2006
Hilton Toronto Airport, 5875 Airport
Road, Mississauga, ON

WHMIS Train-the-Trainer:
May 23 & 24, 2006
Hilton Toronto Airport, 5875 Airport
Road, Mississauga, ON

Phase II Train the Trainer

May 25 & 26, 2006
Hilton Toronto Airport, 5875 Airport
Road, Mississauga, ON

Confined Space Workshop
May 23 & 24, 2006
Hilton Toronto Airport, 5875 Airport
Road,

Special Education Workshop
May 25, 2006
Hilton Toronto Airport, 5875 Airport
Road, Mississauga, ON

Violence Prevention Workshop
May 26, 2006
Hilton Toronto Airport, 5875 Airport
Road, Mississauga, ON

Workplace-Specific Hazard Training
May 26 2006 - Office Hazards
Hilton Toronto Airport, 5875 Airport
Road, Mississauga, ON Environmental,
Slips & Falls & Ergonomics Hazards

East - Mike Atkinson
(416) 466-1923

Basic Certification
April 11 – 13, 2006
4950 Yonge St. 1505, Toronto, ON

June 13, 14 & 15, 2006
ESAO 4950 Yonge Street - 15th floor
Toronto, ON

Client Network Meetings:
May 8, 2006 - Private Schools
TBA

April 20, 2006 - Libraries
Toronto Public Library
(North York Reference Library)

Workshops:
Workplace Inspection Workshop
May 17, 2006
4950 Yonge St. 1505, Toronto, ON

GTA West: - Janice Gallant
(905) 566-5056

Basic Certification:
April 18, 26 & May 4, 2006
Halton District School Board, Burlington

Workplace-Specific Hazard Training:
April 13, 2006
Costi Iias Immigrant Services, 1710

Dufferin Street, Toronto, Workplace
Violence , Slips & Falls, Biological &
Ergonomics Hazards

June 27, 2006
York University, Toronto, ON
TBA Hazards

Client Network Meeting:
April 21, 2006
Burlington Public Library
Workshop: Dealing with an Angry or
Difficult Person

Workshops:
Health and Safety Orientation - TT
March 23, 2006
Dufferin-Peel District School Board
40 Matheson Blvd. Mississauga, ON

Supervisors Due Diligence
April 20, 2006 1:30pm
Peel DSB, 5650 Hurontario St.
Mississauga, ON

Supervisors Due Diligence
Wednesday, June 28, 2006 9:00am
Peel District School Board
5650 Hurontario St. Mississauga, ON

Central Lakes - David Roger
(705) 876-1001

May 16, 17 & 18, 2006
TBA - Peterborough, ON

Client Network Meeting:
June 19, 2006
Whitby, ON, Location: TBA

Workshops:
March 6, 2006 - 2 Workshops
Whitby Public Library Board, ON
Workplace Violence Workshop
Dealing with Difficult and Angry
People

March 20, 2006
Stirling Rawdon Public Library,
Dealing with Difficult and Angry
Person

March 13, 2006
Township of Uxbridge Public Library
Board, 9 Toronto Street South,

Uxbridge, ON
Workplace Inspection Workshop

March 23, 2006 - 2 Workshops
Whitby Public Library Board, ON
Workplace Violence Workshop
Dealing with Difficult and Angry
People

Georgian Bay - TBA

New to the website:

- Slips, Trips and Falls Colouring Books
- Three new e-learning Courses also available for the Intranet
 - Contracted Services
 - Emergency Preparedness
 - Administrative Assistant Introductory Training

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 the site, please feel free to contact us at esao@esao.on.ca or call your local field consultant.

Conferences We Will Be Participating In

May 1 & 2, 2006
Health & Safety Canada 2006, IAPA
Conference and Trade Show
Metro Toronto Convention Centre

OCEA April 23, 24 & 25, 2006
Sheraton Parkway, Richmond Hill

We look forward to seeing you there!

ESAO Offices & Staff

ESAO serves all Schedule One firms in the following WSIB rate groups **810, & 817** as well as Schedule Two firms in the education sector. Contact your ESAO Field Consultant for more information on any courses or products.

ESAO - Head Office: www.esao.on.ca
Tel: (416) 250-8005 or Fax: (416) 250-9190
Toll Free: 1-877-732-3726

Drive Carefully!

Next Newsletter: June 2006

