Patrick Dillon, Business Manager and Secretary Treasurer of the Provincial Building and Construction Trades Council of Ontario, helps open IHSA’s renovated Voyager Training Centre.

Features

- Slips and Falls
- COR™
- Competent Supervisors
- Aging Workforce
- Voyager Training Centre
- IHSA AGM
- Bill 119
- School Zones
- Training in the North
- Mobile Classroom
- H&S Management
- Fleet Safety Council

A specialized approach to health and safety
Defensive Driving – Highway Traffic

List the hazards on site.

Explain dangers
Not everyone drives well. Some people speed aggressively. Others wander into another lane because they aren’t paying attention or they’re multi-tasking (e.g., talking on the phone, texting, checking messages, or eating).

Aggressive drivers can cause road hazards to themselves and others sharing the roads. Drivers may follow too closely, make sudden turns without signalling, or weave in and out of traffic.

The length, width, and weight of large trucks can create hazards for drivers of both small and large vehicles. Many fatal collisions between cars and trucks are caused by the car driver’s error.

Identify controls
Follow these tips to make the highways—and your next drive—a lot safer.

- **Consider stopping distances.** Trucks need a much longer braking distance than cars. Don’t cut in front of a truck. If you do that, it reduces the truck’s braking distance and limits the evasive action a truck driver can take.
- **Pass carefully.** When passing a truck, do not drive alongside it for too long. Pass as quickly and safely as possible, and don’t cut too closely in front of a truck when re-entering the lane.

- **Be aware of your surroundings.** Check your mirrors frequently and scan conditions 20 to 30 seconds ahead of you. Keep an eye on pedestrians, bicyclists, and pets along the road.
- **Drive defensively.** Do not assume another driver is going to move out of the way or allow you to merge. Presume that drivers will run through red lights or stop signs and be prepared to react. Be considerate of others but look out for yourself. Have an escape route.
- **Maintain an optimal position.** In all driving situations, the best way to avoid potential danger is to position your vehicle where you have the best chance of seeing and being seen.
- **Follow the two-second rule.** Since the greatest chance of a collision is in front of you, use the two-second rule to help you establish and maintain a safe following distance that provides adequate time for you to brake to a stop if necessary.
- **Keep your speed down.** Posted speed limits are meant for ideal driving conditions. It’s your responsibility to ensure that your speed matches the actual conditions.
- **Eliminate distractions.** A distraction is any activity that diverts your attention away from the task of driving. Driving deserves your full attention. Stay focused on the driving task.

Demonstrate
- Ask the crew to describe methods to keep a two-second distance between two vehicles.
- Demonstrate stopping distances for small and large vehicles.
- Show the blind spots of any vehicles that workers are expected to drive.
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On the cover...
IHSA opened the doors to its renovated facility on Voyager Court in Etobicoke on September 5, 2012. The former CSAO head office now features more classrooms and additional space for hands-on training.

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PREVENTING slips and falls in transportation

In the trucking industry, slips and falls are all-too common. Whether the injured worker is a driver who slips while climbing in or out of the truck, or a loading-dock worker who slips while unloading the truck, the slip often results in a broken bone or worse. Fractures are one of the most common injuries, and one that usually leaves the worker unable to work and the employer scrambling to fill a gap.

Transportation workers face a number of slip and trip hazards depending on the type of work they do. According to statistics from the Workplace Safety and Insurance Board, the bulk of the fractures in IHSA’s member industries are suffered by truck drivers, loading-dock workers, homebuilders, and lumber-yard workers.

The importance of three-point contact
When truck drivers slip, it’s usually because they didn’t use three-point contact when they were getting in or out of the cab. It’s a simple rule that often gets forgotten. When getting in or out of any vehicle, drivers should keep one hand and two feet, or two hands and one foot on the truck while climbing up or down.

The three-point contact system can significantly reduce the chances of injuring yourself through a slip or fall while climbing ladders or while entering or exiting a vehicle. The three-point contact system says that three of your four limbs should always be in contact with the ladder or vehicle. That can be either one hand and two feet, or two hands and one foot—only one limb is in motion at any one time.

In addition to maintaining three-point contact, remind your workers of the following rules:

- Check the ground below for obstacles (e.g., tools, materials, a spill) before getting out.
- Never climb down with something in your free hand. Instead, put it on the vehicle floor and reach for it when you get down to the ground.
- After a long run, climb out of the cab slowly to avoid pulling a muscle.
- Face the cab when getting in or out.
- Grip the rails and handles firmly.
- Never use the door frame or edge of the door as a handle when you climb down.
- Never use the tires or wheel hubs as steps.
- Wear shoes with good support and good grips (never sandals or bare feet).
- Be extra cautious in bad weather (e.g., rain or snow).

Avoid getting hit
Next to falls, the most common way workers in the trucking industry end up with fractures is by being hit or struck. Review the following tips with your workers to help prevent them from getting hit:

- When opening the trailer doors of a truck, open one door first, keeping control of it while it opens, and step off to the side. If the load has shifted during transport, that will prevent the door from
Metal can become much more slippery than other materials such as wood or concrete. When metal dock boards or ramps get wet with water, mud, or grease, they can be very dangerous. So, remind your workers to be careful on metal surfaces. It’s also important to remember never to jump to the ground since it could be slippery or uneven.

**Falls from loading docks**

Loading docks and ramps are dangerous places. They are frequently crowded, heavy-traffic areas, and the working and walking surfaces are often wet. Metal dock plates can wear smooth and become very slippery. The edge of a dock plate in particular invites trips and falls. Stepping backward accidentally can result in a fall from the dock. Many dangerous falls could be prevented by portable railings, which can easily be installed at the edge of the dock. They are removed when a truck or tractor is at the dock, and replaced as soon as the truck or tractor leaves.

Proper housekeeping, well-designed traffic patterns, and the use of abrasive, skid-resistant surface coatings will reduce the risk of slips, trips, and falls.

Ramps and gangplanks present hazards similar to those of loading docks. The slopes should be as gradual as possible, as wide as possible, and as dry as possible. They should also have skid-resistant surfaces.

**Footwear**

No footwear has anti-slip properties for every condition, so make sure that the proper type of footwear is selected for the work conditions and for the type of flooring or walking/working surface.

Working in transportation may present many different types of slip and trip hazards for workers. The key to maintaining a safe workplace is to be aware of those hazards and know how to deal with them.
IHSA advances health and safety management in Ontario

The Certificate of Recognition (COR™) is a well-established Canada-wide program that assesses and develops a company’s health and safety management system. The most important benefit you get from COR™ is that it helps you protect your workers and make sure everyone goes home safely at the end of each shift. However, being COR™ certified also gives your company a competitive advantage.

Although the COR™ program is new to Ontario, it’s already thriving in other provinces across the country. It began in Alberta more than 20 years ago, and now every province and territory has it except Quebec and Prince Edward Island. The Infrastructure Health & Safety Association (IHSA) brought COR™ to Ontario because of its record of improving the health and safety performance of companies that complete the program. “Within three years, we expect to see a positive change in the performance records of a certified company,” says Carlos Figueira, Acting Manager for COR™ at IHSA. “The program can have an even greater result when larger companies require their subcontractors to follow the COR™ principles and become certified as well. In many provinces and territories, it’s a pre-qualification requirement for contractors.”

“Within three years, we expect to see a positive change in the performance records of a certified company.”

The goal of COR™, which is endorsed by the Canadian Federation of Construction Safety Associations, is to promote workplace behaviour and practices that will lead to a reduction in injury and illness. Originally, it was created for the construction industry, but it has moved into other sectors. More than 170 firms, representing each of the sectors that IHSA serves, have already registered for COR™ and more are coming on board each month. Approximately one third of those registered are general contractors.

Gain a competitive advantage

When you go through the process and achieve COR™ certification, you will identify the problems in your health and safety program and develop ways to fix them. One of the elements of the COR™ program is Management Review. To complete this element, a company must have a formal management policy that requires an annual written evaluation of their entire health and safety management system. This means that you will evaluate and improve your health and safety management system on an ongoing basis, and as a result, fewer workers will get hurt.

The audit system that COR™ uses is recognized by industries throughout Canada. Therefore, COR™ is ideal for showing your potential clients that your company has an active and up-to-date health and safety management system—something many clients require. In fact, you could qualify ahead of others for certain jobs because you are COR™ certified.

COR™ can also help your company attract and keep the best talent. When prospective employees learn...
that your company is COR™ certified, they know that you are looking continuously for better and more innovative ways to create a safe work environment. Employees will feel comfortable in your workplace and will be proud to work for you.

How to achieve COR™
COR™ is an ongoing process of implementing health and safety strategies, evaluating their effectiveness, and revising them for improvements. You will need to take the following steps to achieve COR™.

**STEP 1  Fill out the application form.**
Visit [ihsa.ca](http://ihsa.ca), complete the one-page COR™ application form, and submit it to IHSA. By doing this, you demonstrate your company’s commitment to maintaining a safe workplace.

**STEP 2  Take the necessary training.**
The next step is to complete the necessary IHSA training. A representative from senior management must take IHSA’s COR™ Essentials course. This is a half-day course that describes management’s role and responsibilities in health and safety and explains how health and safety management systems work. It also covers ways of improving the company’s bottom line and reducing liabilities. In addition to this course for senior managers, one full-time permanent employee must take the following three IHSA programs:
- COR™ Essentials
- Basic Auditing Principles
- COR™ Internal Auditor.
The person who takes those courses will become the company’s internal auditor.

**STEP 3  Complete an internal audit.**
Once the training is complete, the employee who was designated to be the company’s internal auditor uses IHSA’s COR™ Audit Tool to conduct an internal audit of the company’s health and safety management system.

**STEP 4  Complete an external audit.**
An IHSA auditor will review the documentation from the internal audit. Then he or she will complete an external, third-party audit of your company’s health and safety management system. Upon successful completion of the internal and external audits, IHSA will issue your company the Certificate of Recognition, which is valid for three years. IHSA will also issue your company a Letter of Good Standing, which is valid for one year.

Once you receive the Certificate of Recognition and Letter of Good Standing, the designated employee must complete an annual internal audit for the following two years in order to receive a Letter of Good Standing for years two and three. At the end of year three, after the designated employee completes the annual internal audit, an IHSA auditor will conduct another external audit. Once again, if both the internal and external audits are successful, IHSA will issue the company another Certificate of Recognition that will be good for three years.

**Get started today**
For details about the program, training, audit tool, and application process, visit [ihsa.ca](http://ihsa.ca). If you have questions, call IHSA customer service at 1-800-263-5024 or contact your local IHSA consultant. To find out who is serving your area, simply visit the Consulting section of our website.
Supervisors are the employer’s representative on a construction site. They monitor the progress of the project, plan the work, assign tasks, and ensure the health and safety of workers. Having a competent supervisor on site is one of the keys to reducing fatalities and injuries in Ontario’s construction industry.

In September and October, Ministry of Labour (MOL) inspectors will be visiting construction sites to ensure workers are receiving adequate supervision. Supervisors need to know their duties and responsibilities under the Occupational Health and Safety Act (OHSA) and the construction regulations. They need to carry out those duties and take every precaution reasonable under the circumstances to protect their workers. Here are some best practices for supervisors.

1. Be familiar with the hazards.
Although training is important, there’s no substitute for experience. Dealing with incidents in the past enables a supervisor to anticipate problems in the future. Also, workers will respect a supervisor who has been where they are and who knows the industry.

2. Be familiar with the legislation.
Keep up-to-date with changes to the construction regulations by visiting the e-laws or MOL website regularly. Learn about other applicable legislation (e.g., Environmental Protection Act, Technical Standards and Safety Act, Ontario Traffic Manual’s Book 7, Ontario Fire Code, and First Aid regulations).

3. Ensure the site is supervised at all times.
Supervisors should appoint a competent person to take over when they can’t be there. This includes on weekends and after hours. Make sure the workers know who’s in charge when the supervisor is not around.

Supervisors should keep a log book to record daily events on a jobsite. It not only demonstrates due diligence but also helps you remember what happened in case of a dispute. All documentation must be kept for at least one year after the completion of a project.

Do you know what it takes to be a good supervisor?

In 2011, violations involving supervisors were among the top 10 orders issued by MOL inspectors under the OHSA.
5. **Know the emergency response procedures.**

   Having an emergency response plan is just the first step. Supervisors need to stay calm and assign duties during an emergency. To prepare, do a practice run-through. Consider all the variables. Is there room for emergency vehicles to get through? What is the company’s policy regarding the media?

6. **Have good people skills.**

   A good supervisor is approachable and trustworthy. Workers need to feel comfortable pointing out a problem—and if they do, that the problem will be addressed.

7. **Have good communication skills.**

   Communication is key to maintaining safety on a jobsite. Advise workers of any actual or potential danger. If necessary, provide workers with oral or written instructions on any measures and procedures to be taken for their protection. Inform management if additional safety precautions need to be taken. Also, make sure workers know the procedure for reporting safety problems on the jobsite.

8. **Conduct regular unplanned inspections.**

   Work with the Joint Health and Safety Committee (JHSC) or health and safety representative to ensure problems are identified and addressed. Inspect tools and equipment to ensure proper maintenance has been done. Document any action that was taken to correct the problems.

9. **Conduct employee orientations.**

   Any worker coming to a project for the first time or one who is assigned to a new job on the site should be considered a new worker and given a workplace orientation by the supervisor. Don’t forget about sub-trade workers and supervisors.

10. **Take action.**

    A good supervisor does not put the job before the safety of workers. Be willing to spend the time and money to fix the problem or to correct the situation.

11. **Create a culture of safety.**

    The workplace itself is often a reflection of the supervisor. A clean, well-organized site indicates that health and safety are important. Remind workers about safety every day by doing five-minute safety talks. Find creative ways to recognize safe work practices and discourage unsafe ones.

12. **Enforce the rules.**

    A good worker is not always a safe worker. And this person can set a bad example for others. Make sure the worker understands the rules and use progressive discipline for repeated violations.

13. **Rely on other workplace parties.**

    Supervisors must rely on workers to identify day-to-day problems on a site and on management to support them in fixing the problems. Health and safety representatives, JHSCs, and other supervisors can also help create a safe workplace.

14. **Consider public safety.**

    Restrict public access to the site as much as possible and make sure it has proper lighting, grates, signs, and barriers—even when there are no workers around.

15. **Know where to find the answers when you need them.**

    It’s impossible to expect a supervisor to know everything. Create a list of contacts (e.g., IHSA consultant, people in the industry) and keep reference material on site (e.g., operator manuals, MSDSs, and IHSA’s Construction Health and Safety Manual).

Supervisors should know their responsibilities and also be aware of their accountability if something goes wrong. IHSA has created a web page to help supervisors fulfill their due diligence requirements, and more. Go to the Topics & Hazards section of ihsa.ca and click on Supervisors. There you’ll find resources to help ensure competent supervision on your jobsite.

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**Find it all online!**

**Supervisor Log Book (RF008)**

Member $24.95  Non-Member: $49.95

A competent supervisor keeps a record of daily events on the job. IHSA’s Supervisor Log Book contains safety talks, inspection checklists, a job safety analysis (JSA) form, a due diligence checklist, and other helpful resources. 240 pages. Visit ihsa.ca
Retirement on the horizon
For many companies in the sectors that IHSA serves, the aging of the workforce is a cause for concern. The baby boomers, who make up a large group in the population, have now begun to retire, and they are expected to leave a large gap in the workforce. For members of that age group who are in the trades and who are still working, new health and safety problems begin to arise, such as more frequent musculoskeletal disorders (MSDs) and slips and falls.

Those areas of concern, though very different, will present employers with both challenges and opportunities in terms of human resources, as well as possibly affecting their health and safety records.

At the same time as so many workers are leaving the workforce, the construction trades, according to the Construction Sector Council and Statistics Canada, will grow modestly over the next three years. The growth may be from a few hundred workers to a few thousand workers per trade.

The Canadian Trucking Human Resource Council says the trucking industry in Ontario will grow from about 64,000 in 2011 to 75,000 in 2015.

According to the Electricity Sector Council’s 2011 report Power in Motion, “Canada’s electricity and renewable energy industry will be recruiting over 45,000 new employees between 2011 and 2016. This is almost half of the existing workforce and more than twice the number recruited in the last five years.”

The combination of so many retirements and the expected growth in the size of the construction trades may affect a company’s bottom line in several ways.

- Infrastructure projects may be slowed down or stopped due to a lack of workers.
- A company’s work may become less reliable as valuable skills are lost. There may not be enough staff to maintain system support.
- It may be necessary to rely more on automated systems than on the human workforce.

The new situation may affect a company’s health and safety record, because workers who have been with their current employer for less than a year are generally at a higher risk of injuries, particularly struck-by LTIs. Complicating this issue is the fact that many new workers will require extensive training in recognizing and controlling health and safety hazards, and they will not have the benefit of working with more experienced workers who can offer useful guidance and instruction. In addition, workers who have only a few years’ experience may be promoted much earlier than expected.

One way of dealing with those difficulties is by succession planning, a process that tries to ensure the smooth continuation of a business. One part
There may also be
- decreased resistance to general wear and tear on the body
- non-occupational health problems (which tend to increase with age)
- diminished energy
- hearing loss
- poor eyesight.

While those things may not affect work performance, they can all contribute to a greater likelihood of MSDs or other workplace injuries such as slips and falls.

MSDs are of particular concern. According to the Resource Manual for the MSD Prevention Guideline for Ontario, “an effective MSD prevention program helps employers to retain their skilled and knowledgeable workers. This is particularly significant with an aging workforce. A well-implemented MSD prevention program is an opportunity to consider how the jobs are done. The resulting changes not only reduce the workers’ exposure to MSD hazards but also help to improve productivity and quality by finding better, smarter and more efficient ways to do the job.”

Rather than make assumptions about the abilities of older workers, it may be prudent for employers to assess all job tasks for MSD risks. This is a sound idea, not only for aging workers, but for the workplace in general as part of hazard assessment and control. It may be of benefit to identify areas where tasks require awkward and repetitive forceful exertion or where workers can rotate through a variety of tasks. An effort to match tasks to abilities can be helpful to the entire workforce.

The other large part of succession planning is workforce planning—not only hiring and training apprentices and new staff but also ensuring that selected employees are prepared to take on more senior jobs as supervisors, managers, and executives when those positions become vacant. In order to do that, suitable employees are identified and prepared for promotion through mentoring, training, and job rotation. This is an ongoing process that will create a supply of qualified internal candidates.

Companies may also want to identify those workers who place the greatest value on health and safety and encourage them to learn and grow in their positions. That may result in more effective health and safety programs in future.

The consequences of injury are, on average, more severe for older workers.

Injury and potential for harm
Aging workers who remain on the job may face new challenges. Though they may be better at recognizing hazards because of their experience, if they are injured, their recovery may be long or complicated. The consequences of injury are, on average, more severe for older workers.
IHSA launches hands-on training centre

After months of renovations, IHSA’s Voyager Training Centre is open for business once again. On September 5, representatives of Ontario’s construction industry were invited to 21 Voyager Court South in Etobicoke to mark the official re-opening of the building, which now houses several more classrooms and state-of-the-art equipment for hands-on skills development. Members of the Provincial Labour-Management Health and Safety Committee were on site, along with the Regional and Trade Committee co-chairs. Representatives of the Ministry of Labour and the Workplace Safety and Insurance Board were also there. Patrick Dillon, Business Manager and Secretary Treasurer of the Provincial Building and Construction Trades Council of Ontario, told the crowd, “This facility and organization are uniquely positioned to deliver the much-needed mandatory entry-level training for the construction industry.”

The facility, which was the head office of the former Construction Safety Association of Ontario, is a mix of classrooms, meeting rooms, and hands-on training areas. “The Voyager Training Centre is equipped to deliver safety education and skills development for programs such as Working at Heights and Confined Space Entry,” says Al Beattie, IHSA President and CEO. “It’s part of our commitment to provide the sectors we serve with solutions to high-risk activities. We lead the province in this area.”

IHSA delivers more than 50 specialized health and safety training courses to workers and employers engaged in high-risk activities, including working at heights, using suspended-access equipment, and hoisting and rigging. Many of these courses will now be taught at the Voyager Training Centre. “This facility demonstrates forward thinking on the part of IHSA. With Bill 160 and the required training that we’re anticipating, demand is going to exceed supply. This new training facility will put IHSA in a strong position to meet the needs of the industry,” says Jim LaFontaine, Health, Safety, and Environment Manager at Dufferin Construction and Co-Chair of the Provincial Labour-Management Health and Safety Committee.

As a result of the report of the Expert Advisory Panel on Occupational Health and Safety and Bill 160, both of which call for mandatory entry-level training in the construction industry, a large increase in the demand for training is expected. Thanks to the expanded training centre, together with the addition of more front-line staff, IHSA will be in a position to meet that demand.

“This facility and organization are uniquely positioned to deliver the much-needed mandatory entry-level training for the construction industry.”

-Patrick Dillon

The Voyager Training Centre isn’t the only expansion IHSA has taken on. This past spring, IHSA launched a training facility at Confederation College in Thunder Bay to help make training more accessible in the province’s northwest. IHSA also has satellite training centres at Cambrian College in Sudbury and at St. Clair College in Chatham. The Skills Development Centre, which is a highly regarded hands-on training facility for the electrical industry, continues to operate in Mississauga.

For more information about IHSA’s training programs, visit [ihsa.ca/training](http://ihsa.ca/training). You can view detailed descriptions and search for upcoming courses in your region.
IHSA's third Annual General Meeting took place on September 26 at IHSA’s main headquarters at the Centre for Health & Safety Innovation in Mississauga (CHSI).

Along with the formal business meeting, the event provided the opportunity to hand over some well-deserved awards to individuals and firms that have made great health and safety strides in 2011. This included ZeroQuest® and President’s Awards, Transportation Achievement Awards, and Certificate of Recognition plaques, as well as the Gil Samson Award and the Roy A Phinnemore Award.

Keynote speaker Rob Ellis of MySafeWork spoke to the crowd of more than 150 about the critical importance of linking senior executives with young workers and ensuring that young and new workers receive the appropriate safety training and orientation when starting on a career or summer job.
Certification of Recognition (COR™)

- Aecon Utilities
- Aecon Utilities Inc
- Aecon Buildings
- Aecon Industrial
- Aecon Construction and Materials Limited
- Aecon Constructors
- Aecon Mining/Leo Alarie and Sons
- Aecon Materials Engineering AME
- Allerion Oilfield Services Inc.
- Kenaidan Contracting Ltd.
- Karsen Asphalt & Paving
- K-Line Maintenance & Construction Limited
- L&H Electrical Inc.
- Lockerbie and Hole Eastern
- Miwel
- PCL Constructors Inc.
- Voith Hydro

IHSA Achievement Award Recipients

The Achievement Award is given to companies who have operated for three consecutive years with a cost-rate frequency and injury frequency below its rate group average and have participated in the Safety Groups program for the three previous consecutive years.

Transportation Sector

Category 1: 100,000 to 250,000 person hours
30% below rate group in injury and cost-rate frequency

- Thomson Terminals
- Oxford Milkway Transport Co-operative
- Blair Building Materials Inc.
- Heritage Truck Lines Inc.
- United Driver Services Inc.
- Unique Personnel Services Inc
- Scott Environmental Group Limited
- CCT Logistic Services
- Cruickshank Construction Limited
- J D Smith & Sons Limited
- Kintetsu World Express (Canada) Inc
- Mill Creek Motor Freight Limited Partnership

PCL Constructors Inc. receiving COR™

Kenaidan Contracting Ltd. receiving COR™

Peterborough Utilities Group receiving a President’s Award
General Meeting
Recognition

Category 2: 250,000 to 500,000 person hours
25% below rate group in injury and
cost-rate frequency
• A M J Campbell Van Lines Division
• Keith Hall & Sons Transport Limited
• Erb International Inc.

Category 3: 500,000 to 1,000,000 person hours
20% below rate group in injury and
cost-rate frequency
• Day & Ross Inc
• Patene Building Supplies Ltd.
• Contrax Services Lp

Category 4: Over 1,000,000 person hours
30% below rate group in injury and
cost-rate frequency
• Canpar Transport Limited Partnership
• Challenger Motor Freight Inc
• Erb Transport Limited
• United Parcel Service Canada Ltd
• Dufferin Concrete & Ontario Redimix

IHSA ZeroQuest® and President’s Award

Commitment
• Riggs Distler Inc. Canada

Outcomes
• Woodstock Hydro

Outcomes II
• Oshawa PUC

Outcomes III & IV
• Guelph Hydro Electric System

Outcomes IV
• Grid Link
• Entegrus Power

Sustainability
• Niagara-on-the-Lake Hydro
• K-Line Maintenance & Construction

President’s Awards
(workplace hours without encountering a
lost-time injury)
• Tiltran Services – 1 million
• Peterborough Utilities Group – 1.75 million
• K-Line Maintenance & Construction
  • 1,500,000
  • 1,750,000
  • 2 million
• Toronto Hydro – 3 million
• Innisfil Hydro Distribution Services Ltd. – 250,000
• Northland Power Kingston Generating Station – 500,000
• PUC Services – 250,000
• Bluewater Power – 1 million

For more information on IHSA awards
and recognition, visit ihsa.ca
Individual Achievements

Gil Samson Award

The Gil Samson Award, first presented in 1988, is named after a former CSAO General Manager who played a major role in creating the network of labour-management health and safety committees. The award recognizes the extraordinary achievements of a labour-management committee.

The 2011 Gil Samson Award was presented to the Occupational Disease & Research Labour-Management Committee for its health and safety accomplishments this past year.

Blair Allin, Co-chair of the Occupational Disease & Research Committee, received the award on behalf of the committee.

Roy A. Phinnemore Award

The Roy A. Phinnemore Award is named in honour of a past CSAO Executive Director whose dedication to construction safety inspired others during CSAO’s formative years. Established through a donation made by Oliver Gaffney and matched by the Phinnemore family, the award is presented each year to an individual who has made significant contributions to health and safety:

The 2011 Phinnemore award was presented to Ray Williamson.

Ray was the Project Development Manager for Stuart Olson Dominion in Thunder Bay and a long-serving member and management chair and co-chair of the Northwestern (Thunder Bay) Labour-Management Committee. Ray was also involved in promoting safety in the residential sector as a member and past President of the Thunder Bay Home Builders Association. During Ray’s tenure on the Labour-Management Committee, the committee sponsored several mock trials and safety conferences that attracted hundreds of participants from the local construction community. In the past year, Ray assisted IHSA in procuring and establishing a training facility in the Skills Development Building at Confederation College.

Ray was a past Director of the Construction Safety Association and tirelessly represented the interests of Northern Ontario at Executive Council meetings.
Mandatory Coverage in Construction

An important change is coming to the construction industry. It’s a change that should help educate workers and employers about health and safety issues and reduce occupational injury and illness. The change is Bill 119.

Bill 119—Mandatory Coverage in Construction—will come into effect on January 1, 2013. By that time, independent operators, sole proprietors, some partners in a partnership, and some executive officers who work in construction must be registered with the Workplace Safety and Insurance Board (WSIB). In the past, these groups were not required to register or pay WSIB premiums. This new legislation is going to change that. It will bring the entire construction industry into the province’s prevention system, and that will help make essential health and safety training and resources available to everyone who needs them. If your company usually hires independent operators as subcontractors, you will have to start getting clearance certificates from each of them.

Advantages of IHSA membership
When you register your business with the WSIB, you not only become insured against occupational injury and illness, but you also automatically become a member of the Infrastructure Health & Safety Association (IHSA). That means you will have access to a wealth of training and other valuable information. In addition to what it already offers, IHSA is developing new resources specifically for the independent operators and small business owners who will soon become members. These resources will be easily accessible through ihsa.ca and will provide you with everything you need in order to develop a health and safety policy and program for your operation and to ensure that you are in compliance with the law. Look for these new tools to be available soon.

Exemption for home renovators
Although this new legislation covers most of the construction industry that is now exempt from mandatory coverage, it does not affect most home renovators. If you do home renovations and work directly for homeowners, there will not be any new requirements for you. In other words, you will not have to register with the WSIB. A few other groups, such as some executive officers in corporations, will also still be exempt. For a complete list of those who are exempt, visit BeRegisteredBeReady.ca.

Pre-register today
To help people prepare for Bill 119, the WSIB has set up a pre-registration process. If you register between now and the end of the year, you can start getting ready so that you will have everything in place by the time the law comes into effect. Pre-registration is free, and you won’t have to pay any premiums until 2013. Simply visit BeRegisteredBeReady.ca to get started. Once you are registered, visit ihsa.ca for health and safety tools and resources.
It’s been a great summer and many parents are happy to see their children returning to those hallowed halls of education. However, students and drivers alike may still have their minds on summer fun instead of on the road.

Whether the vehicle you are driving belongs to you or to the company, you need to follow the rules when it comes to school zones.

There are more than 9,000 school buses on Ontario roads during the school year and more than 800,000 children on board. The rules that govern traffic around school buses are strict for a reason.

Don Danbrook, IHSA’s Manager of Regional Operations West, says school buses and their drivers are given rigorous testing and have to follow strict guidelines. Before every trip, school bus drivers must conduct a 16-point outside inspection and a 28-point inside inspection. Drivers must have a Class B licence and are required to have regular medical check-ups to ensure they meet the physical standards necessary for driving. To apply for this licence, they must also undergo criminal checks and be at least 21 years of age.

The Ontario Highway Traffic Act deals specifically with crossing guards. It states clearly that drivers must stop when a crossing guard is helping children cross the street near a school:

“Where a school crossing guard displays a school crossing stop sign as provided in subsection (2), the driver of any vehicle or street car approaching the school crossing guard shall stop before reaching the crossing and shall remain stopped until all persons, including the school crossing guard, have cleared the half of the roadway upon which the vehicle or street car is travelling and it is safe to proceed” (section 175).

According to the Ministry of Transportation, school bus drivers are rarely the cause of collisions. In fact, when they are involved in crashes that result in fatalities or injuries, they are more likely than other drivers in similar crashes to be driving properly (57 per cent compared to 47 per cent).
Be careful around school buses.
Because of the large number of children getting on and off a school bus at every stop, it is imperative that you be extra careful when you drive around a school bus. Obviously, you shouldn’t pass a stopped school bus when the overhead signals are flashing (because children are often crossing the road at that time), but in addition, you should always watch your speed around school buses as a general precaution.

Watch for children darting onto the road.
Children are small, excitable creatures, and unfortunately, this can create dangerous situations on the roads. It’s important to be alert behind the wheel during this back-to-school season. You never know when a small child might dart out from between two parked cars. You can’t always rely on your reflexes to prevent an injury or fatality.

Don’t forget about the big kids.
It’s not just little kids who are going back to school. If you live near a college or university, you’re probably used to the massive number of students invading your hometown each fall, and you probably don’t think much about it. Often, however, these students are not as cautious as they would normally be and cross the road without looking. Being extra attentive around these students could save a life.

The major causes of collisions involving school buses are the actions of the other driver: failure to yield (29 per cent of improper driving actions), following too closely (16 per cent), speeding (11 per cent), and losing control (11 per cent).

It isn’t cheap to do things the wrong way in school zones or near school buses. Vehicle owners can be charged if their vehicle passes a stopped school bus illegally. For a driver convicted of this offence, the fines can range from $400 to $2,000 along with six demerit points.

The following information from the Canadian Automobile Association provides some helpful hints about safe driving in school zones and near school buses.

Observe school-zone speeds.
Although you should be obeying the speed limit all the time, it is especially important to go slowly and be vigilant during the school year. Children are continually crossing roads on their way to and from school and often aren’t paying attention. In addition, children are often out at recess, during lunch hour, and for certain classes, so remember to drive slowly the whole day and not just during the morning and afternoon rush hour.

Obey the crossing guard.
The crossing guard is there to keep children safe. So, if you’re at a set of lights and your light turns green but the crossing guard says to stop, you must obey his or her order. A child that you can’t see may be still crossing the street. Whatever the reason, they are trying to protect children from harm and you must do what they say.

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The back-to-school season is a time of excitement and new beginnings, but before you head out on the road this fall, be sure to refresh your memory about safe driving tips so that everyone’s new beginning is a safe one.
New training facility to serve the North

When you look at a map of Northern Ontario, you see only a few cities sprinkled lightly across a vast space; that’s very different from the density found in Southern Ontario. Because of the resulting travel time, as well as the weather, the more than 11,000 firms IHSA serves in the North can find it difficult to take advantage of the in-person training offered by the Infrastructure Health & Safety Association (IHSA) at its facilities in the GTA.

To make things easier, at least for those working in the northwest region, IHSA has opened a training facility at Confederation College in Thunder Bay that will serve the area’s construction, electrical and utility, and transportation industries. On May 30, representatives of IHSA and the local construction industry attended a media event hosted by Confederation College to launch the training facility. One of the speakers was Al Beattie, IHSA’s president and CEO.

Serving the North

“IHSA is dedicated to improving service to our clients in Northern Ontario. We’ve hired more local consultants in the North, added more training sessions, and strengthened our relationships with colleges, universities, and other local organizations to ensure that our northern clients can get the training they need where they need it,” says Al.

This partnership with Confederation College is one of the initiatives IHSA has undertaken to serve its northern clients better. It will make state-of-the-art
safety training more accessible to workers and employers in the Thunder Bay area and will help to ensure that they can all get the information they need in order to work safely.

Before having this facility, IHSA held health and safety courses in Thunder Bay at various locations where space could be rented. Now that we have a permanent space, we can offer more regular schedules and can use distance-learning technology to deliver training to remote locations. Having this permanent space at the college also means IHSA can provide more of the hands-on training that used to be offered only at the training centres in Mississauga and Etobicoke.

At the opening of the Thunder Bay facility, Harold Lindstrom, Manager of the Thunder Bay Construction Association, spoke about the effect this new training facility will have on the local construction industry. “This is an important expansion of IHSA service to the construction industry in the Thunder Bay area. Contractors will be able to improve their health and safety programs with local training and safety consulting. This will meet the safety needs of the growth that’s expected in northwestern Ontario due to an increase in construction projects related to mining. It will be a win-win for the construction industry and IHSA.” IHSA expects the effect to be similar on the electrical, utility, and transportation sectors as well.

Confederation College has an average of 11,400 full- and part-time students at nine sites across Northern Ontario. IHSA’s new training facility is at the main campus in Thunder Bay, in the Dorion building, where the School of Trades and Technology is located. It’s a perfect fit for the industries that IHSA serves.

“We are seeing a growing number of students in the school, and it is paramount that health and safety training be ingrained in their programs,” says Don Bernosky, Vice President of Regional Workforce Development for the college. “The location of this training facility on our site for industry use goes far to creating a safe work culture among tomorrow’s workers.”
When workers are unable to leave the jobsite to attend a health and safety course, IHSA can come to them.

IHSA understands that sending course participants away for a day or more of training may take them away from their work for too long. That’s why it maintains a mobile classroom that can be driven to any worksite. Workers can receive valuable training and take only a minimal amount of time away from their job to do it.

IHSA’s Mobile Classroom travels to worksites and company facilities all over Ontario, bringing health and safety training and subject-matter experts right to the workers and supervisors who want to receive training. The various courses that can be taught in this mobile facility range in length from an hour to half a day.

Inside the climate-controlled interior of the trailer, you’ll find chairs, a podium, and audio-visual equipment. Trainer Peter Bervoets conducts a variety of courses in the Mobile Classroom, including:

- Basic Electrical Safety
- Aggregate Safety
- Pre-trip Inspection
- Young and New Worker Safety Awareness
The Mobile Classroom also offers Site-Specific Hazard Awareness Training, a unique program that looks at site-specific hazards on a particular worksite, shows how workers are working with these hazards, and then provides training on how to reduce these hazards. This course is based on the needs of the particular company.

Many companies see the value in this option and use it frequently. In 2010 more than 6,000 workers were able to take advantage of the IHSA Mobile Classroom.

Before the session, Peter tours the jobsite and takes videos that illustrate the strengths and weaknesses of the site. He makes sure not to identify individual workers but rather to show work practices that either serve as examples to be followed or that could be improved.

Then he presents his training session in the Mobile Classroom, showing the participants what he saw on the worksite. This is a great chance to see real examples of the hazards in day-to-day operations.

A recent participant in one of the hazard awareness sessions was Mike Roccasalva, who is the residential high-rise manager with Structform International. The session he attended took place in downtown Toronto,

“What I like about the program is the mobility. IHSA comes to the site and everyone has an opportunity to go through the classroom,” he says.

Not only is this convenient for companies, but in Mike Roccasalva’s view being able to use actual scenarios from the worksite is a helpful tool in guiding firms to emphasize health and safety.

“There is a tremendous value in this. The way the instructor presents himself and the video that was taken that day and or the day before makes it real for people. The men can relate by seeing their workplace on video and recognizing what is right and wrong about their work practices. The instructor makes us feel like he is one of us and not just an authority when he points out what’s good or bad. The men can then either pat themselves on the back or discipline themselves as they leave the classroom.”

The Mobile Classroom is available year round, but it gets booked up quickly. And it’s first-come, first-served.

For more information, please call IHSA customer service at 905-625-0100 or toll-free at 1-800-263-5024.
The Institute for Work & Health conducted a systematic review of the effectiveness of occupational health and safety management systems in 2005. Although they could not make conclusive recommendations for or against occupational health and safety management systems, the best evidence available showed that occupational health and safety management systems had consistently positive effects in workplaces. What is known is that occupational health and safety management systems are more proactive than other occupational health and safety systems, they are better integrated internally, and they incorporate more elements of evaluation and continual improvement. Evidence would suggest that occupational health and safety management systems are effective workplace interventions. That is assuming that they have been implemented as intended.

One way to ensure effective implementation is to have an implementation team. The team should

### How effective are we?

The responsibility for health and safety in any organization may seem like a daunting task. The size of the workforce and the nature of the work being done certainly dictate what is required. The higher the risk associated with an activity, the more specialized the work procedures should be.

In today’s fast-paced environment, it is important that whatever is being implemented be effective—whether it is a new training program, safe work procedures, or job planning aids. Research has shown that without successful implementation, we probably aren’t being as effective as we think.

Implementation science studies methods for improving the uptake, implementation, and translation of research findings into routine and common practices. The best data shows that the following methods, when used alone, produce only 5 to 20 per cent of the intended benefits.\(^1\)

- Diffusion or dissemination of information
- Training
- Laws, mandates, and regulations
- Funding and incentives
- Organizational change or reorganization

The figures are low because often what is adopted is not done accurately or is not sustained for long enough or is not adopted on a large enough scale. Without effective implementation, even programs with strong evidence to support them will likely fail in the real world (see table).

<table>
<thead>
<tr>
<th>IMPLEMENTATION</th>
<th>EFFECTIVE</th>
<th>NOT EFFECTIVE</th>
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<tbody>
<tr>
<td><strong>INTERVENTION</strong></td>
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<tr>
<td>Effective</td>
<td>Good outcomes</td>
<td>Inconsistent. Not sustainable. Poor outcomes.</td>
</tr>
<tr>
<td>Not effective</td>
<td>Poor outcomes</td>
<td>Poor outcomes. Sometimes harmful.</td>
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consist of at least three people (preferably four or five) with the expertise to promote effective, efficient, and sustainable implementation. The team should report directly to executive management. Teams are sustainable because they tolerate turnover and allow for simultaneous multi-level interventions throughout the organization. A team is able to work with staff throughout the organization and create readiness for whatever it is that you are trying to implement—health and safety management system or otherwise. Innovative practices won’t likely fare well in existing organizational structures and systems. Existing systems need to change to support the effectiveness of the innovation. Investing in implementation capacity up front will produce greater benefits down the road.

IHSA has developed an internal implementation team to ensure effective implementation of a health and safety management system. The team includes representatives from all departments and reports directly to the executive. An important requirement of any health and safety management system and a strong internal responsibility system is worker involvement. Implementation teams are a way to increase involvement while ensuring effective implementation.

Fleet Safety Council’s 21st Annual Educational Conference to be held in Markham in October

The Fleet Safety Council’s Annual Educational Conference will be held in Markham, Ontario, from October 19 to 21. This event brings together fleet-safety professionals from the truck, bus, courier, coach, ready-mix, and waste-management industries, as well as from the insurance industry and many other related businesses, to discuss the latest in driver training, staff development, and risk management.

This year the theme is “The Road to Best Practices: Improving Performance, Productivity, and Profitability through Effective Safety Management.” Expanding on that theme will be a variety of seminars and workshops such as:

- 7 Safety Habits That Could Save Your Life
- Building Best Practices
- Driver Selection, Training, and Management
- Optimizing Your Fleet’s Fuel Economy.

At the final session, delegates will prepare individualized safety-management action plans that they can take home to their companies. With the skills and materials they’ve acquired at the conference, delegates should all be able to start implementing the knowledge learned right away.

The information-packed agenda and growing list of major sponsors will give the delegates an exceptional opportunity to build contacts, gain knowledge, and have a good time. That’s why more people attend every year.

For more information on either attending or sponsoring this conference, please contact Betty Taylor at IHSA or visit the IHSA website at ihsa.ca or the Fleet Safety Council website at fleetsafetycouncil.com.

About the Fleet Safety Council

The Fleet Safety Council is an association of driver trainers and safety professionals who work to promote safety in industries that employ large numbers of drivers, such as the transportation, truck, bus, courier, coach, ready-mix, and waste-management industries.

The Council encourages the improvement of drivers’ behaviour through awareness programs and training. Working with government agencies and private organizations, the Council is striving for a uniform system of safety requirements for all transportation workers in Ontario.

The Fleet Safety Council’s goal is to achieve knowledge through training. In today’s uncertain business environment, that is certainly a necessity for all companies.

THE LAW HAS CHANGED

New rules effective January 1, 2013 require nearly everyone who works in construction to have WSIB coverage.

IF YOU WORK IN CONSTRUCTION

Learn more at: www.BeRegisteredBeReady.ca or call 1-800-387-0750

This means big changes for construction business owners who are

• Independent operators
• Sole proprietors
• Partners in partnerships
• Executive officers of corporations
• Employers with workers

The new rules:

If you pay for construction services (hire a contractor or subcontractor), you must GET a WSIB clearance BEFORE work can start.

The bottom line:

No WSIB clearance?

No work.

If someone contracts you, work cannot start without a valid clearance.

Some exemptions apply. See our website for details.

*The law already requires employers to cover their workers
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IHSA is proud to present to its membership the Certificate of Recognition (COR™) program for Ontario.

COR™ is a volunteer occupational health and safety auditing program. It provides employers with an effective health and safety management system for reducing the human and financial costs of workplace incidents, injuries, and illnesses. It is currently being used across Canada and is supported by the Canadian Federation of Construction Safety Associations. COR™ is often required for contracts with both public-sector and private-sector construction projects.

To register for the program or find more information, visit ihsa.ca

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There’s so much to gain by joining an IHSA Safety Group

What is it?
A voluntary WSIB initiative to reward firms that implement effective health and safety and return-to-work measures into their daily business.

What’s in it for you?
- A potential WSIB rebate (up to 6% of your WSIB premiums)
- The ability to develop a sustainable health and safety management system
- Networking opportunities
- Guidance and support from IHSA consultants
- Access to resources from WSIB and MOL.

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How do I join?
IHSA is an approved Safety Group sponsor with three industry-specific Safety Groups: Construction, Electrical, and Transportation.

For more info, contact your industry representative below.

**Construction**
David Steinshifter
1-800-263-5024 ext 8444
dsteinshifter@ihsa.ca

**Electrical and Utilities**
Dawn Vanags
1-800-263-5024 ext 8444
dvanags@ihsa.ca

**Transportation**
Joe Covey
416-570-2219
jcovey@ihsa.ca