



Employment and
Social Development Canada

Emploi et
Développement social Canada

Canada



**FREE
ADMISSION**

**8th Annual ESDC
Labour Program's**

OPEN HOUSE

*In partnership with **IHSA, WSPS, OHCOW,
CCOHS, OPP, TC, CSA Group, MTO, and MOL***

May 9, 2019

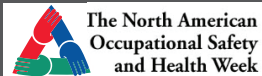
Centre for Health and Safety Innovation
5110 Creekbank Road • Mississauga, ON

If you are a federally regulated company, this is your chance to speak directly to the people who enforce labour legislation. Meet with Health and Safety Officers, Labour Standards Inspectors, and various health and safety partners. Find out exactly what you need to do to comply with the legislation.

This will be a very informative day for health and safety committee members, managers and supervisors, Safety Group members, Fleet Safety Council members, HR representatives, and anyone else interested in labour legislation and best practices.

Experts from Employment and Social Development Canada (ESDC), Infrastructure Health and Safety Association (IHSA), Workplace Safety and Prevention Services (WSPS), Occupational Health Clinics for Ontario Workers (OHCOW), Canadian Centre for Occupational Health and Safety (CCOHS), Ontario Provincial Police (OPP), Transport Canada (TC), Ministry of Transportation of Ontario (MTO), Canadian Standards Association (CSA Group), and Ministry of Labour (MOL) will facilitate sessions on the following topics.

- Internal Complaint Resolution Process and Refusal to Work
- Canada Labour Code, Part II Overview
- Regulation XX: Violence Prevention in the Workplace
- Workplace Accident Investigation
- How to Prepare for an OHS Labour Inspection
- Employee, Owner Operator or Contractor?
- Working from Heights and Fall-Protection Systems
- Federal Health and Safety Committee Effectiveness
- Prevention of Motor Vehicle Incidents
- Mental Health in the Workplace
- Employer Due Diligence
- Conflict Management and Communicating Effectively
- Management Systems
- Hazard Prevention Program
- Violence Prevention Starts with Civility and Respect
- Large Truck Collision Causation Study
- MTO: Legislative Updates
- Commercial Vehicle Incidents: An OPP Perspective
- MSD Prevention
- Workplace Psychological Risk Assessment - Where to Start
- Impairment and Worker Safety: A Standards Perspective
- Navigating the Longevity Economy: How Worker Safety Standards can Help
- Aviation Occupational Health and Safety
- Labour Standards - Overview
- Labour Standards - Unjust Dismissal and Progressive Discipline
- Labour Standards - Upcoming Legislative Changes
- Labour Standards - Q&A



Presented during North American Occupational Safety and Health (NAOSH) Week, this free event will give you a better understanding of how the Labour Program works. NAOSH Week helps raise awareness of occupational safety, health, and environment issues.



Register at the following link: ihsa.ca/2019ESDC

Session Topics

Internal Complaint Resolution Process and Refusal to Work

An overview and case studies of the Internal Complaint Resolution Process and Refusal to Work process.

Canada Labour Code, Part II Overview

A brief and general overview of Part II of the Canada Labour Code with a focus of what employers are required to report and when.

Regulation XX: Violence Prevention in the Workplace

Health and Safety Officers will discuss the required steps that must be followed to address a Workplace Violence complaint and ensure compliance with the Canada Occupational Health and Safety Regulations (Part XX).

Workplace Accident Investigation

This information session will provide participants with a theoretical and practical approach to the basic principles in identifying the root causes of accidents, and make quality recommendations for corrective actions in order to prevent future recurrences.

How to Prepare for an OHS Labour Inspection

The purpose of Part II of the Canada Labour Code is to prevent work place related accidents and injury including occupational diseases. In the context of the Canada Labour Code, a “health and safety officer” is a person

appointed by the Minister of Labour. The health and safety officer may, as part of their duties enter any work place at any reasonable time and conduct investigations or inspections.

This presentation will give participants an overview of how Federal Officers conduct an OHS inspection under the CLC part II, and what items of non-compliance officers typically identify and report.

Employee, Owner Operator or Contractor?

A presentation on the jurisprudence, and investigative process conducted by Labour Program Officers who determine if a worker is found to be an Employee, Owner-Operator or Contractor for the purposes of applying part II of the Canada Labour Code.

Working from Heights and Fall-Protection Systems

Ministry of Labour representatives will provide a brief overview of Fall Protection application in Ontario - as compared to the Federal requirements, namely on Construction Projects and with respect to truck beds, trailers or top of loads in addition to best practices regarding fall protection applicable across jurisdictional boundaries.

Federal Health and Safety Committee Effectiveness

Is your Committee effective? This presentation is designed

to help committee members become more effective in order to influence positive, sustainable health and safety changes within the workplace. The presentation will provide the participants with the strategies and tools necessary to re-energize, re-focus, and produce positive results for health and safety in the workplace.

Prevention of Motor Vehicle Incidents

Every day tens of thousands of workers drive as part of their job. Some are professional drivers, operating a large commercial truck, a courier van, a motor coach or a taxi. Others drive from one work location to another – driving to the next construction site or a homecare client’s residence, across town to a meeting or to another town for a sales call. In all cases, the time they spend driving is very likely the most dangerous time of their day. This presentation explains steps your organization can take to keep those employees safe when they drive for work and the resources available to you to help you achieve the goal of preventing work-related motor vehicle incidents.

Mental Health in the Workplace

This session will provide the participant with an understanding of the organizational/workplace factors that can influence a safe and healthy workplace and when not addressed create toxic workplaces. The presentation will also highlight some of the



Session Topics

available resources that workplaces can use to conduct needs assessments with respect to the workplace factors and resources to support to improving workplace mental health. This presentation will show participants how these solutions can be accomplished as part of implementation of the national standard, or as an independent solution.

Employer Due Diligence

The term “due diligence” is commonly used when describing the need to manage workplace health and safety risks. This presentation will focus on the legal significance of due diligence while also exploring the main factors that determine the level of action required to achieve it. The presentation will also outline why a sound safety management system is necessary to ensure due diligence.

Conflict Management and Communicating Effectively

This workshop explores the importance of identifying how conflict arises and potential strategies for diffusing difficult conversations.

Learners will:

- Discuss importance of having difficult conversations instead of ignoring difficult situations
- Review tips to manage emotions while communicating
- Identify strategies for diffusing difficult conversation

- Practice – apply the strategies for problem discovery and problem solving to a difficult conversation roleplay

Management Systems

The focus of this presentation is to explore the principles of OHS Management Systems, and to discuss the various standards available and what this means for organizations. The management of OHS is being viewed today as a key component of strategic planning for many businesses, and the risk-based framework provided by an OHSMS can help enable effective results.

Hazard Prevention Program

This session will provide the participant with an overview of the requirements for implementation of the Hazard Prevention Program (HPP). The presentation will also highlight some of the challenges related with the implementation of the HPP and how to address them. This presentation will show participants the implementation process that WSPS has used with many clients with great success.

Violence Prevention Starts with Civility and Respect

From gossip, intimidation, and/or physical attacks, workplace violence is a serious issue that affects every occupation. With legislation and compliance regulations changing, workplaces

need to prepare their policies, procedures, and practices to align accordingly. With or without specific workplace violence legislation, employers need to take all reasonable precautions to protect the health, safety, and well-being of their employees. This session will define the scope of what workplace violence is, covering areas such as civility and respect plus harassment, legal obligations of employers, workplace violence prevention policies, assessing a workplace for violence, and how to develop preventative measures.

Large Truck Collision Causation Study

At Ontario's Ministry of Transportation (MTO) we have recently completed a Large Truck Collision Causation Study in which we held focus groups and performed literature review to guide targeted quantitative analysis of MTO's extensive data holdings. MTO databases contain detailed information on millions of drivers, tens of thousands of commercial motor vehicle transportation companies (carriers), and hundreds of thousands of collisions per year. Through this analysis we identified some of the most important large truck collision causation factors and assessed the effectiveness of MTO's monitoring and enforcement programs.



Session Topics

MTO: Legislative Updates

Ontario roads are among the safest in North America. According to our most recent collision data, the number of traffic fatalities on Ontario roads was 531, which is one of the lowest number of fatalities since 1944. However, there is still plenty of room for improvement. On average, 1 person is killed on our roads every 16 hours.

This presentation will discuss Ontario's latest road safety legislation which allowed Ontario to address unsafe driving behaviours such as impaired driving, distracted driving and careless driving with new rules and penalties aimed at improving road safety and keeping the most vulnerable road users safe.

Commercial Vehicle Incidents: An OPP Perspective

Sgt. Kerry Schmidt of the Ontario Provincial Police will share his experiences with motor vehicle incidents and provide recommendations to improve driver safety.

MSD Prevention

This presentation will provide an overview of the new MSD prevention guidelines for Ontario created by CRE-MSD. Resources, tools and tips will be explored for workplaces of all types and sizes.

Workplace Psychological Risk Assessment - Where to Start

Now that the Federal Bill C-65 is recognizing "psychological injuries", it is important for

workplaces perform psychosocial risk assessments. The Occupational Health Clinics for Ontario Workers (OHCOW) in conjunction with the Canadian Centre for Occupational Health & Safety (CCOHS) have developed a tool called StressAssess precisely for this reason. Come hear about how this tool can be used to measure and improve the psychological health and safety in your workplace and try out the tool yourself.

Impairment and Worker Safety: A Standards Perspective

The highly scrutinized topic of workplace impairment will be examined from a standards development lens. We will specifically focus on standards-related initiatives pertaining to impairment due to substance use, impairment due to fatigue, as well as the potential psychological health impacts on worker safety. We will also provide a high-level overview of standards-based solutions currently in progress on the inextricable subject of workplace disability management, including return to work/recover at work approaches.

Navigating the Longevity Economy: How Worker Safety Standards can Help

A 2018 Labour Force Survey completed by Statistics Canada highlighted that labour force participation rates for those 60 years of age and older has practically doubled in the last two decades. This demographic trend is indisputable and has significant implications for aging adults in

the workforce from both a health and wellbeing perspective. So how can worker safety standards help? This session will provide a high-level summary of CSA Group's Aging Society Roadmap Research, as well as review examples of standards that can useful workplace solutions in managing safety risks associated with aging workers.

Aviation Occupational Health and Safety

This informative presentation will provide insight on the application of the Aviation Occupational Health and Safety Regulations. Participants can expect to leave with a better understanding of their responsibilities under the Code and the role of a Delegated Labour Program Official from Transport Canada. The session will end with a brief question and answer period.

Labour Standards - Overview

An overview of part III of the Canada Labour Code.

Labour Standards - Unjust Dismissal and Progressive Discipline

This presentation will provide an overview of the unjust dismissal process as well as guidelines on workplace discipline.

Labour Standards - Upcoming Legislative Changes

An overview of the changes to the Canada Labour Code, Part III (Bill C-65 and Bill C-86).

Labour Standards - Q&A

Various topics

