

WSN Sector Advisory Committee – Forestry, Paper, Printing, Converting

Date: Wednesday, June 11, 2026 – 8 am to 4:00 pm

Location: Atlantic Packaging - 863 Nebo Rd, Hannon, Ontario

PPE Requirements: high vis vest or suspenders, safety shoes, safety glasses, hearing protection, bump or construction hat.

Member	Representing Advisory Committee Role	
Scotia Biloski	Logging	Virtual
Dana Greenly	Corrugating	In-Person
Jesse Kydd (Chair)	Sawmills, Veneer Plywood, and Wood Preservation	In-Person
Robin McCullough	Silviculture	Virtual
Victor McKee	Logging	In-Person
Christina Merrett	Sawmill	In-Person
Stewart Taylor (Vice-Chair)	Folding Cartons	In-Person

Guest	Representing Advisory Committee Role
Doug Cettina	Industrial Program Provincial Specialist, MLITSD

WSN	Representing Advisory Committee Role
Tiana Larocque	Manager, Integrated Solutions (Virtual)
Tricia Valentim	Client Outreach Advisor (In-Person)
Andre Bouchard	Health and Safety Specialist

Regrets	Representing Advisory Committee Role
Adrienne Allam	Manager, Health and Safety Services

Full Agenda:

8 am – onsite for tour

12 pm – lunch brought in

1 pm – meeting

Meeting Agenda – Start time 1 pm

1. Welcome and Safety Share – Chair

Recap and thank you to Dana for hosting this year's tour. Discussion around the tour and the amazing attention to safety around Atlantic Packaging's new building

2. Review and Approval of Agenda – Chair

Approved

3. Approval of Previous Meeting Minute- Chair

Approved

4. MLITSD Update – Doug Cettina, Industrial Program Provincial Specialist, MLITSD

Ministry of Labour Compliance Initiatives and Enforcement Reporting: Doug Cetinna presented updates from the Ministry of Labour, Immigration, Training and Skills Development (MLITSD), including organizational changes, new inspector training, the shift to compliance assistance tools, and detailed reporting on enforcement actions, fatalities, and sector-specific campaigns.

- **MLITSD Organizational Changes:** Explained the recent reorganization of the prevention division, noting ongoing adjustments and the impact on stakeholder interactions.
- **Inspector Training and Staffing:** Reported the commencement of training for 27 new inspectors across mining, construction, healthcare, and industrial sectors, addressing shortages in regions such as Thunder Bay.
- **Compliance Assistance vs. Orders:** Described the introduction of compliance assistance as an alternative to formal orders for administrative contraventions, clarifying its operational use and impact on reporting and contractor disclosures.
- **Enforcement Actions and Reporting:** Detailed the new 'Total Enforcement Actions' (TEA) metric, encompassing orders, compliance assistance, and other tools, and provided sector-specific data on fatalities, critical injuries, complaints, and campaign focus areas.
- **Sector Campaigns and Data-Driven Focus:** Discussed the shift from hazard-based to sector-based campaigns, with current emphasis on education, retail, and farming, supported by improved data tracking and analysis.

5. WSN Update

WSN Outreach and Engagement Initiatives: Tricia and Tiana discussed recent and upcoming outreach efforts by Workplace Safety North (WSN), including participation in industry events, expansion of chamber memberships, and targeted engagement with small businesses and maple syrup producers to broaden sector relationships and awareness.

- **Industry Event Participation:** Tricia described WSN's presence at the Ontario Professional Foresters Association conference, Powassan Maple Syrup Festival, and Ontario Forest Industries Association annual event, highlighting the forging of new relationships and increased visibility for WSN among sector stakeholders.
- **Chamber Membership Expansion:** Tricia explained the strategic addition of Thunder Bay, Sault St. Marie, and Timmins Chambers to WSN's membership, aiming to facilitate outreach to small businesses and foster partnerships with local chambers for broader industry access. Already had memberships with North Bay and Sudbury for a number of years.
- **Small Business Outreach:** Tricia emphasized the importance of supporting small businesses, noting recent efforts to connect with firms unaware of WSN's resources and the focus on providing free health and safety support to these organizations.
- **Maple Syrup Sector Engagement:** Tricia and Tiana discussed the inclusion of maple syrup farms under WSN's NAICS codes, outlining plans to build relationships and providing sector-specific support, recognizing the industry's unique needs and opportunities for WSN involvement.

Industrial Hygiene Research and Training Programs: Tiana provided an update on the WSIB-funded industrial hygiene research project, detailing partnerships with the Institute for Work and Health, the launch of e-learning modules, and the impact of training on occupational disease prevention in natural resources sectors.

- **WSIB Funding and Project Scope:** Tiana reported that WSIB provided over \$6 million in funding for a five-year project focused on occupational disease and illness prevention, with a cross-sector approach and emphasis on natural resources.
- **Partnership with Institute for Work and Health:** Tiana described the collaboration with IWH, which is conducting a longitudinal study to assess awareness and efficacy of occupational hygiene hazard controls among Ontario workplaces.
- **E-Learning Module Launch:** Tiana outlined the release of five self-paced e-learning modules covering industrial hygiene fundamentals and hazard-specific topics such as wood dust, silica, diesel particulate, and noise, available free to all participants.
- **Workshop and Practical Training:** Tiana highlighted the role of Steve Gore in delivering hands-on industrial hygiene awareness workshops, providing real-time practice with monitoring equipment and workplace-specific assessments.

- **Impact Metrics:** Tiana shared results from year one, noting an 88% increase in knowledge and a 90% increase in self-efficacy among workers, demonstrating the effectiveness of the training and resources provided.

6. Review of Action Items and Recommendations (Tracker) – Chair

Tiana and Tricia invited advisory committee members to participate in reviewing and updating WSN resources, including standard operating procedures and e-learning programs, to ensure sector relevance and currency, and to provide feedback for ongoing product development.

- **Resource Hub and SOP Review:** Tiana identified a collection of outdated standard operating procedures and safety talks, proposing a collaborative review with committee members to update and reissue relevant materials for forestry clients.
- **E-Learning Program Review:** Tiana requested subject matter expert input on upcoming e-learning offerings, particularly those focused on psychological health and safety, to enhance sector impact and ensure alignment with industry realities.
- **Feedback Mechanisms:** Tricia and Tiana encouraged committee members to provide feedback on sector-specific courses, prioritize revisions, and share best practices to inform resource development and strategic planning.

7. Professional Development Activity Discussion – Tricia Valentim

Tricia outlined changes to the advisory committee's professional development schedule, including a shift to virtual sessions in December and involvement in strategic planning October 7th, the day before the advisory meetings and AGM, inviting suggestions for future topics and participation.

8. Annual Commitments & Project Follow Up

- a. Collaborate on an MSD Prevention **Tool and Resources Lunch and Learn** based on corporate timelines.
- b. Create or access system partner resources and/or help promote working along and violence/harassment sector specific resources.
- c. **Recommend** sector specific events to attend or be involved with.
- d. Providing **ongoing feedback on products and resources through surveys or focus groups** throughout the development process

9. Health and Safety Information Exchange/Sector Update – Chair

Committee members shared updates on safe driving pilot programs, vehicle collision trends, workforce demographics, and recruitment challenges in forestry and mills, highlighting the need for targeted training and innovative solutions.

- **Safe Driving Pilot Program:** Robin described a pilot project in Hearst involving externally certified resource road driving training, adapted for vans and buses, with plans to report outcomes and share best practices at future meetings.
- **Vehicle Collision and Signage Issues:** Discussion around reported increased incidents and near misses related to vehicle collisions, emphasizing the importance of radio contact, clear signage, and consistent communication protocols on forest roads.
- **Workforce Demographics and Recruitment:** Discussed the aging workforce in forestry and mills, challenges in attracting younger workers, and the impact of competition from mining and other sectors, suggesting automation and immigration as potential solutions.
- **Mental Health Best Practices:** It was noted of ongoing efforts to develop best practices for mental health in silviculture, with plans for further discussion and collaboration among committee members.

Incident Reporting, Worker Complaints, and Legal Processes: Discussion around shared experiences with worker complaints, ministry investigations, and Ontario Labour Relations Board (OLRB) mediation, detailing the steps taken in response to harassment and injury claims, and the challenges posed by repeated, unsubstantiated complaints.

Complaint Investigation Process: Described the process of responding to worker complaints, including ministry visits, third-party investigations, and ergonomic assessments, with no orders issued after thorough review.

OLRB Mediation and Outcomes: Discussion around the explained the OLRB mediation process, the worker's demands, and the decision to proceed to a hearing after unsuccessful mediation, highlighting the limitations and implications for employers.

Recognition and Safety Innovation Awards: The value of safety innovation awards was discussed, referencing the Firebox Association and OMCSA programs, and encouraged members to share links and consider similar initiatives to promote positive safety culture and creative solutions.

Safety Innovation Award Programs: The annual award programs that recognize innovative safety practices, noting the positive impact on workplace engagement and suggesting the adoption of similar initiatives within the committee.

10. Next Meeting:

- a. October 7 – Strategy Planning Workshop
- b. October 8 – Meeting & AGM

11. Adjournment – Chair

Follow-up tasks

1. **Course Feedback and Review:** Provide a prioritized list of WSN courses due for revision so committee members can focus their feedback on sector-relevant content. (Tiana)
2. **Resource Hub Navigation Improvement:** Update the Resource Hub navigation to make it easier for users to locate resources, including renaming the "All" button to "Hub" and providing navigation instructions. (Tiana)
3. **Membership Recruitment Follow-Up:** Review recent membership applications and forward relevant details to the committee for consideration. (Tricia)
4. **Safe Driving on Forest Roads Project:** Initiate initial conversations with Robin to begin work on the safe driving on forest roads project and coordinate timing based on Robin's availability. (Tricia, Robin)
5. **Sharing Safety Innovation Award Link:** Send the Safety Innovation Award link to Tricia for distribution to the committee. (Tricia)
6. **Distribution of MOL Reports:** Send the MOL enforcement and incident reports presented during the meeting to Tricia for distribution to the committee. (Douglas)