

SPRING 2012

# EVERY WORKER

A WSN HEALTH AND SAFETY MAGAZINE

VOLUME 2 NO.1

**A HIGH PRICE TO PAY:  
REMEMBERING THREE  
YOUNG WORKERS**

**IN THIS ISSUE:  
GREENING THE WORKFORCE  
BORING -- NOT!!!!  
TAKING SAFETY TO CLASSROOMS  
SIZE DOESN'T MATTER  
HEALTH & SAFETY DOES**

**BONUS:  
YOUNG WORKER  
AWARENESS POSTER  
YOUNG WORKER CHECKLIST  
HAZARD ALERTS**



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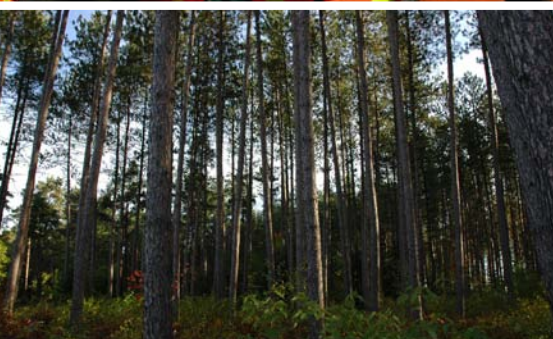


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## President's Message

# Workers of Tomorrow



Remember the first few days of your first job. How much did you know then?

Each year thousands of students in Ontario begin their first jobs. Seeking and obtaining employment is another learning experience that prepares young people for the challenges of adulthood. However, too many young workers are suffering workplace injuries which are traumatic, debilitating, disabling and sometimes fatal. Often these incidents occur within the first three months of employment.

There are too many examples of workplace events that have left young workers gravely injured or dead. You name it, and it happens. Young workers are injured by slips and falls, by over-exerting themselves, by objects that hit them, by exposure to hazardous chemicals, and by contact with hazardous materials. Young workers are also being injured by powerful machines they don't understand, that may not have guards to protect fingers and arms, or that may not be operated safely. While these examples are tragic and startling, workplace tragedies have even greater impact when they occur to members of your family, your friends or one of your students. Workplace injuries do not only hurt the worker, they hurt everyone around them.

This issue of Every Worker is focused on protecting young workers as we strive to reduce and prevent workplace injuries through education and best practices; like how WSN's Doug Brown and other health and safety professionals take the campaign into the classroom with the Young Worker Awareness Program on Page 10, and how one reforestation company approaches teaching young workers to do a difficult, physical job successfully and safely on Page 6.

This summer's tree planters and maintenance workers are the employers, supervisors, and health and safety champions of tomorrow. If you like this issue, please pass it on to every young worker, parent, supervisor, employer or teacher you know. Let's make sure every worker of tomorrow is educated in their health and safety rights and responsibilities.

From May 1 to August 31, 2011, almost 3,000 workplaces in the industrial and health care sectors received visits from Ministry of Labour inspectors looking for violations of the Occupational Health and Safety Act involving young and new workers. In the course of their visits, inspectors issued almost 10,000 orders, including 214 stop work orders.

The 2011 blitz was Ontario's third to focus on new and young workers. There will be another blitz this spring. Be prepared. Ensure workers are properly instructed, trained and supervised.

Need help? There's an app for that! This month, check our website for a free download of our first WSN news app for iPhone, iPad, Blackberry and Android devices. The app will provide members with a guide to the 2012/2013 MOL Blitzes and WSN resources.

I hope you enjoy this issue of Every Worker. Please let me know what you think.

**Candys Ballanger-Michaud**

President & CEO

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# A High Price to Pay

Remembering  
three young workers

Tragically from **2004 to 2009**, more than **500 young Ontario workers** were **critically injured** on the job, and just as distressing is that during the same time **27 young workers** were **killed** on the job.

**Young workers, defined as those aged 15 to 24, are paying a steep health and safety price – sometimes with their lives – to work in Ontario.**

Studies clearly show that the risk for job-related injury is higher among young workers than it is among older employees. Often, young workers can't recognize health and safety hazards and they hesitate to ask questions. Frequent job change means young people are "new on the job" for a longer period of time. Research has shown that injuries are more likely to happen among new workers – of any age – during their first month on the job.

Tragically from 2004 to 2009, more than 500 young Ontario workers were critically injured on the job, and just as distressing is that during the same time 27 young workers were killed on the job.

Young workers in the sectors served by Workplace Safety North were not immune. In the past five years three have died in workplace incidents. Every Worker commemorates them, not only for the tragic loss of three promising lives, but as a reminder of the need to protect young workers.

### **Amber Lynn Booth, 19**

Amber Lynn Booth, 19, of Commanda, an honours student enrolled at Nipissing University, had just started a summer job with the Ministry of Natural Resources in Timmins.

Amber had worked for the MNR the two previous summers at Restoule Provincial Park, and on the afternoon of June 5, 2011, was driving a pickup on her way to Windy Lake Provincial Park for a training session. She died in a motor vehicle collision involving a tractor-trailer on Highway 144 south of Gogama. Both vehicles left the highway, proceeding down a steep embankment and burst into flames.

### **Alan de Jonge, 21**

Alan de Jonge, 21, a talented musician who learned the craft of classical guitar-making from his father, died August 27, 2008, in a motor vehicle accident while working as a crew boss for a tree planting company in Northern Ontario. The Chelsea, Quebec resident was driving an all-terrain vehicle on a logging road in Hawley Township, south of Markstay, when he went off the road to avoid an on-coming logging truck. De Jonge, who had travelled extensively and lived in Brazil, Holland and Wales, was pronounced dead at the scene of the incident.

### **Justin Rogers, 22**

Justin Rogers, 22, of Madoc Township, engaged to be married, died of asphyxiation about 2 a.m., August 20, 2008 when he was engulfed by an overflow of muck – a surge of rock, sediment and water – while working at a mine near Madoc. Rogers, whose father also worked at the mine, had been hired only six weeks before the incident occurred. The young man was working by himself in a loading pocket approximately 200 metres underground at the time of the incident.

# Greening the Workforce



**As health and safety co-ordinator for Brinkman and Associates Reforestation Ltd., each summer Lisa Houle is involved in hiring more young workers than most companies will hire in years.**

With operations in three provinces, Brinkman will hire between 600 and 700 tree planters – 150 in Ontario alone this year of which approximately 75 will be first-time hires. And Brinkman wants those young workers to return next year.

“‘Greeners’ is the term we usually refer to them as,” says Houle, who started as a ‘greener’ with Brinkman 19 years





ago and became health and safety co-ordinator six years ago. Most are university and college students hoping to earn \$5,000 to \$6,000 in the 30- to 40-day Ontario planting season in May and June.

Tree planting, says the North Bay native, is a difficult task, one that many, including young workers, underestimate even if they do appreciate the challenge of working outdoors in Northern Ontario during blackfly season.

“There’s the repetition of the work, the bugs, the awful weather,” she says, enumerating a long list of challenges for the piece-work labour that includes but is not limited to bears and other wildlife, isolation, nutrition, hydration, the potential for getting lost, and terrain. “Sometimes people expect it’s going to be a wide open field.”

So Brinkman’s website, [www.brinkmanforest.ca/employment](http://www.brinkmanforest.ca/employment), used to recruit workers, doesn’t pull punches, describing tree planting as “long days of difficult physical labour.”

“We are as honest as we can be with interested workers,” Houle says, so that young workers will know to prepare themselves. After an interview that not only tries to screen out unsuitable candidates, but continues that upfront honesty with suitable candidates, Brinkman tells them how.

They receive the Tree Planting Resource Manual, a 50-page book on the dos and don’ts of tree planting with Brinkman. “It solidifies our expectations and policies,” Houle says. Though it is not only health and safety focused, “it’s a critical one. It paints a really clear and honest picture about tree planting.”

That’s followed up with more information – Safe Work Practice for Tree Planters, pre-season conditioning information, and contact with the person who hired them for advice on equipment purchases – fit and quality, what to bring, and any issue the young worker is concerned about.

By the time the young workers arrive at camp to start work, they have been given substantial information on health and safety, though for young people on their first job or away from home for the first time, so much that it

may have been difficult to absorb, Houle says.

“Just a couple of lines on bears is not enough,” she says. So tree planters are given a thorough site-specific orientation and hazard review. “There is an extensive amount of training, and a massive orientation” that occurs on the first day, throughout the first week and, and for some, longer.

“It’s not like you’re going to work in a retail shop and can be ready to work in a day,” Houle says. “You’ve got to get them out on the land with a shovel in their hands. You show them this is how you put on your bag and this is how you work. And there are many other factors that may or may not affect your day.”

“In my greener year I remember my crew boss just followed me,” she says, and that’s likely what many greeners think today. Crew bosses, experienced tree planters, supervise six-to 12-member crews of experienced planters and greeners to ensure that the job gets done, not just properly but safely.

“Poor tree planting is a technique issue which also makes it a safety issue,” Houle says. If the seedlings are not being planted properly, the poor technique will lead to tendinitis, the worker tires more easily and may make other errors that could compromise their health and safety.

“We can bring those things (production and safety) into alignment. So we (crew bosses) talk to them a lot. We expect them to start slow.” Greeners may take a few weeks to hit stride, and even experienced planters may take a week or more to get back into the swing of things.

“You really need to spend the time for new workers to learn the job, especially young workers,” says Houle, and for a company that wants its workers to return, that’s important.

“We want to have people coming back. So it’s good for business to take care of young workers. Young people want to be looked after and have high expectations. They want good equipment, good food, good conditions, good pay and to be safe. We make sure we offer that but expect excellent work ethic in return.”

# How WSN Can Help:

Workplace Safety North offers a range of products to help workplaces improve their new and young worker training programs including:

## PRODUCTS

### Health, Safety & Your Job

This handy, 24-page booklet is designed to introduce employees to some of the key issues in health and safety in the workplace. It contains a series of short articles on such subjects as training, lockout, and noise. This user-friendly booklet sets a tone and lays a groundwork that will start all employees off on the road to lifelong involvement in workplace health and safety.

### Speak Up!

This 10-minute DVD delivers a powerful and direct message to workers between the age of 15 and 24. It explains their rights and responsibilities for health and safety and emphasizes communicating openly in order to become familiar with the hazards of their working environment. Speak Up! is designed to be used as part of the required health and safety orientation of new and young workers.

### “Will you think of Dave...?”

On a February morning in 1999, 18-year-old David Ellis left home for his second day of work. He never made it back. Since that terrible day, David’s father, Rob Ellis, has become a spokesperson for workplace health and safety in Ontario. In this DVD, he tells the story of his son’s tragic death in the hope that it will prevent the injuries and deaths of other young workers.

## TRAINING

### SafePlanting.com

SafePlanting.com is designed to meet tree planting companies’ due diligence obligations to provide general health and safety training and orientation to their workers. Employers who sign up their tree planters for this general training and orientation will find that it streamlines and speeds up the job specific health and safety training they are also required to provide.



### New and Young Worker Employer Guide

Protecting yourself from the financial and emotional costs that occur when a worker is injured on the job.



### Your Business, Your Choice – Think Again

Employers are responsible and liable for every employee they hire, and must provide the orientation, training, and supervision that could ultimately save a young worker’s life.

It’s an important task but this new and free employer guide to new and young worker safety takes a simple, straightforward approach to assisting employers and supervisors hiring and working with new and young workers.

The 15-page booklet covers employer, supervisor and worker responsibilities; a detailed outline on how to prepare a new worker orientation program, including a worker orientation checklist; as well as information on training, supervision, and the use of personal protective equipment.

Your Business, Your Choice – Think Again is available as a free PDF download from Workplace Safety North at [www.workplacesafetynorth.ca/thinkagain](http://www.workplacesafetynorth.ca/thinkagain).

For more information on these courses and products, or for information on other young worker products, contact Workplace Safety North at 1-888-730-7821 or visit [www.healthandsafetyontario.ca/WSN](http://www.healthandsafetyontario.ca/WSN).



# HAZARD ALERT!

## PAPER, PRINTING AND CONVERTING SECTOR

# Worker Suffers Burns in Welding Mishap

### WHAT HAPPENED?

A welder at a mill suffered burns to his hands when the oxygen regulator he was using caught fire. The welder was preparing to repair a cylinder cart and was in the process of using his oxy-acetylene torch. He had installed the regulators onto some cylinders that were nearby and opened the valve on the oxygen cylinder when the oxygen regulator burned out. This could have had catastrophic consequences.

### WHY DID IT HAPPEN?

The oxygen regulator was not in proper working order. The inlet filter was not in its proper place within the inlet gland. It was found to be loose with the cavity between the gland and the regulator body, preventing the filter from functioning properly.

Contaminants – grease, oil dirt – were present in the regulator.

The cutting torch had a leak at the cutting oxygen valve packing with the torch handle, allowing oxygen to leak whenever the lever was operated.

The welding hose was in poor condition. The rubber was dried out and many cuts in the hose went through the inner tube.

The acetylene regulator was not in proper working order. It had significant seat leak allowing inlet pressure to leak into the low pressure side of the regulator.

### HOW COULD IT BE PREVENTED?

Cylinder outlet connections should be inspected for dirt, oil and contamination before any regulators are connected.

Hoses should be inspected for cracks and cuts prior to use.

Open the oxygen cylinder valve as slowly as possible, allowing the dial pointer to rise gradually until it stops at the pressure cylinder. This will reduce the pressure surge which could ignite contaminants because of the rise in temperature.

Inspect equipment on a regular basis and do not modify equipment without contacting the manufacturer for information – instructions, correct parts, etc.

Train operators in the use and hazards of handling oxy-fuel apparatus.

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# BORING-NOT!!!

## TAKING SAFETY TO THE CLASSROOM



**“They think it’s just going to be another boring session,” says Doug Brown, of the Thunder Bay high school students who attend the Young Worker Awareness Program presentation.**

But Brown, a consultant/trainer with Workplace Safety North, and his presentation partner Doug Cettina, an inspector with the Ministry of Labour, make sure the presentation, intended to give youth the health and safety awareness they need to protect themselves, is anything but boring.

“We have fun with it,” says Brown, known to his clients and co-workers as a voluble, engaging person with a passion for health and safety.

The province-wide program launched in 1990 and still going strong has volunteers, many in the health and safety field in industry, government and health and safety agencies, work together to reach out to give many youth their first contact with a practical approach to workplace health and safety.

“YWAPPERS – we call ourselves and we get out to the schools,” says Brown, who became involved several years ago when his own children were attending secondary school.

“I was aware of YWAP through working on the Partners in Prevention health and safety conference – Forum North planning committee, and with health and safety people in the community,” he says. One of the schools he visits is “the one my kids were going to and I knew a lot of their friends, so it was a good fit.”

Brown and Cettina visit two high schools – Hammaraskjold and Westgate Collegiate Vocational Institute – twice a year, giving two sessions on each visit to 30 to 40 Grade 11 and 12 students, many in co-op work placements. Other YWAP volunteers deliver the program at the remaining Thunder Bay high schools.

“We try to get them in there before their work placement sessions,” Brown says.

The centerpiece of the session is a PowerPoint presentation, that focuses on “7 Things You’d Better Know” as a young worker, including their rights and responsibilities under the Occupational Health and Safety Act.

But the two Dougs working in tag team format bring more than a touch of reality by sharing the stories of Dave Ellis,

Candace Carnahan, and Eric Leighton. Ellis, 18, was killed on his second day on the job at a bakery. Carnahan, a university student, had her left leg amputated in an incident at a paper mill. Leighton, 18, was killed in an explosion in an auto shop class at his school last May.

The students also watch Lost Youth, a video by SafeWork BC, which tells the stories of four teens injured on the job; none were properly trained to deal with hazards and risks at their workplaces. In emotional interviews, their parents speak of the need for everyone to make sure young people know how to be safe on the job.

The intent, however, is not to scare youth but to raise their awareness of workplace health and safety.

“It’s important to make the session interactive and keep the students focused,” Brown says. “So we also bring a wide range of personal protective equipment – hard hats, chemical suits, gloves, respirators, goggles, fall protection, high-visibility vests and more – to spice up the session.”

They call on student volunteers, give them work hazard scenarios from a flagman on highway construction to chemical unloading, and ask them to select and don the appropriate PPE. The students enjoy watching their classmates try to decide which equipment is appropriate for the scenario. Prizes are awarded to the volunteers for their participation.

“We get a lot of good feedback from the kids,” he says. “Typically the bell rings and they have to go, but some come to talk about their experiences and what they’ve heard.”

Brown and Cettina appreciate the interest youth demonstrate in the presentation and the importance of workplace health and safety, but to them the real reward, although unseen and unknown, is preventing an incident involving a youth.

The Young Worker Awareness Program, online at [www.ywap.ca](http://www.ywap.ca), offers youth, parents and teachers a range of workplace health and safety information and resources.

### 3 RIGHTS YOUNG WORKERS SHOULD KNOW

1. They have the right to know the hazards in their jobs;
2. They have the right to take part in keeping their workplace healthy and safe; and
3. They have the right to refuse unsafe work.

# HAZARD ALERT!

## MINING SECTOR

# Haul Truck Slides as Wheel Chocks Slip

### WHAT HAPPENED?

An operator parked a haul truck outside an underground shop to wait until it could be brought in for repairs. The parking brake was engaged, and wheel chocks placed. The operator then walked to the shop. At the end of the shift, he returned to the haul truck to collect his personal belongings and discovered the equipment had slipped forward, sliding into the wall. No one was hurt and damage was minimal, though the potential existed for a catastrophic loss.

### WHY DID IT HAPPEN?

The parking brake failed and the wheel chocks were pushed forward by the weight of the truck.

The chocks did not have a toe length that allowed the weight of the machine to hold them in place.

### HOW COULD IT BE PREVENTED?

Parking brakes require regular maintenance, and should be tested as part of a pre-operation checklist.

Toe length, tread, teeth, coated-finishes and other friction-creating features can enhance a wheel chock's ability to prevent movement.

Wheel chocks should be control tested as part of the pre-service commissioning check for all vehicles.

Tested and approved wheel chocks should remain with the vehicle and be used only for that vehicle.

Operators should be trained to properly install wheel chocks on their vehicles, including full-face and centred on each tire.

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# Young/New Worker Orientation Checklist

Get Them Started Right

- ✓ Welcome new employee(s) and introduce fellow workers
- ✓ Explain hours of work, call-in procedures when absent and follow-up
- ✓ Explain discipline policies and procedures
- ✓ Review sections 27 and 28 of the Occupational Health and Safety Act, Duties of Supervisors and Duties of workers
- ✓ Explain procedures for:
  - time cards
  - overtime
  - vacation
  - work permits
  - personal use of telephone
  - reporting hazards
  - right to know
  - right to participate
  - right to refuse unsafe work
- ✓ Review procedure for reporting incidents and receiving first aid treatment
- ✓ Review fire and emergency procedures
- ✓ Explain security procedures
- ✓ Review policy for personal protective equipment - demonstrate proper fitting and wearing of PPE - outfit recruits with equipment and assist in fitting
- ✓ Discuss lunch and rest break policy
- ✓ Review policy for appropriate clothing at work
- ✓ Review working around machines and machine guarding
- ✓ Review lockout procedures
- ✓ Review working around mobile equipment
- ✓ Introduce worker health and safety representative (if any)
- ✓ Tour work site
- ✓ Orientation should also include necessary training, such as first aid and WHMIS, as well as a review of all identified hazards related to the young worker's job or the work site.

# HAZARD ALERT!

## FORESTRY SECTOR

# Slip, Fall From Skidder Results in Broken Arm

### WHAT HAPPENED?

A mechanic went to check the air conditioning compressor on a skidder. To access the engine compartment, the mechanic climbed on and stood on the top of the blade of the alligator step. While working, the mechanic lost his footing and slipped off the equipment. He landed on his feet but lost his balance and fell backwards. His right arm struck the top of the skidder blade. The mechanic was taken to a doctor, diagnosed with a fractured forearm and off work for a month.

### WHY DID IT HAPPEN?

The skidder was well positioned at the work site, however, changing seasonal weather made the ground wet and muddy. The worker had recently purchased boots, but they and his coveralls were muddy. The machine did not have proper handholds, and the location of the compressor and congestion in the engine compartment made servicing difficult, placing the worker in an awkward position. The mechanic lost proper three-point contact.

### HOW COULD IT BE PREVENTED?

Extra handholds and steps on the skidder would have increased the ability of the mechanic to maintain three-point contact.

If available, a small stepladder would have provided a stable working platform and better access to the engine compartment.

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# SIZE DOESN'T MATTER

But in large workplaces & small companies health & safety does

## **Ontario's largest workplace – approximately the size of Switzerland – is getting safer for the people who work in it.**

More than 50 forestry companies working in the largest contiguous forest management area in Ontario – 4.25 million hectares comprised of the Abitibi River and Timiskaming forests – are nearing completion in their effort to provide all their workers with a standard level of health and safety programs.

The initiative is the result of decisions last year by the boards of directors for the two forest management areas “first and foremost to ensure a safe working environment across such a massive forest,” says Allan Foley, president of First Resource Management Group Inc., which manages the forests as agent for Abitibi River Forest Management Inc. and Timiskaming Forest Alliance Inc.

Abitibi River and Timiskaming are co-operatives of the forestry companies, ranging from small independent logging operations to large forest product producers, who operate in the forests. Their boards, comprised of member companies, had passed resolutions requiring all forest operators to have third-party certified health and safety programs that meet the legislated requirements before they could acquire approval to operate in the forests.

“We answer to them,” says Foley, of First Resource. “They rely on us to manage the planning and process requirements on their behalf” including this health and safety initiative.

“We had to come up with a way of establishing effective health and safety standards,” he says, but standards that could be achievable by small firms with limited resources. Approximately a dozen of the member companies currently employ five or fewer workers.

The decisions were broadly accepted by the contractors, but with hesitation by some, says Foley. “It’s a little

intimidating. They think, “This is a nice thing to do to, but how are we going to do it?”” Nor did First Resource and the boards “want to hang them out to dry,” telling them here are the standards, now meet them.

First Resource turned to Workplace Safety North (WSN) and its Safe Workplace Ontario (SWO) certification program, which not only provides specific health and safety standards, but also provides participating firms with all the essentials to set up and implement an effective health and safety program that meets their specific needs.

“Quite a few of the companies were already involved in the Safe Workplace Ontario process, and several had health and safety programs” that eliminated their need to duplicate the effort, says Claude Thibeault, First Resource operations manager. Working with WSN and its consultant/trainers, “we had workshops and introduced it (SWO) in bits and pieces” to those who were unfamiliar with the process and required third-party certification.

“They didn’t find it too bad,” Thibeault says. In fact, the response has been good, because “they see the initiative as a positive step to help them meet their obligations and their people are working safer.”

In addition to holding workshops and training programs, WSN consultant/trainers did multiple site visits to assist and check on required documentation. Once a company works through the process, completing all the SWO requirements, their health and safety program is awarded SWO certification which can be renewed annually.

“It was a real joint effort between all the forest operators, the boards, First Resources and Workplace Safety North,” says Foley, “and this is now an ongoing working relationship” that could set the standard for health and safety in forest management areas across Ontario.

For more on WSN’s Safe Workplace Ontario, available for all sectors, visit [www.healthandsafetyontario.ca/WSN](http://www.healthandsafetyontario.ca/WSN).





## WSN Health and Safety Notes

### Mining Common Core Training Update

Amendments to the training requirements of Section 11 of Regulation 854 (Mines and Mining Plants) became effective Jan. 1 of this year, requiring mining operations to establish and maintain training programs.

The amendments reflect changes to the the Common Core and Specialty Modules for Underground Hard Rock Miner (Program #770010), Underground Soft Rock Miner (Program #770130), and Mill Process Operator – Mineral Ore (Program #810050).

The changes, according to the Ministry of Training,

Colleges and Universities, reflect current practices in Ontario's mining industry, but the revisions do not change the necessity for employers to ensure all workers are properly trained for the work they perform.

For more detailed information on these training program changes contact a MCTU Apprenticeship Office, (<http://services.findhelp.ca/eo/tcu/appoff>), your Workplace Safety North consultant/trainer, or Diane Scott, WSN's program/training specialist.

### Annual Provincial Mine Rescue Competition

Ontario's best mine rescue volunteers will compete for honours in the 62nd annual Ontario Mine Rescue Provincial competition June 8 and 9 in Sudbury.

The top mine rescue teams from seven districts across Ontario will test their emergency response skills, including first aid, special rescue equipment, firefighting, and rescue procedures in the competition at Vale's Copper Cliff Mine South Mines.

Mine rescue team members, the backbone of Workplace

Safety North's Ontario Mine Rescue are volunteer mine workers trained by Mine Rescue Officer/Consultants to respond to all types of mine emergencies including fires, explosions and falls of ground.

Competitions provide participants with a high level of experience and training, which they share with fellow volunteers at their mines, and ensure emergency response procedures and use of equipment is standard across Ontario.

## Workplace Safety North Notice of Annual General Meeting

Notice is hereby given to all member firms of Workplace Safety North that an Annual General Meeting of the members will be held at:

**Clarion Resort Pinewood Park**  
**201 Pinewood Park Drive, North Bay, ON**  
**Founders Room A & B**  
**9 a.m., Tuesday, June 19, 2012**

To designate a proxy complete the form within this magazine or download a proxy form at [www.healthandsafetyontario.ca/WSN](http://www.healthandsafetyontario.ca/WSN)

**Need help or have questions: Rebecca MacDonald 705-474-7233 x244 or at [rebeccamacdonald@workplacesafetynorth.ca](mailto:rebeccamacdonald@workplacesafetynorth.ca)**



# Your business. Your choice.

Think safety is a young worker's responsibility? Think again.

When it comes down to it, you as the employer are responsible and liable for each and every employee you hire. You have invested so much time and money into your business, why would you be willing to risk it all by not putting the same time and effort into providing extensive safety training for your young workers? Fewer injuries have been proven to occur when a genuine commitment to safety is implemented, so take all necessary precautions.

**Protect your young workers, and protect yourself from the financial and emotional costs of an injury on your watch.**



**think**AGAIN

Check out our free New and Young Worker Employer guide at:  
[www.workplacesafetynorth.ca/thinkagain](http://www.workplacesafetynorth.ca/thinkagain)  
or call toll free at: 1-888-730-7821