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What to look out for in 2021 and beyond

B.C.'s Minister of Labour on improving workers' lives





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ISSUE 59.02

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A seat at the table



MY

mother is a scientist. Growing up, it never struck me as odd or weird to see women in science as I had one right in front of me.

It was only a bit later on that I realized how few women actually were in STEM. I never wanted to be a scientist myself, but I was never made to feel that I couldn't had I wanted to.

We hear the phrase "representation is important" so often *precisely* because it is. Although we may grow up with our own dreams and ambitions, it can seem daunting to embrace them with little to no examples of people who look like us in the paths we wish to take.

Although occupational health and safety can often seem like a male-dominated profession, there are a growing number of amazing women in the space, many of whom have been there for years. Female safety professionals need to be empowered with the right tools to be able to do their jobs to the best of their abilities. And seeing women thriving in this field can inspire others to do the same.

In March, *COS* hosted its annual Women in Safety Summit, which, with more than 600 highly engaged — and engaging — attendees, was a roaring success. One thing the speakers were keen to highlight was the importance of leadership and especially mentorship.

Representation is vital — but another piece to this is mentorship. And this is something men and women can do: Help raise up young women wishing to break into the field by offering them guidance, advice and an example of what good leadership looks like.

For the first time ever, in this issue, we are delighted to shine a light on the Top Women in Safety.

These 40 women are at the top of their game, some have decades of experience and some are earlier on in their career but are already making waves. All are committed to keeping workers as healthy and safe as possible — and now more than ever, considering how difficult the past year has been.

In this issue, we also spoke with British Columbia Minister of Labour Harry Bains who shared a similar sentiment.

Bains told us that his priorities for the coming year (and beyond) will be improving employment standards for workers, working to provide better protections for gig and precarious workers and supporting a strong economic recovery. He also is continuing his commitment to ending workplace bullying and harassment.

"Nothing is more important than the health and safety of our workers and of our population," said

Fundamentally, regardless of gender, the goal of every safety hero is for every single worker to make it home at the end of the day.

Maia Foulis, editor, Canadian Occupational Safety



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ISSUE 59.02



TOP 40 WOMEN IN SAFETY

Our inaugural top women in safety list celebrates the best female OHS professionals in 2021

INDUSTRY PROFILE

B.C. MINISTRY OF LABOUR

B.C. Minister of Labour Harry Bains talks about what the province is doing to support workers during the pandemic





PPE FOCUS

Essential heat and flame protection for the warmer months



FEATURE OIL AND GAS UPDATE

Top industry experts share their insights on the oil and gas industry

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WORKPLACE NEWS



FEDS TO SUPPORT AGRI-FOOD **WORKERS IN NOVA SCOTIA**

'The funding is helping many local businesses adapt their operations to help safeguard workers against COVID-19'

federal government is investing \$2.6 million through the Emergency Processing Fund (EPF) to help 40 food processing plants in Nova Scotia adopt measures that would protect workers from COVID-19.

"The COVID-19 pandemic has brought on many challenges for the food processing industry. We are here to support our essential food workers, who continue to provide Canadians access to a secure food supply," said Marie-Claude Bibeau, minister of agriculture and agri-food. "Through the Emergency Processing Fund, we are giving businesses the support they need to keep their employees safe and our food systems running strong."

Recipients can use the finding to enable social distancing, purchase reusable personal protective equipment (PPE), install protective barriers and develop employee training.

One of the recipients is Kentvillebased Ocean Crisp Apple Company Inc., one of the largest single suppliers of premium variety apples in Nova Scotia, which will get up to \$100,000.

"Ocean Crisp appreciates the Government of Canada establishing a program to help companies like ours invest in technology that is going to lessen risk to our employees during COVID-19, but [it] also serves as a longer-term innovation investment that will continue to support our efforts in providing quality apples to our customers around the world," said Blake Sarsfield, president of the company.

In 2019, nearly \$2.5 million in federal funding was announced for Ocean Crisp Apple Company Inc. to purchase and install advanced apple processing technologies to increase capacity, improve efficiency and reduce water usage.

Agri-food

Nova Scotia has more than 2,000 agri-food and beverage production companies with approximately 12,000 jobs linked to the industry.

"The agriculture and agri-food sector is crucially important to rural economies across the country, and Nova Scotia is no different," said Kody Blois, member of parliament for Kings-Hants in Nova Scotia. "The funding announced today is helping many local businesses adapt their operations to help safeguard workers against COVID-19, but it is also an innovation investment to ensure they can continue to remain competitive in putting food on the shelf across Canada and across the world."

Launched in June 2020, the \$77.5-million Emergency Processing Fund is helping food processors implement measures to protect the health and safety of workers and their families in response to the COVID-19 pandemic, with an emphasis on supporting meat processing facilities in Canada. The fund also supports facility upgrades to help strengthen Canada's food supply. A further \$10 million is expected to be allocated from internal funds.

Canada Goose giving employees 'vaccination leave'

Performance apparel manufacturer Canada Goose will give all its employees up to four hours paid leave to receive COVID-19 vaccinations.

"I believe that as vaccinations ramp up, and as global supply continues to increase, we have entered a new, hopeful phase in our global fight against COVID-19," says Dani Reiss, president & CEO of Canada Goose.

The employer will also provide all its employees across its global operations access to on-demand information regarding COVID-19 vaccines. It is also appointing a medical professional to respond to workers' questions about the vaccine.

Alberta invests in training for commercial drivers

Alberta is investing \$5 million through the Driving Back to Work grant program to help train commercial Class 1 or tractor-trailer drivers.

The program will cover up to 90 per cent of the cost of Mandatory Entry-Level Training (MELT) to help eligible unemployed Albertans get their Class 1 commercial truck driver's licence and pursue careers as professional truck drivers.

"We've heard the trucking industry's concerns on driver shortages and costs loud and clear," said Ric McIver, minister of transportation.

The industry has warned of a potential shortage of 3,600 commercial truck drivers in Alberta by 2023.



"The COVID-19 pandemic has brought on many challenges for the food processing industry. We are here to support our essential food workers."

Marie-Claude Bibeau

Ministry of Agriculture and Agri-food

FINES AND PENALTIES



Saskatchewan fines Ottawa employer \$935K for two workplace injuries

EVRAZ INC. NA Canada of Ottawa was fined a total of \$935,000 after pleading guilty to two incidents in the workplace that resulted in injuries to two workers.

The company was fined \$257,142.14 with a \$102,857.86 surcharge, for a total of \$360,000, for an incident that took place on Jan. 24, 2019.

That day, a worker was rolling a pipe at the EVRAZ plant in Regina, Sask. The worker slipped on ice and snow which lead the individual to be pinned between the pipe and a steel plate of a conveyor, resulting in serious injuries.



Worker caught in moving machinery in Burlington

Burlington, Ont.-based employer Cogent Power Inc. was fined \$90,000 after one of its workers was caught in moving machinery that had not been equipped with a guard or other device to prevent access to a pinch point, causing injury.

The company was also given a 25-per-cent surcharge after pleading guilty to the violation. The surcharge is credited to a special provincial government fund to assist victims of crime. This brings the total fine up to \$112,500 (with the surcharge totalling \$22,500).



Mill facilities fined \$300K each for high-risk violations

WorkSafeBC recently attended a lumber mill facility in Surrey, B.C., operated by the Teal Jones Group in response to an incident.

The incident occurred when a worker was conducting maintenance on a lumber sorting machine while standing on planks inside a sorter bin. The worker ending up falling around 5.2 metres (17 feet) and sustained injuries. The Teal Jones Group was fined \$319,676.38.

Another firm, West Fraser Mills Ltd., which operates a sawmill and planer mill facility in Chetwynd, B.C., was fined \$337,671.71 following an inspection by WorkSafeBC.

ONTARIO WORKER FALLS THROUGH SECONDSTOREY OPENING

THUNDER

Bay, Ont.-based Robert C.
Nearing Holdings Inc. was
fined \$60,000 after pleading guilty to one
violation that caused a worker to fall
through an opening on the second storey of
a structure, causing injury.

The company was also required to pay a 25-per-cent victim fine surcharge as required by the Provincial Offences Act, which will be credited to a special provincial government fund to assist victims of crime.

The incident took place on June 11, 2019, when a worker was requested by another worker to go to a storage area behind the auto repair bays of the facility to assist in retrieving two boxed barbeques



forks. The width of the mast was 42 ½ inches.

On that day, the two workers were on the second-storey walkway to retrieve the boxed barbeques, and the chain opposite the entrance to a storage container was removed. A forklift, operated by a supervisor, was moved to the gap, with the forks extending into the gap.

"Those orders were complied with. A compliant guardrail was installed and a procedure was developed for working with the guardrail removed."

Ontario Ministry of Labour

from storage. The second worker had been directed to retrieve the items by the store manager.

The storage facility was constructed by joining three "sea-cans" — intermodal shipping containers — side by side, then stacking the same size and number of containers on top to create two levels of storage capacity. The top level can be accessed via a set of stairs leading to a metal walkway running the width of the joined container fronts.

The walkway had a series of upright posts on the side opposite the containers. Across from the entrance to each second-storey container was a removable chain between posts, which, when removed, allowed access for a forklift to deliver or remove storage items.

The total width of each gap created by removing a chain was 97 inches. If the forks of the forklift were inserted into the gap, an unprotected opening between the forklift's mast structure and the posts on one or both sides would remain, the width of which depended on the placement of the

The two workers removed a barbeque from the container and loaded it onto the forks. They then removed a second barbeque. They were in the process of stacking it onto the first when one worker stepped off the walkway with one foot through the opening and fell to the ground.

The unprotected opening was 46 inches wide and the fall was 8 feet, 7½ inches from the second storey of the structure to the ground.

The inspector from the Ministry of Labour, Training and Skills Development investigating the incident has ordered that a guardrail complying with the requirements of section 14 of the Regulation for Industrial Establishments (Regulation 851) be installed on the walkway.

The inspector also ordered that workers be protected from falls when that guardrail is removed.

"Those orders were complied with. A compliant guardrail was installed and a procedure was developed for working with the guardrail removed," according to the Ontario government.

GREAT LAKES COPPER FINED \$75K FOR TUBING INJURY

GREAT Lakes Copper Ltd. was fined \$75,000 after one of its workers was injured after being struck by tubing that slid as it was being moved.

The charge stemmed from a Nov. 4, 2019 incident, when a worker from a temporary help agency and a second worker were working in the company's shipping/warehouse facility. The workers were retrieving stock and preparing it for shipping. This task is usually done by one worker; however, on that day, the temporary worker was shadowing the second worker.

The second worker operated the forklift to lift the copper tubing, while the temporary worker was on foot, working between a weigh scale and a desk. They placed a bundle of copper tubes into a tube rack on the weigh scale, to be weighed and split into bundles of desired weights.

Once the bundles were weighed and apportioned, the temporary worker wrapped two slings around the bundles, one at each end, and attached them to the forklift extension. Intending to maintain a tight bundle, a third "cinch strap" was added to the middle of the bundle.

The cinch strap was placed loosely over the top of the bundle after the forklift had already started lifting it. However, due to the height of the lift at the time, the temporary worker did not see that the strap had also been thrown around the fixed frame of the tube rack on the scale. The second



According to the government, Great Lakes Copper had a standard operating procedure (SOP) for picking straight stock, and the workers had been trained on this SOP. However, the SOP did not address the step of adding a cinch strap to bundles being lifted, despite the fact that the schematic in the SOP shows a cinch strap on a bundle. It was the general practice among workers to add a cinch strap, but they had not been trained on how to do so safely and the cinch strap had sometimes been caught on the tube rack frame during previous lifts.

An investigation found that Great Lakes Copper failed to ensure that the measures and procedures prescribed by the regulation were complied with at the workplace, contrary to section 25(1)(c) of the

"Material...shall be lifted, carried or moved in such a way...as will ensure that the lifting, carrying or moving of the material...does not endanger the safety of any worker."

Regulation for Industrial Establishments

worker raised the lift further, which now consisted of the tubing bundle and the tube rack.

The second worker could see the rack was tipping and began to lower the lift. However, the cinch strap released, causing the bundle and tube rack to fall and strike the temporary worker. The temporary worker was knocked into a nearby desk and onto the floor where the worker was pinned. The tube rack and tube bundle pinning the worker weighed about 1,300 lbs. The worker suffered injuries.

Also, Section 45(a) of the Regulation for Industrial Establishments (Regulation 851) prescribes that "material, articles or things required to be lifted, carried or moved, shall be lifted, carried or moved in such a way and with such precautions and safeguards, including protective clothing, guards or other precautions as will ensure that the lifting, carrying or moving of the material, articles or things does not endanger the safety of any worker."



Worker dies following wooden telephone pole incident

Ontario company R.M. Bélanger Limited was fined \$210,000 after one of its workers was killed when a wooden telephone pole rolled while it was being loaded with a forklift onto a trailer.

The company was found guilty on Oct. 1, 2020 of two offences: failing to use a safe procedure for loading a pole onto a flatbed trailer; and failing to ensure that no worker was in an endangered position during the loading of a pole onto a flatbed trailer. Both were contrary to section 25(2)(h) of the Ontario Health and Safety Act.



Asbestos risk leads to hefty fines for B.C. companies

Vancouver-based demolition firm MK Demo was fined \$20,000 and issued a stop-work order following an inspection by WorkSafeBC at its worksite. The firm had been conducting asbestos abatement at a house slated for demolition.

During inspection, WorkSafeBC found that workers were carrying bags of vinyl sheet flooring, which is an identified asbestoscontaining material (ACM), out of a building and into a trailer.

In the same vein, Green Clover Asbestos was fined \$40,000 and issued a stop-work order following a WorkSafeBC inspection of its worksite in Surrey, B.C.



Worker fatally injured while fixing a strap

Saskatchewan company Basic Truck & Trailer Repair Incorporated was fined \$65,000 plus a \$26,000 surcharge after pleading guilty to one count under Occupational Health and Safety legislation.

The charge stemmed from a July 31, 2018 incident where a worker was fixing a strap on a truck box's hydraulic cylinder. The strap broke, resulting in a fatal injury to the worker.

The company was charged with contravening subsection 164(1) of The Occupational Health and Safety Regulations, 1996. Two other charges were stayed.

PRODUCTS AND SERVICES

CorityOne 360-DEGREE PLATFORM FOR EHS PROFESSIONALS

GLOBAL

EHS software provider Cority has announced the release of its SaaS platform, CorityOne.

CorityOne is designed to help health and safety professionals and business leaders to build more resilient, connected and sustainable organizations.

"It's time to think dfferently about the future," says Mark Wallace, Cority's CEO. "Every day we are committed to delivering the best solutions to further the missions of the individuals and organizations we serve. CorityOne puts the power of our technology in their hands to positively change the future of business and the impacts on our health and our planet."

Cority says that the platform has a stronger and more comprehensive functionality centred around the workforce and provides a 360-degree picture of risk, empowering EHS professionals to understand the hazards employees face and how physical assets can impact people and workplaces. In doing so, CorityOne provides workers with information to make quick and effective decisions.

"Cority has established a comprehensive, end-to-end enterprise EHSQ platform, with strong market momentum," says Yaowen Ma, principal analyst, Verdantix. "CorityOne's breadth and depth of functionality and open architecture lend to its strengths as an integrated EHSQ platform for enterprise-wide initiatives and emerging connected worker ecosystem of solutions."

Verdantix, an independent analyst firm, recently released its "Green Quadrant EHS software 2021" report, which mentions CorityOne.

CorityOne includes a number of different "clouds" (environmental, health, safety, quality, etc.)

Whether you fully deploy CorityOne as an integrated enterprise-wide solution, choose one of the comprehensive clouds or have a specific process solution need that crosses EHSQ — such as audits, compliance, incidents, management of change or document control — CorityOne provides strong integrations and powerful, modular solutions.

Configurability, security and integration are featured in CorityOne's SaaS model. CorityOne is available immediately.

Brass Knuckle new lenses combat fogging

FOGGING

lenses and an overall lack of

comfort are the two main reasons that workers remove their eye protection. Spectrum helps prevent this issue with N-FOG anti-fog lens protection. It permanently bonds to the lens and will not wear off or wash off. Its anti-fog protection exceeds European EN 166/168.



For comfort, Spectrum features bowed, super-flex rubber temples that ratchet for custom fit. They touch the wearer only behind the ears, eliminating all pressure points. These ratcheting flexible temples offer a face-hugging design. The second-generation PivotEase nosepiece slides up and down and pivots on a hinge for added secure fit.

Spectrum brings all this to bear while also retaining its anti-scratch, anti-static and UV protection properties.

Clear lens allows maximum light transmission without changing or distorting vision or colours. Smoke lens provides all-over tint for normal outdoor conditions. Amber lens sharpens contrast and provides greater clarity in low-light conditions. Amber filters out blue light from computer screens and other electronic devices.

There are also two mirror lens finishes available. Indoor/outdoor clear mirror lenses provide all-around tint for protection from the glare of bright artificial lighting and sunlight, ideal for workers who change environments throughout the day. Blue mirror is a sunglasses style that reduces glare. (Note that the two mirror options do not include N-FOG technology.)



Make sure you isolate hazardous energy, such as electricity and water, the safe way with Brady's T-handle Ball Valve Lockout.

It has an adjustable design that provides a secure fit when locking out T-handle ball valves on PVC pipes. This lockout device is easy to apply, lock and store and is a safer alternative to using ill-fitting gate valves and cable lockouts or using tagout alone. Easy installation means you can move on to equipment maintenance sooner knowing you are keeping everyone safe.

The device has adjustable slides ensure proper fit and prevent removal; the hinged, single-piece device installs quickly; and it is a one-size-fits-most solution — either large PVC pipes with 1.25- to two-inch diameters or small PVC pipes with 0.5- to one-inch diameters.



Impacto innovates with new gloves

Impacto's new Anti-Impact Coated Hammer Gloves feature a number of qualities, including: enlarged encapsulated air padding over the thumb web area and index finger cushions and dampens impact; padding that protects the left and the right hand; elastic knit liner that acts as a second skin ensuring tactile feedback; and polyurethane resistant textured coating on the palm that offers excellent gripping, improved sensitivity and dexterity. The gloves are designed to protect the thumb web area from impact and trauma when pounding nails, working with chisels and similar applications. They are full finger gloves, which ensures best hand protection. The seamless material is breathable and comfortable to ensure excellent fit and they feature a pull-on style with elasticized wrist cuff for comfortable fit.

KEEN UTILITY LAUNCHES NEW VISTA ENERGY WORK SHOES

recent growth in manufacturing, warehousing and distribution has increased the demand for workers, growing the labour force at a rapid pace. For the men and women working in these industries, footwear safety remains critical.

This spring, KEEN Utility is introducing its latest innovation in indoor safety footwear. The CSA-certified Vista Energy is a work shoe built to perform in the rigorous and fast-paced indoor manufacturing environments where speed, agility and comfort are key.

For men and women who work long hours standing and walking on hard surfaces, safety footwear offering the best in cushioning support is a top priority. KEEN Utility's CSA Vista Energy series features KEEN.ReGEN, a lightweight performance cushioning midsole that returns 50 per cent energy with every step.

The shoe was also designed to include KEEN's KonnectFit heel capture

The sneakers feature asymmetrical carbon-fibre toes that are 15 per cent lighter than steel and incorporate a flexible, non-metallic puncture-resistant midsole plate.

The CSA Vista Energy series is constructed with a non-marring, two-layer mesh upper to increase breathability and air flow within the shoe. The shoes have an oil- and slip-resistant outsole with water-diverting channels, maximizing surface area contact and improving traction to reduce the risk of slips and falls.

The CSA Vista Energy series is available in both men's and women's silhouettes. The new Vista Energy series will be available in a breathable mesh low version and another low height option, Vista Energy XT, with a synthetic upper offering more abrasion resistance for both men and women. The Vista Energy series will be available in Canada and the U.S. in early 2021 for select retailers and online for \$160.



Honeywell engineers new firefighter boot

The BT4010 is Honeywell's first boot with an adjustable fit. Each pair of boots comes standard with a pair of shims that can be used to configure the boots into three width options.

Each pair of boots features an adjustable fit and comes with a pair of shims that can be used to configure the boots into three width options. Additional features and benefits include: flame-resistant, water-repellant leather; liquid protection lining package; nitrile rubber soles to provide electrical hazard protection; textile midsole penetration resistance barrier; and National Fire Protection Association certification.

The Honeywell BT4010 is available now from authorized Honeywell distributors. It is available in three widths, full sizes 6 to 15 and half sizes 7.5 to 12.5.



OHD announces new QuantiFit2

The OHD QuantiFit2 is a specialized instrument that utilizes OHD's scientifically proven and patented Controlled Negative Pressure (CNP) technology to directly measure respirator leakage. This technology performs fast, easy and precise respirator fit tests, ensuring fit and protection for you and your employees.

QuantiFit2 battery packs allow for cordless operation, animations to guide the user through each exercise, and AutoStart allows for touchless testing.

CNP is accepted by OSHA and appears in the Federal Regulations governing fit testing [29 CFR 1910.134]. It is also included in the Canadian Standards [CSA Z94.4-2011] and UK HSE Standards [EN132-149 & INDG 479], as well as ANSI Z88.10-2010, ISO 16975, Italian UNI 11719 and NFPA 1404.

Rechargeable battery packs are available with more than four hours of active run time.

SOBEREYE non-invasive impairment monitoring safety tool

new SOBEREYE's impairment monitoring platform is a non-invasive safety tool, easy to use, with rapid results. It provides safety management officers with an objective measurement tool that helps their employees do the right thing without force or coercion from management. Workplace operators check themselves with SOBEREYE's mobile device.

SOBEREYE is a good way to determine if one of

your workers has any impairment ahead of their workday. They simply use the mobile testing device held up to their eyes before beginning work. The SOBEREYE system, in one minute, lets them know if they have any impairment risk that might jeopardize their safety or the safety of those with whom they work each day.

The SOBEREYE device checks the users' eyes and in real time accurately measures impairment risk due to fatigue, illness, alcohol or legal, illegal and prescription drugs. The portable device makes it easy to self-test anytime and anywhere. Iris recognition technology identifies the person taking the test and allows unsupervised testing.

In addition to the device, employers can use SOBEREYE's connected cloud-based solution to monitor workers in real time and receive alerts and notifications.



PRODUCTS AND SERVICES

PETZL RELEASES UPDATED FALL ARREST HARNESS LINE

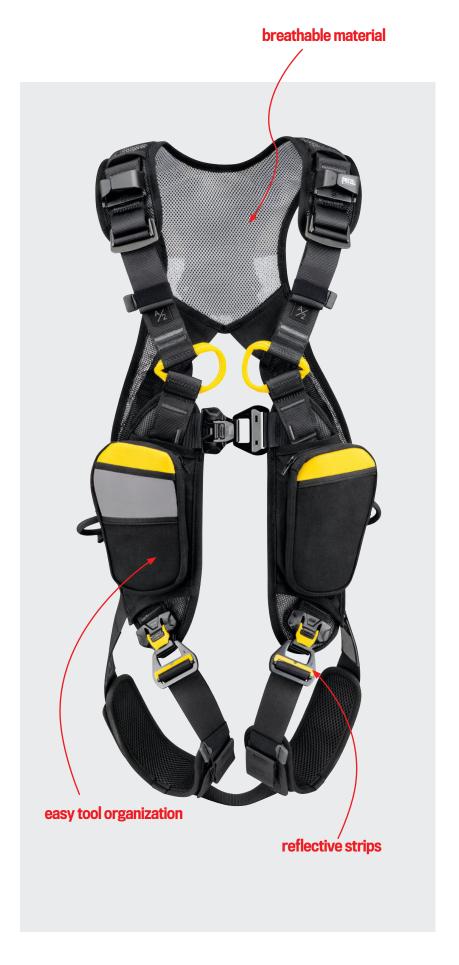
PETZL'S latest Newton harness line has updated features for added comfort and easier usability. Pockets, padded shoulder straps and a hi-viz vest option are additions for increased all-day comfort while at work. The updated line is more ergonomic, and the material used is more breathable and lightweight than previous models.

The new Hi-Viz vest is compatible with the Newton harness line. It's equipped with reflective strips and a name tag holder and is available in yellow or orange. Three sizes are available for the harness line: 0, 1 and 2. International versions are certified to North American standards; all three models meet ANSI Z359.11 and CSA Z259.10. The starting price point for the Newton harness line is \$99.95.

The Newton Easyfit is a fall arrest harness that can be put on and taken off easily with the intuitive Fast LT Plus buckles on the leg loops. Two zippered pockets on the left and right side of the harness let you stow small items. The widely spaced shoulder straps are padded, and the upper portion is made of breathable, lightweight material. A textile sternal and metal and textile dorsal attachment points offer different connection options. Parking storages make it easy to store MGO connectors. The Newton Fast harness is constructed similarly, minus the zippered pockets and padded leg loops.

The Newton harness is a slimmed-down version of the Easyfit and Fast. Colour-coded shoulder straps make it easy to distinguish from the leg loops and equipment loops, and slots allow for easy tool organization. The Fast LT Plus automatic sternal buckle makes it easy to fasten and unfasten the harness, without loss of adjustment.

For more information, visit Petzl's website.



ALWAYS



All too often, the effectiveness of protective apparel comes down to comfort, not performance. That's why all Westex® FR/AR fabrics are designed and developed to deliver the best of both. It's also why we've earned the trust of the hardest working women and men in dangerous, demanding fields around the world. Our innovative textile technologies—like DH Air™, UltraSoft® Flex, and durable Indigo—incorporate stretch, breathability, and temperature regulation so you stay comfortable and confident, no matter the circumstances.

To ensure you're protected by the right balance of performance and comfort, look for 'with Westex' labeling on your favorite gear. Connect with us to discover one of the largest assortments of FR/AR fabrics and authorized partners creating apparel for women.



PROFESSIONAL DEVELOPMENT

MENTORING: A GREAT OPPORTUNITY FOR SELF-DEVELOPMENT

If you find yourself planning for the new future, plan on becoming a mentor. Not only will it help others but it will have a positive impact on your career



we get ready for the new normal post-COVID and as we get ready for the lifting of restrictions, many people seem to be making a list of things they plan to do. It's almost like a post-pandemic list of resolutions. If you believe in the law of life that says you reap what you sow, you'll realize that mentoring is all about sowing seeds that will one day grow into a bountiful harvest for you. Here are just a few of the benefits you'll realize by becoming a mentor.

Improve communication and transferrable skills

Being a mentor requires you to learn to build rapport where none existed. Inevitably, this means you'll do a lot of listening. This is a key transferable skill to develop and it is well known that good listeners are more effective in their jobs, careers and lives. Being a mentor helps you to understand others and become more empathetic. Better listeners are better partners, and this will improve productivity and mutual understanding. Being a mentor provides a chance to practise and develop these necessary skills.



Glyn Jones EHS Partnerships

Develop a better understanding of your leadership style

Mentoring requires you to take charge of the outcome without taking charge of the relationship. In any good mentoring relationship, the mentee has to take responsibility for making the relationship work, but at the same time, as mentor, you are accountable. It takes strong leadership to be able to be accountable for an outcome while another person is in charge of making it work. Being a mentor allows you to learn how to lead and support relationships through feedback, asking questions and providing more subtle guidance.

Manage your default thinking and behavioural tendencies

Leaders know who they are, and they know their default thinking and behavioural tendencies. Often, these defaults are not best aligned with good mentoring. Being a mentor gives you the opportunity to manage your default tendencies and bring thought processes and behaviours that have been customized to suit the circumstances

and support the mentee's needs. Being able to manage your thinking and behaviours is a key leadership skill.

Gain a better understanding of good management principles

The mentor's role requires good management. The most basic management principles are well practised in a mentoring relationship. Mentors need to be consistent in their actions and communicate clearly, accurately and thoroughly. Active listening is paramount, and mentors need to learn to ask good questions. Mentees will expect to regularly hear a lot of constructive feedback, and a mentoring relationship requires transparency and flexibility. In addition to polishing your good management principles, mentoring is a great opportunity for you to spread optimism and positivity.

Awaken your self-study and selfteaching skills

As a mentor, part of your job is to share knowledge and your own experiences. Mentees have a great tendency to ask the tough questions. Inevitably, being a mentor will help you to know your own limitations more completely, and this can be a great motivator for you to undertake your own program or self-study and self-teaching of new skills to allow you to better serve the mentee's needs.

Build your brand and be seen as a leader and volunteer

Mentors are cheerleaders and champions of the next generation of great leaders. Teaching others allows you to be seen as someone who is knowledgeable, available and a great coach. Mentoring also creates some pressure that prevents you from procrastinating and this helps you to get to the other things you need to do. As a mentor, you are promoting the best version of yourself and others will take note. While helping others, mentoring helps you to prioritize your own professional goals.

The mentoring relationship can push your career to new heights. Mentoring is so successful for the mentor and mentee that many Fortune 500 companies have imbedded mentoring into the way these businesses are run. Being a mentor is recognized as an important component of social networking and social networking is a key component of your brand development. Taking a role as a mentor can lead to greater career success, including promotions, raises and increased opportunities. As you work to develop your post-pandemic resolutions, make sure one of them is to become a mentor. COS

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SAFETY CULTURE

R-E-S-P-E-C-T, just a little bit

Psychological safety is more and more regarded as an integral part of worker health and safety — rightly so — and there are a number of ways that companies, big and small, can push for better mental health care



2010, Bell Canada's Let's Talk Day campaign has started conversations about mental health, helped to reduce stigma and raised more than \$100 million for increased access to care and research. Initiatives such as Bell Let's Talk Day and the CSA releasing the voluntary national standard for Psychological Health and Safety in the workplace back in 2012 have helped us to make more connections to the contributing role that the workplace can have on an individual's mental health. We know that there are preventive measures that employers can put in place to help protect the psychological health and safety of their people while at work.

I remember when I started in health and safety that we were mainly focused on the physical injuries and illnesses with little to no focus on the psychosocial hazards that can also exist in the workplace. Now, it's common to include the psychosocial hazards along with physical, biological, chemical and ergonomic hazard groups when we learn about workplace hazards. Time has definitely changed and changed for the better.

The Guarding Minds at Work website defines a psychologically healthy and safe workplace as

"one that promotes a worker's psychological well-being and actively works to prevent harm due to negligent, reckless or intentional acts." We all have a part to play when it comes to having a workplace that is not only safe for our physical health but also safe for our psychological health, too. Companies are at different stages and figuring out where to start might be overwhelming to some companies, especially small businesses that might not have the resources from which larger companies benefit.

In my opinion, one of the simplest ways to get started with preventing psychological harm is to ensure workers, regardless of title, are respectful and considerate in their interactions with one another, as well as with customers. Civility and respect are based on showing regard, care and consideration for others and acknowledging their dignity.

Many companies have values or a code of conduct that will implicitly or explicitly speak to civility and respect, making sure your workers know what is expected at your company. There is also a renewed focus on diversity and inclusion these days and recognizing that individuals in the company are not all the same



Lee-Anne Lvon-**Bartley Executive Vice** President. HSEQ, Dexterra

and these different perspectives and ideas can breed strength. Many organizations are educating their workers that everyone should have a voice and progressing forward as a team must start with civility and respect for one another. The education will also help workers to understand that we're not always going to be singing "Kumbaya" and conflict may happen, but in those moments of conflict, how we react and behave can remain civil and respectful. Whether you have formal policies and training programs or not, have conversations with your team and get people talking.

Of course, the internet provides a lot of information. The Canadian Centre for Occupational Health and Safety has an excellent infographic for civility and respect in the workplace, which includes tips for employers and for everyone. These include giving your full attention, valuing others' time, saying hello, using respectful language being inclusive and considerate and practising humility. These are all good tips for work and elsewhere.

We spend a good amount of time at work and no one wants to work in an environment where disrespect goes unchecked. When a workplace lacks civility and respect, this can lead to workers feeling stressed, lower job satisfaction and increased interpersonal conflict can arise. Let's all work toward having a workplace culture where workers create a positive atmosphere, where uncivil or disrespectful behaviour isn't allowed to fester and where workers engage in healthy workplace relationships. Not only will they feel the positivity, so will your customers and in turn can reduce uncivil behaviour from them, too. cos

Lee-Anne Lyon-Bartley, BASC (Ryerson), CRSP, CP-FS, is mom to Cameron and currently executive vice president, HSEQ at Dexterra group. She is NEBOSH and IEMA certified. She was a regular guest on the Steven and Chris show (CBC), volunteers with WOHSS, WSPS on an advisory committee, My Safe Work and Threads of Life, was awarded the Women in EHS award from eCompliance and featured on Breakfast TV Toronto and Vancouver and Global News.

LEGAL LANDSCAPE

CREATIVE SENTENCING FOR OHS OFFENCES

While conventional monetary penalties remain the norm for health and safety prosecutions, an Ontario health and safety case has us asking: Is creative sentencing gaining traction in courts for workplace health and safety offences?





Cathy Chandler paralegal, Fasken

creative sentencing refers to imposing a sentence on a defendant that links punitive measures to improved health and safety outcomes as an alternative to financial penalties or imprisonment. For instance, when a creative sentence is imposed, it may mean that a defendant is ordered to invest in projects that promote occupational health and safety such as training or educational programs.

In Canada, a 1980 decision by Chief Justice Stuart in R. v. United Keno Hill Mines Ltd, laid the foundation for creative sentencing. In his judgment, Stuart discussed "special considerations" when the court sentenced a mining corporation after it discharged waste above the amount allowed under its water licence, contrary to the Northern Inland Waters Act. Subsequently, the Environmental Damages Fund was created by the Canadian government to direct monies paid for fines to fund environmental improvement projects. Creative sentencing for convictions under health and safety statutes is rare. Many provincial occupational health and safety regimes do not even permit creative sentencing. Those that do include Alberta and Nova Scotia, where creative

sentencing is widely used. Health and safety statutes in British Columbia, Manitoba, Newfoundland/Labrador and Prince Edward Island also permit creative sentencing.

In Ontario, the Jan. 31, 2020 decision in Ontario (Ministry of Labour) v. Vixman Construction Ltd. challenged that province's legal landscape where, historically, fines have been the only penalty imposed by courts on corporations as a means of deterrence. In this case, Justice Fantino put Vixman Construction Ltd. under an 18-month probation order pursuant to sections 72(3)(c) and (d) of Ontario's Provincial Offences Act, after they were found guilty of contraventions of the Occupational Health and Safety Act, stemming from charges that had been laid after a worker fell to his death at Toronto's Billy Bishop Airport.

The *Vixman* case may constitute a sobering message for corporations in provinces where creative sentencing terms are not the norm and cause us to ask ourselves: Are high fines the most productive way to ensure a safe workplace?

The seminal case on the guiding principles for sentencing for breach of a public welfare statute such as occupational health and safety legislation is *R. v. Cotton Felts Ltd. In Cotton Felts*, the court acknowledged that a penalty is determined by a complex set of considerations including factors such as the actual and potential harm to workers or other members of the public; but, above all, the penalty should be determined by the need to enforce regulatory standards by deterrence.

Proponents of creative sentencing say it's not enough to use fines as the principal means of punishment, especially for organizations with deep pockets where the impact of a fine is simply a cost of doing business. Advocates of creative sentencing also say that a creative sentence can improve the occupational health and safety management system and culture within the offending organization and help an industry learn from the offence. Critics, on the other hand, have said that creative sentencing may be perceived as a lenient punishment, unenforceable if not well defined and overly time-intensive.

Regardless of on which side of the argument you may be, prerequisites for creative sentences should include, at minimum, acceptance of responsibility by the corporate offender and compliance with the applicable statute or regulation prior to the determination of the creative sentence. Moreover, the corporation should not benefit from non-compliance with the law and the amount of the fine, and funding for the creative sentencing project(s) needs to be significant and structured to be a deterrent to other potential offenders.

Although there appears to be growing recognition that public interest can be better served with a creative sentence, it remains to be seen what the legislative reaction will be in provinces that don't have provisions for creative sentencing. What is clear is that any creative approach to sentencing needs to achieve the right balance between deterrence, restitution and rehabilitation. Regardless of whether you are a proponent or critic of creative sentencing, occupational health and safety should never be viewed as a cost of doing business. If creative sentencing can help to create that paradigmshift, then perhaps making the "punishment fit the crime" needs to include creative sentencing. Cos

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OCTOBER 21, 2021 • ONLINE

THANK YOU FOR YOUR NOMINATIONS

Canadian Occupational Safety would like to thank its readers for the incredible response to the nationwide call for nominations for the 11th annual Canada's Safest Employers Awards. It is great to see so many outstanding companies, OHS professionals and safety industry providers who have excelled over an extraordinary year.

Finalists will be announced in COS magazine and on online channels before the winners are revealed at the highly anticipated virtual awards show on October 21.

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SPOTLIGHT ON **HEAT AND FLAME PROTECTION**

A perennial problem in a wide array of industries in Canada, protecting workers from heat and flame is an essential mission for many safety professionals. We asked industry experts to weigh in on key things to consider to ensure optimal protection





A **flash fire** is a rapidly moving flame front that spreads through diffuse fuel. When it occurs, it is usually brief but intense.



Flash fires are caused by various fuels, ranging from a number of hydrocarbons to combustible dust. Ignition can occur from various heat sources.



An arc flash is a phenomenon where a flashover of electric current leaves its intended path and travels through the air from one conductor to another or to ground.



Because of the violent nature of an arc flash exposure when an employee is injured, the injury is serious — even resulting in death.

Sources: Westex, OSHA.

note: This feature will not cover PPE for firefighters as that is a very specific niche and deserves its own editorial (keep your eyes peeled in future for that!).

Each year, hundreds of workers in Canada are affected by heat stress. According to the United Food and Commercial Workers Union (UFCW Canada), an estimated 220 workers in Canada and the U.S. die each year from occupational heat stress.

Heat stress — and heat-related injuries such as cramps, syncope or hyperpyrexia — occur when the body overheats. The Canadian Centre for Occupational Health and Safety (CCOHS) says that most people feel comfortable when the air temperature is between 20°C and 27°C (and when relative humidity ranges from 35 to 60 per cent).

Danger occurs when very hot environments drive your internal body temperature several degrees above the normal temperature of 37°C, which overwhelms the body's natural cooling systems.

There are many factors that can contribute to heat stress: air temperature, hot sources, humidity and, of course, what type of clothing or equipment a worker is wearing. There are several things employers can do to ensure that workers are safely working in hot conditions — wearing the right PPE is a key part of this.

Heat protection is, of course, necessary in certain environments that are typically hot. But what is interesting is that 17 per cent of all exertional heat injuries happen in the cool weather or in the shifting of the

seasons, says Heidi Lehmann, chief commercial officer at Kenzen.

Other drivers of heat injury regardless of whether the environment is hot — are things such as poor hydration, high exertion or poor acclimatization. Lehmann says this is a problem for new workers, for example, who are not used to a site or a particular type of work.

Another factor to consider is microclimate. "Microclimate is the temperature between the skin and the clothing that you are wearing," says Lehmann. This difference in temperature within the same body is something to keep in mind, notably for

Regardless of legislation, employers need to ensure that they are investing in proper PPE to ensure worker safety.



It can be confusing for consumers to know which materials to look out for - especially because each industry has different needs and the dangers of exposure to heat can manifest in different ways.

"The ability for a fabric to lock heat or to prevent the transfer of heat through is what you should be looking at," says Brian Nutt, product director at Tingley. "As a consumer, you want to be

"The ability for a fabric to lock heat or to prevent the transfer of heat through is what you should be looking at."

Brian Nutt, Tingley

workers who need to wear layers.

Specificities of the employer's duties may vary from province to province, but, usually, some kind of adequate PPE is required. UFCW Canada says Canada does not have specific laws or regulations that govern heat exposure and heat stress. It says that the government, usually under the office of the Ministry of Labour, applies threshold limit values (TLV) as outlined by the American Conference of Governmental Industrial Hygienists (ACGIH).

concerned about what the potential level of heat that could hit the garment is and how much of it is going to get blocked and trapped or get transferred through to the wearer.

"[Tingley does] a lot of liquid-proof apparel. People are concerned about liquids melting the [high heatresistant] suit and passing through which is what complicates a situation," says Nutt.

He notably mentions steel workers working with materials such as molten





Indeed, this is an environment that is very much concerned by heat protection: Steel mills that are processing molten metals or refineries where there is high heat around may have workers that are worried by not only the liquid heat but also the steam that comes out of the lines.

There are several other industries where workers are exposed to heat stress and other such dangers. These include agricultural or forestry settings, where seasonal workers or others are working outside in the summer. Indoor workers are also at risk. This includes the aforementioned steel mill workers but also welders and metal fabricators and those who work in foundries or bakeries, for example.

Workers should wear breathable, lightweight fabrics that are comfortable and light-coloured (to avoid absorbing

Workers may want to look into wicking fabrics, which pull moisture away from the body and push it toward the surface of the fabric where it can evaporate. Many wicking fabrics are made of high-tech polyester. Another material commonly used for heatprotective workwear is polyvinyl acetate (PVA). Not so much heat resistant as it is cooling, it is ultra absorbent and can hold water for a long time.

There is also protective clothing such as vests that use water or ice packs integrated into the garment to keep the user cool for a number of hours.

Smart PPE

Protective clothing is important, but tech advances are also pushing the

boundaries of health and safety onsite. Wearable tech in particular can be an interesting solution for employers looking to track heat exposure - and there is a growing demand for these smart devices.

"[Kenzen is] focused primarily on heat, but when we started the company, for most industrial companies that we talked to, this was a growing problem that was happening on the worksite," says Lehmann.

"[Smart PPE] is definitely a trend that is growing and a lot of it is because safety is now encompassing sensors

and hot temperatures.

She says these products are most commonly asked for in industries such as construction, mining, renewable energy, utility and field services, as well as mining, although an intrinsic safety (electrical) certification is essential for a device to operate within coal mines, as well as the oil and gas industry. The Kenzen device is currently designed for intrinsic safety with the certification to follow over the next several months.

Heat exposure, as mentioned before, is a significant and growing threat. For example, she says there has been an

"My whole goal and intention in the world is for safety people to understand how important it is what you wear next to your skin."

Simon Levin, True North/Dragonwear

and technology in a way it never did before," she says.

Kenzen manufactures smart PPE that helps monitor workers for signs of heat stress. These wearable devices monitor physiological indicators (core body temperature, heart rate, etc.) to give the worker and their supervisor an accurate view of the impact of heat on the worker's body.

If a worker is at risk, the worker's device will vibrate and suggest that the worker stop, seek shade, hydrate, etc. Lehmann says it is also essential that the device is waterproof, due to sweat

increase of almost 60 per cent of heatstroke and exhaustion cases in the U.S. military since 2008. But heat also impacts productivity, says Lehmann: There is a 26-per-cent loss in productivity when workers labour in 35C heat.

Fire resistant vs. fire retardant

Fire protection can be a bit more confusing. "People get very confused between what is fire resistant and fire retardant," says Simon Levin, Canadian sales manager at True North/ Dragonwear.

Fire retardant is a term that denotes that something extinguishes fire or prevents the fire from spreading. A hand-held fire extinguisher is a good example as it contains chemicals that, when applied to a fire that is in progress, the chemicals hold back the fire and if the conditions are ideal, the chemicals will completely extinguish or "put out" the source of the fire. "Retardant" means to delay or hold back in terms of progress.

All garments used that are FR certified are flame resistant. This means that the garments "resist" being ignited in the presence of direct contact from flames. The mechanism that makes a garment resist flames is because the garment contains flameretardant properties. That is, all the way down at the yarn and fibre level, the garment contains flame-retardant chemistry that allows the garment to resist flames and thus resist ignition. Garment ignition a primary driver of personal injury, not the source fire to which the end user has come in contact or is in close proximity.

There are two primary types of flame-resistant garments in the market. Those that have been manufactured with fabrics that have been chemically treated with flameretardant chemistry are referred to as "treated FR garments" and those that have been manufactured with flameresistant fibres, yarns and fabric are FR without needing a subsequent garment treatment with flame-retardant chemistry. These garments are referred to as "inherently flame resistant." Flame resistance is a natural property of the garment itself and not the result

HEAT STRESS PREVENTION TIPS



Acclimate. Do not expect to tolerate the heat right away. It can take up to two weeks to build up a tolerance (acclimate) to working in hot conditions.



Take breaks. A simple but potentially life-saving practice, taking a break to cool off in the shade or in an air-conditioned building or vehicle helps prevent your body from overheating.



Keep cool and stay hydrated. Stay out of the sun as much as possible and drink one cup of water every 15 to 20 minutes, whether you are thirsty or not.



Avoid alcohol and drugs. They can worsen the effects of heat illness.



Recognize the symptoms of heat stress in yourself and your co-workers. These symptoms include rash, cramping, fainting, excessive sweating, headache and dizziness.

Source: CCOHS

of chemical post-treatment of the fabric used to make the garment.

What does inherent mean? It means that the flame resistance of the garment is a permanent part of the garment as it is designed in at the fibre and yarn level, so it will never wash out and will be FR for the life of the garment," says Levin. Inherent garments would only really have to be replaced if they get a hole in them or if a seam rips, for example.

"It is incumbent upon the wearer to assess the condition of the product. And as soon as the product starts to look worn, they are going to have to assume that it is decreasing the level of protection that the product is providing," says Nutt.

Arc and flash fire

Flame resistant is a very overarching term that is used for a number of different levels of protection, says Nutt. And because this is such a broad term, users may encounter protective clothing and equipment that is "flame resistant" but which has dramatically different levels of performance.

"It has the potential to really hurt or injure the wearer," says Nutt.

The way that the market is starting to move, he says, is that people are slowly moving toward using the terms "arc resistant" and "flash fire resistant" for flash fire hazards, which are more common in the petrochemical market or in gas utilities (see boxout).

Base layers

Wearing over garments like fireretardant coveralls is essential, but what the worker is wearing against their skin is also very important. Aside from whether a garment is inherent or chemically treated, there is also much to be made about how a garment performs, such as how it moves and wicks moisture and how fast it dries.

As with heat protection, moisturewicking garments are a big part of flame protection. However, users need to keep in mind that certain materials fare better than others.

Levin points out that so many people wear cotton, but cotton is one of the most absorbent fibres that you can get. It can hold twice its weight in moisture, which can get uncomfortable for the wearer.

Furthermore, if a garment is impacted by a source of fire or arc or flash, if it is soaked in moisture (like a cotton garment would potentially be), that moisture is next to skin and hasn't been moved away from the skin by a more technical garment. As a consequence, if a worker is in an arc or

most of them are mandated by standards," says Levin.

"What renders a garment that you can trust is the amount of testing and the stipulations of the standards that it's met," says Levin. "You should always be looking at the label inside of a garment; the label will tell you whether it's met certain standards and has been tested to meet those standards.

"I would always look for a garment that is inherent as opposed to a garment that's chemically treated. There are numerous documented cases talking about the percentage of the workforce

"[Smart PPE] is definitely a trend that is growing and a lot of it is because safety is now encompassing sensors and technology in a way it never did before."

Heidi Lehmann, Kenzen

a flash, this moisture could potentially boil and give the user steam burns.

"Dragonwear is all about base layer," says Levin. This includes wicking and moisture transfer. "My whole goal and intention in the world is for safety people to understand how important it is what you wear next to your skin."

What to look for

There are a number of industries that are concerned by FR protective clothing, such as utility workers, pipeline workers, welders, miners, people in manufacturing facilities that deal with electrical, workers in chemical plants making fertilizers, etc.

"Anywhere where there is even the slightest danger of combustibility, you should be wearing safety clothing, and that has experienced skin rashes and allergic reactions to the chemical that's next to your skin," says Levin.

From a cost perspective also, an inherent garment may cost considerably more initially, but in the long run will be more financially sane.

Generally, says Nutt, if you are looking for liquid proof performance that is also flame resistant, two common materials are polyurethane FR and PVC.

"They both have pros and cons," says Nutt. "In Canada, the polyurethane is a little bit lighter weight and generally holds up better in the extreme cold. And the PVC is generally a little bit more cost effective. But it also has more chemical resistance or a wider range of chemical resistance." [DS]

SECTOR FOCUS: OIL AND GAS

Twenty twenty was rough for the oil and gas sector — hit by both the pandemic and tough economic conditions. Despite this, the outlook for 2021 is hopeful. Here are some key things to look out for this year and beyond

OCCUPATIONAL FATALITIES IN OIL & GAS



In the oil and gas industry in Western Canada, 341 people died on the job over a 19-year period.



There has been a significant decline in the fatality rate since 2001 — the rate dropped by almost 90 per cent by 2019.



Transportation accidents accounts for 40 per cent of the total occupational fatalities and have been the largest cause of death for most years.



This is followed by exposure to harmful substances (23 per cent) and then contact with objects and equipment (16 per cent).

Source: Occupational Fatalities in the Oil & Gas Industry in Western Canada (AB, BC & SK) - 2001 to 2019 YTD (Energy Safety Canada).

the pandemic hit in 2020, the oil and gas sector was already facing a number of issues. Just before the pandemic, in North

America, there was an oil crisis and oil prices dropped. So, the sector has not just had to face a deadly pandemic but also rough economic conditions.

"In the oil and gas sector in Canada, we've been doubly hit by a combination of not only COVID but also a depressed energy market," says Paula Campkin, vice president, Operations & Safety Centre of Excellence, Energy Safety

This means that investment in activity has slowed, resulting in the loss of thousands of jobs.

In 2020, a lot of capital budgets for major projects got deferred — although this wasn't necessarily linked to the pandemic. Nevertheless, in 2021, there is a new dynamic and new investments pouring into the oil and gas industry. There is some optimism from those in the industry — notably with regards to a surge in activity. "There is definitely going to be an uptick in what is happening in the pipeline and renewables sectors," says Trent Fequet, president and CEO of Steel River Group, an Indigenous-owned diversified management and construction consortium. "There's a lot of infrastructure to be built across Canada."

The forecast is certainly a mixed bag, and looking toward 2021 and beyond, there are a number of pressing issues facing the oil and gas sector.

Facing the pandemic

A number of key industries such as manufacturing and health care have

been affected by large clusters of COVID-19 outbreaks. However, Fequet notes that, due to the oil and gas sector's historical focus on health and safety, it has been relatively spared — it is an industry that was ready to face the pandemic.

"A lot of people think of oil and gas as a really dangerous industry - which it can be — but, over time, we have had significant reduction in injury rates," says Campkin.

has been facing other difficulties, the pandemic has still affected the oil and gas sector and placed a stronger focus on health and safety.

"In Canada, we're seeing things change every single day ... Being able to deal with the pandemic and just being able to work safely during that time is going to be at the forefront for us until we can establish herd immunity," says Campkin.

"I think in our industry we want to

"Our industry did a really good job ... because we have to consider worst-case scenarios and have plans in place to address these scenarios."

Trent Feguet, Steel River Group

"[Major clients] had policies, procedures and programs in place that prepared them for a pandemic," says Fequet. "For example, procedures where they could lock down their project sites or plants — these were already in place."

"Our industry did a really good job ... because we have to consider worst-case scenarios and have plans in place to address these scenarios. I believe major producers and construction organization did a phenomenal job, probably better than most, when the pandemic hit our shores," says Fequet. "I think there's a lot to be said, and some lessons to be learned, from the oil and gas industry."

Nevertheless, the pandemic is still front of mind. Although the industry

make sure that we are working as safely and as effectively for the environment as possible," says Campkin. "Every workplace is unique, but health and safety will continue to be [the] top priority when considering how companies are bringing operations back to some semblance of normal."

Workplace culture

In this same vein, workplace culture is evolving in the industry.

"The oil and gas sector has always been a leader in quality, health, safety and environmental standards," says Fequet. "For decades, we have been setting the bar for other industries to

And this push toward safety goes beyond procedures; Fequet stresses that culture plays a key role, too. "There is a real shift away from looking only at the policies and practices inside of a safety program and really focusing on overall culture — this is key to creating a safe environment," he says.

This includes making sure that a

This includes making sure that a company's core values are espoused by every level in the company, as well as understanding individual cultures and how that culture can be synergized into the workplace.

Mental health and wellness

As mentioned before, the industry has been doubly hit by the pandemic and a depressed market, which has resulted in thousands of jobs lost. This has and will continue to have an effect on worker mental health. In addition, certain employees working from home may feel isolated and separated from their co-workers.

"We're seeing a lot of people that are losing jobs or their jobs are changing," says Campkin. "So, we are seeing a definite uptick in mental health concerns, whether it is access to employee assistance programs (EAPs) or absenteeism; that is something that we're going to have to keep a very close eye on."

The silver lining is that this is pushing the industry to open up about mental health.

"There's a real shift around mental care and a focus on it throughout all workplaces," says Fequet, who is a passionate advocate for mental health and wellness. "Companies are really starting to commit to creating a positive mental health experience in the workplace."

Campkin also says that it is also important to consider the wellness of



employees that may have been exposed to COVID, notably "long haulers" (people who experience prolonged symptoms of the disease), and ensuring that they are able to return to work in a safe environment that is conducive to both mental and physical health.

Women in the field

Oil and gas has traditionally been a male-dominated field: "Early in my career, I would often find myself being the woman in the room – whether it's mathematics) roles and also at senior levels of companies and on boards of directors."

But there is still definitely quite a way to go.

Furthermore, "It's not just women, it's inclusivity on a number of different factors ... I'm starting to see more and more diversity, which is a great thing. You can only have a stronger company and industry when people who are working there are reflective of the greater population," says Campkin.

"Companies are having to get a lot more efficient. Rather than each company doing things on their own, let's get together as an industry and standardize and harmonize across the provinces."

Paula Campkin, Energy Safety Canada

in the field, the office or in the boardroom but that is changing," says Campkin.

"I think we are making good progress," she says. "You're starting to see more women in the trades, in STEM (science, technology, engineering and

Indigenous communities

Another key point is the industry's key focus on Indigenous communities.

"The focus has really shifted away from trying to simply get Indigenous people employed to focusing on Indigenous businesses and trying to support them within major construction activities," says Fequet, whose company is focused on driving employment for local Indigenous and partnering communities.

"Our company's mandate — and my personal mandate — across Canada is to ensure that there is Indigenous inclusion at the ownership level in major projects in the oil and gas and energy sector," Fequet continues.

In Canada, it is important for all businesses to understand Indigenous culture, beliefs and traditions.

And it is important that this understanding becomes a part of a company's core values and manifests through corporate policies.

"It's so important, because much of our work is on Indigenous land," says Campkin. "It's critical that we're working with Indigenous people and making sure that there is equal opportunity and engagement."

Renewable energy

Something big that the sector must contend with is renewable energy. "There is a major shift toward renewables," says Fequet.

Whether it be solar, water or wind technology, he says that all things renewable are getting a lot of support from the government, which is keen to invest in innovation. Throughout Saskatchewan and Alberta, there's a big push as far as other forms of energy



production are concerned. Alberta, Saskatchewan and Western Canada generally are really starting to lead the focus on renewables.

Although oil and gas has been one of Canada's core industries for centuries, in recent years, there has been a negative discourse around oil and gas as environmental concerns have encouraged a push to more sustainable and renewable energies.

But sustainability also applies to people, too, and as an industry, oil and gas currently keeps a lot of people employed. With the pandemic, it is more important than ever for Canadians across the country to have access to employment.

Furthermore, these workers would not necessarily be able to find new jobs in the renewable energy sector. This could massively affect communities which are reliant on employment in oil and gas projects.

Rather than entirely vilify an industry, we need to open a dialogue that will help strike a balance between ecological concerns and sustaining jobs.

One big issue tied to this is the reduction in human capital. "The workforce may never get to prerecession levels," says Campkin. "In terms of the labour market, we've lost a lot of people."

So, there will be a requirement for upskilling — both for workers needing to shift to the renewable energy sector and for new workers needing to be trained to replace others who have moved on.

"With that exit of human capital, it is really important that those who are going to be remaining have that critical knowledge. Because we've had such a mature industry for so many years, losing all of those experienced workers

For example, Campkin mentions Energy Safety Canada's set of 10 Life Saving Rules as adopted from the International Organization of Oil & Gas Producers (IOGP). Energy Safety Canada uses data and collaborates with industry on the development of best practices to improve health and safety in the sector.

"Everything is changing," she says. "Companies are having to get a lot more efficient. Rather than each company

"Our company's mandate ... across Canada is to ensure that there is Indigenous inclusion at the ownership level in major projects in the oil and gas and energy sector."

Trent Feguet, Steel River Group

is going to have an impact," says

Upskilling will be necessary to bring new workers up to speed in an effective manner and give them the tools that they need to do the job safely.

Cross-industry collaboration

"We need to collaborate and share information and standardize as much as possible," says Campkin. "We are going to continue to see data-driven decisions."

This means that whether at a company level or sector level, those in the industry need to look at required training and recommended practices and using data to help steer those conversations.

doing things on their own, let's get together as an industry and standardize and harmonize across the provinces."

As previously mentioned, there has been a reduction in injury rates in the industry. Yet Campkin says there is still room for improvement and that right now the industry is looking at emerging approaches such as human and organizational performance. This is a science-based approach to understanding how and why people make mistakes and what we can do about it either as a company or as an individual. It is hoped that by understanding and adopting principles of human and organizational performance, we will see a further step change in industry safety performance. COS

CANADA'S OIL & GAS MARKET STATISTICS



Canada ranks as the world's fifth largest producer of oil and natural gas. with an average production per day of 3.5 million barrels of crude oil and 13.7 billion cubic feet of natural gas (at year-end 2013).



The vast majority (97 per cent) of Canadian oil production occurs in three provinces: Alberta, Saskatchewan and Newfoundland and Labrador.



In 2015, Alberta produced 79.2 per cent of Canada's oil, Saskatchewan 13.5 per cent and the province of Newfoundland and Labrador 4.4 per cent. British Columbia and Manitoba each produced around one per cent



Canada's energy industry employed (directly and indirectly) more than 902,000 workers across the country in 2013.

Sources: National Energy Board, Invest in Canada

INDUSTRY PROFILE

HEALTH AND SAFETY FOR ALL

B.C. Minister of Labour **Harry Bains** weighs in on the challenges that British Columbians are facing at work and the initiatives put into place by the ministry to ensure healthy and safe workplaces across the board

recently spoke with Harry Bains, British Columbia's minister of Labour, who walked us through the ministry's (very) busy portfolio. Bains has been the NDP MLA for Surrey-Newton, B.C. since 2005 and has been minister of Labour since 2017. In addition, he was an elected officer of Steelworkers-IWA Canada 2171 for more than 15 years.

Much of the discussion covered the ministry's response to the pandemic — rightfully so. As one can imagine, COVID-19 has had a huge impact on the ministry's mandate over the last year. But British Columbians continue to face a number of other issues, including workplace harassment and bullying, which need to be addressed.

WorkSafeBC COVID-19 RESPONSE



The agency has conducted more than 21,813 workplace inspections



It has issued at least 1,553 orders for workplace health and safety violations



The service sector is most affected, with 8,105 inspections and 470 orders (this includes hotels, restaurants and gyms)



Remote inspections account for one in five inspections

Source: WorkSafeBC (January 2021 statistics)

A challenging pandemic

"Since the beginning of the pandemic, WorkSafeBC has risen to the challenge, working collaboratively to help keep people safe in the pandemic," says Bains. "Nothing is more important than the health and safety of our workers and of our population."

WorkSafeBC played a key role in reducing outbreaks in B.C. workplaces since the early days of the pandemic, requiring businesses to develop safety plans and conducting inspections to ensure compliance.

At the time of the interview, Bains said WorkSafeBC had conducted more than 23,000 COVID-19 workplace inspections.

Responding to COVID-19

Bains highlights a number of changes that the ministry has enacted to better support workers and employers amid the pandemic. For example, the minister says that WorkSafeBC was instrumental in creating safety plans in 32 specific economic sectors. Within those sectors, each business was helped to devise its own safety plan suitable to their needs.

Bains also says that the government made changes to the Employment Standards Act.

Such changes include unpaid job protected leave, which was added for people who are unable to work due to certain circumstances related to COVID-19. Furthermore, workers can now take up to three days of unpaid job protected leave each year if they cannot work due to illness or injury. This is a permanent change that was made in March 2020 and will remain in place after the pandemic, he says.

"We have a strong enforcement regime in place to ensure that health and safety protocols are met and that they are applied — and that, if a person is sick or becomes ill in the workplace, they are treated with respect and dignity and get the support that they need."

Bains says that changes were also made to the Workers Compensation Act to improve worker safety and keep premiums that are paid by the employer stable.

In addition, these changes ensure that WorkSafeBC has the tools it needs to who are ill or sick... can stay at home," says Bains. This will help reduce the transmission of the virus in workplaces, keep them safe and ensure that businesses are able to continue operating.

"In the coming year and beyond, my priority will be the health and safety of workers through employment standards improvements, providing protections for gig and precarious workers and supporting a strong economic recovery."

Bains says that the ministry and the B.C. government will continue to work with the federal government to improve any programs that support workers during the pandemic, especially those that help to reduce or limit the spread of the virus in workplaces. For example, he says that they have identified some gaps in the Federal Sick Leave Program that need improvement.

Fairer wages for workers

Another welcome development is that, as of June 2021, the province's minimum wage will be increased to \$15.20 and from then on will be linked to the rate of inflation.

Equally in June, liquor servers' wages, which were lower than the minimum

"In the coming year and beyond, my priority will be the health and safety of workers through employment standards improvements, providing protections for gig and precarious workers and supporting a strong economic recovery."

B.C. Minister of Labour Harry Bains

improve the investigation of serious injuries and fatalities in the workplace, as well as deal with injured and sick workers in a timely fashion.

Economic recovery

"I continue to remain focused on supporting workers and employers as we move through the pandemic to economic recovery," says Bains.

Looking toward the post-pandemic landscape, "this pandemic [has] actually identified a number of gaps in our workers' support in workplaces," says Bains, notably in regard to workers' lack of access to paid sick leave.

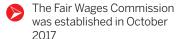
"We are working, and will continue to work, with the federal government to deal with those gaps to ensure that workers wage, will be raised to the new minimum wage, thereby eliminating this discriminatory wage. Bains highlights that 82 per cent of these workers are female, and that offering them the same protection and wages as other minimum wage workers helps put an end to what he believes was a discriminatory policy from the previous Liberal government.

He also mentions the Fair Wages Commission, which was established during the early part of his mandate. The commission is currently examining the gap between the living wage and the minimum wage in B.C. and will report back on how to handle the discrepancy.

The minister says it will be developing a strategy to help workers, notably gig economy and precarious workers, benefit



FAIR WAGES COMMISSION





The goal of the independent commission is to advise government on how to raise minimum wages in a sustainable and measured way

The first report was delivered to the Ministry of Labour in early 2018 with recommendations about the timing of wage increases

The second report was released in April 2018, and it focused on wages increases for alternate minimum wage earners

Source: B.C. government

from legal protections and ensure that "they have the same rights and protection as any other worker, that there's no exploitation and abuse, that they make fair wages and we grow the economy at the same time. I'm looking forward to economic recovery, so that we could implement many of the changes."

Domestic violence and IPV

According to the province's statistics, in 2018, almost one in three women (32 per cent) and just over one in eight men (13 per cent) aged 15 and over felt unsafe or uncomfortable as a result of unwanted sexual behaviour they experienced.

Domestic violence (DV) and intimate partner violence (IPV) are a huge concern for women — it is the most common kind of violence experienced by women (45 per cent of all females aged 15 to 89). Furthermore, women in rural settings and Indigenous women experience higher rates of domestic violence.

"We've seen many workers who are forced to go to work because they can't afford to take time off although they are survivors of domestic abuse and sexual abuse," says Bains. "We recognized early on that they need support, because ending violence, supporting safety and creating security are central to our government and the work that we do."

Indeed, supporting workers can make a difference to survivors of DV and IPV. "We all know that when people have support and job security, they're much more likely to leave an abusive situation," savs Bains.

In 2019, says Bains, the ministry made changes to support modern workplaces, including providing job-protected leave for those people who are facing domestic and sexual violence. In 2020, the ministry brought in up to five days of paid leave each year for these workers.

"I sat through many of those consultative sessions, and you heard stories and it was moving. It made me even more committed to making sure that we support those workers who are facing domestic and sexual violence, and so in addition to those five paid days, we now have an additional 15 weeks of unpaid job protected leave," says Bains.

Workplace bullying & harassment

Bains has been an activist in the matter for years, saying it has been his priority as minister to create workplaces that are free from violence and harassment. "I firmly believe, going back to my working days, that every worker deserves to go to work and [be] work free of harassment, intimidation and bullying from anybody at a workplace," says Bains.

"Workplace bullying and harassment can take many forms, including verbal aggression, personal attacks, and other intimidating or humiliating behaviours."

Workplace harassment can have a far-reaching impact on workers' health and safety and can lead to absenteeism, lost productivity and even depression and anxiety. It's a lose-lose situation for the worker and the employer.

"It's an employer's responsibility to make sure that workplaces are free of harassment and intimidation and bullying," says Bains.

He spotlights the work that WorkSafeBC has been doing with employers in these cases: It is reaching out to help investigate and provide help to the employer and workers to manage those situations.

"We believe that every employee,

every citizen of this province, deserves to live a life that is free of discrimination, whether personal, individual or systemic. That's why we established the Human Rights Commission very early on during our mandate as a government," says Bains.

This is especially important as during COVID-19 there's a growing awareness of mental health, and workers' mental health specifically.

"Our government is committed to making sure that we deal with mental health and addiction in society... We are the only jurisdiction in Canada that has a standalone ministry to deal with mental health and addiction," says Bains. He also points out that WorkSafeBC has a team that is dedicated to dealing with mental health and addiction.

"This past year has been very difficult for everyone, including businesses, working people and the community. As a government, our focus has been to put people first to ensure that their health and safety is the number one priority in everything that we do," says Bains, "because we believe that healthy workplaces and a healthy population will lead us to economic recovery." [COS]





SAFETY LEADERS SUMMIT

Event Partner



JUNE 22, 2021 | ONLINE

Safety Leaders Summit Canada is a transformative virtual event, connecting senior OH&S professionals from across the industry. We aim to share strategies and solutions to workplace health and safety challenges, benchmark alongside peers and offer actionable take-aways from leaders in safety.

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- Learn about new Canadian legislation that affects your safety policies
- Hear from select transformational leaders on key initiatives to create a more diverse, equitable and inclusive workplace
- Meet leading decision makers and providers of cutting-edge PPE and safety management technologies
- Get up-to-date, in-depth knowledge exchange on business-critical issues
- Gain first-hand insight into how to stay on top of employee stress and well-being in order to avoid accidents

FEATURED SPEAKERS



KATIE BROWNING

Director, Safety and Security

Harbourfront Centre



STEWART DAY
Health & Safety Director
Mobilinx



MARK ROCHE
Global Director EHS
Autoliv Inc.



DUANE DUHAMELDirector Health, Safety & Environment **EPCOR**

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COS celebrates 40 of the Canadian **OHS sector's finest female leaders**

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TOP WOMEN IN SAFETY: (Safely) shattering the glass ceiling

TWENTY-TWENTY was a uniquely difficult year for health and safety professionals. It has been said before, but it bears mentioning again given the industry-changing ramifications of the pandemic.

"It's definitely been an interesting time. I do think that the value of the [OHS] professional has gone up significantly in 2021. There has been increasing focus on professionalizing the role," says Denise Howitt, manager, EHS Systems and Compliance, University of Calgary. "And I think COVID has increased awareness of the value of what a health and safety professional brings to an organization in terms of protecting their employees, not only from COVID and other illness-related issues, but just generally in terms of anticipating other issues that might come up."

The health and safety sector is not new to change by



"Being a woman in safety in 2021 has become very rewarding. The challenges I faced at the beginning of my career have since faded and become fewer and far between."

Mary Strazzeri, Safety First

any means. By the very nature of what OHS entails, it's a sector that is in constant flux due to the everevolving nature of workplace dangers in Canada. Occupational safety is a profession that is inherently built to evolve. Nevertheless, it is also a profession that has for many years been quite male-dominated. But this is something that is, thankfully, starting to change.

"Being a woman in safety in 2021 has become very rewarding. The challenges I faced at the beginning of my career have since faded and become fewer and far between. I feel the workplace climate as far as gender roles has changed, allowing women to showcase their talents... This has been true for me," says Mary Strazzeri, president, Safety First Consulting.

Allowing for more women to enter the profession does not mean that there need to be fewer men. It means that women need to be empowered with the right tools that will allow them to do their jobs to the best of their abilities — and this is something that still needs to improve.

"I'd like to feel that things are changing ... I'd like to think that gender plays no role. It can; however, I have been able to navigate a career in health and safety where my gender didn't seem to play much of a role. People want to be listened to, understood and helped," says Jillian Pacheco, Regional EHS manager, Canadian Service Operations, Eaton Electrical Sector.

"I think people are progressing as a society. There

WOMEN IN SAFETY SUMMIT 2021



The 2021 Women in Safety summit took place on March 9 this year



600+ attendees took part in the day's proceedings



25 speakers (men and women) were part of panels, breakout sessions and keynote speeches



Two of the most popular panels covered PPE in a pandemic and mentorship



The event contained 5.5 technical hours and may be eligible for BCRSP CPD points



[are fewer] gender barriers than there were when I first started, and it's nice to see that we are treated as equals ... I don't think we're quite there yet," says Amandeep Beesla, director of Safety Insight & Innovation, Salus Technologies.

In March, Canadian Occupational Safety hosted its second annual Women in Safety summit. The first edition was held in March 2020 in Calgary (just before the start of the pandemic). Due to physical distancing guidelines, this year's edition went virtual. That didn't seem to dampen anyone's spirits however! We saw record attendance, with more than 600 men and women flocking to insightful panel sessions and keynote speeches.

Most participants at the summit were hopeful about the place of women in OHS and noted that there had been a lot of progress in recent years.

But they also pointed to a number of issues that are still plaguing women in the field today.

Access to properly fitting PPE is still a huge issue

do whatever I possibly can," says Beesla.

Networking is also a key interest for OHS professionals and, although nothing can replace in-person connection, the virtual summit boasted a nifty feature that allowed conference-goers to network through a speed chat function.

For the first time ever, and prompted by the success of our Women in Safety summit, we are proud to introduce our Top Women in Safety 2021. The 40 winners on this list are all women who are at the top of their game. Some of these women have decades of experience and are thought leaders in the field. Some of these women may have less experience, but through their talent and determination, they are already making waves.

We're happy to report that the response to this award has been overwhelmingly positive!

"To me this award means I have at least made a small impact somewhere to someone. That means more to me than any award," says Pacheco.

"It feels really good to be recognized; I work very

"Being a woman in construction in this day and age is very liberating and empowering ... I feel like we're making a difference. We're making a change."

Amandeep Beesla. Salus Technologies

because not only is it unfair but it is also incredibly dangerous! For many years, manufacturers thought that the solution to making PPE for women was simply making the same model but in pink. Luckily, new sizes and innovative materials are helping usher in an era of more equitable PPE.

Another huge part of pushing for equality is mentorship. One of our event partners, the Women in Occupational Health & Safety Society (WOHSS), offers a mentorship program that any woman wishing to start out in health and safety should look into. But, more broadly, mentorship is a wonderful way to support emerging female leadership and is beneficial for both parties: Mentees gain access to expert advice and mentors get to spread their legacy.

"Being a woman in construction in this day and age is very liberating and empowering ... I feel like we're making a difference. We're making a change. I always promote the trades, I always promote women in construction safety and I try and coach and mentor and

hard. I've been in the industry for over 20 years ... I love helping people ... It is really aligned with my personal beliefs as well," says Beesla.

"For the last 12 years, I've spent many sleepless nights between running my business and raising my children as a single mother," says Pushpalatha Mathanalingam, health and safety consultant, Ontario Health and Safety Consultants Corp. "Being presented with an honour such as this one truly makes me feel like all the sacrifices were worth it."

"Being on the list of the Top Women in Safety means a great deal to me and my company ... Being recognized by Canadian Occupational Safety is a wonderful achievement and I am truly humbled to be on a list with a dynamic group of women in safety," says Strazzeri.

And our winners were keen to highlight how important it is for women to support other women to make a lasting change.

"I'm honored to be included with a cohort of talented, dedicated women paving the way in Canada toward a

METHODOLOGY

At the start of the research period, Canadian Occupational Safety sent out a call via email and through our website asking OHS professionals to nominate the top women in the health and safety sector. The process was also open to self-nominations. We received hundreds of nominations from across Canada. Over the last few months, our researchers have carefully pored over each nomination to determine a shortlist of

Nominators were asked: why they thought the person that they nominated was a woman of influence; how the nominee has contributed to diversity and inclusion in the workplace and the health and safety sector: and any additional details on why this person should be considered for the distinction.

Various teams across Key Media and COS then collaborated to whittle down the shortlist to our final list of winners. Each nominee was thoroughly vetted to make sure that they met our rigorous criteria. Based on the expert insights of our readers (many of whom are stalwarts of the OHS industry) and the hard work of our dedicated research team, these are who we believe to be the top women in safety in Canada.

healthier and safer workplace," says Mieke Leonard, chief nursing officer, CEO, Hummingbird Mobile Health. "It's important for women to work together in raising awareness as a collective rather than perpetuating a dog-eat-dog attitude that has for so long kept women in positions where they were unable to make change. The change starts with us."

OHS professionals are used to working behind the scenes to ensure that workers can go home to their loved ones at the end of each day.

"I think that for women in [OHS], there's still work to do in terms of making sure that there is equal opportunity at all levels and in all roles within the profession. But I think that we are aware, continuing forward and having some great conversations," says Howitt.

With this new award, we shine a light on some very deserving safety heroes.

TOP ISSUES FACING WOMEN IN THE WORKPLACE



Flexible work arrangements:

Working flexibly is an issue for many women.



Equal pay:

Women around the world continue to face a wage gap. In fact, women on average will need to work more than 70 additional days each year just to catch up to the earnings of men.



Race and gender bias:

Women of colour continue to deal with some of the workplace's most entrenched hurdles.



Sexual harassment:

Women at all levels of employment and all levels of workplace are affected. Sexual harassment remains a widespread problem, with at least one-quarter of women having reported some sort of harassment on the job.



Double-bind:

Women's ability to lead is often undermined by gender stereotypes.

"I think that for women in [OHS], there's still work to do in terms of making sure that there is equal opportunity at all levels and in all roles within the profession."

Denise Howitt, University of Calgary



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Ahmed Abd Rabou CRSP Adewale Tosin Abiola CRSP John Oludare Afolabi CRSP Evans Agyemang-Badu CRSP Muhammad Arslan Akhtar CRSP Olubunmi Babatunde Alabi CRSP Fahad Mouaid N Alhamdan CRSP Syed Minhaj Ali CRSP Ashley Allen CRSP Mike Anderson CRSP Wali Ur Rehman Ansari CRSP Victoria Archibald CRSP Fay AuCoin CRSP Fatima Mahdi Babiker CRSP Alexandria Rose Bakken CRSP Adeeta Bandoo CRSP Eric Berefo CRSP Sairene Boyd CRSP

Jeffrey Dagg Boyer CRSP Natalie Campbell CRSP Mona Cheng CRSP Chantelle Olga Comeau CRSP Marsha Crossman CRSP Bruce Deslippe CRSP Dennis Michael Earman CRSP Chelsey Fillion CRSP Olatoye Ayoola Folaranmi CRSP Ramzi Fouzai CRSP **Grant Howard Freeman CRSP** Andrew Hadley CRSP David Nathaniel Herman CRSP Monique Hurst CRSP Fazal Hussain CRSP Julie Marie Ingoe CRSP James Jacobs-Mino CRSP **Emma Jarrett CRSP**

Sreeprasad Kadannappally CRSP Arslan Khan CRSP Ami Lee CRSP Elias Makhoul CRSP Javad Malakouti CRSP Paul Abidemi Martins CRSP Syed Muhammad Baguar Mehdi CRSP Sean Michael Menezes CRSP Veerakumar Mohan CRSP Hammad Muzaffar CRSP Besong Douglas Ndifor CRSP Chi-Leung Joseph Nip CRSP Nadine Odendaal CRSP Olusegun Charles Ologbonsaiye CRSP Emmanuel Jude Olumese CRSP Peters Asiwe Omoruyi CRSP Matthew Timothy Parks CRSP Terrance Pavka CRSP

Glenn Pound CRSP
Ejokuvwo Larry Pupu CRSP
Lesley Pyne CRSP
Alexandra Reid CRSP
Phoebe Rezkalla CRSP
Erin Rideout CRSP
Candice Marie Roffe CRSP
Kim Lan Sauer CRSP
Jody Celeste Terrell CRSP
Nancy Elaine Tucker CRSP
Megan Ashley Upshall CRSP
Eli Viloria CRSP
Russell William Warwick CRSP
Ronae Angilee Wilson-Mcnair CRSP
Khaled Mahmoud Yousry CRSP



NAME	COMPANY
Carla Villalta	ABL Employment
Carol Ross	Alberta Association for Safety Partnerships
Erin Linde	BC Construction Safety Alliance
Stephanie Benay	BC Hydro
Virginie Tremblay	Canada Post
Sarah McCurdy	Canadian Pacific
Wendy Gaskill	Chinook Scaffold Systems
Manisha Mistry	CSA Group
Lee-Anne Lyon-Bartley	Dexterra
Rebecca Chow	District of Saanich
Jillian Pacheco	Eaton Corp
Reshma Sukdhoe	Electrical Safety Authority
Catherine Galvao	Enbridge
Paula Campkin	Energy Safety Canada
Kylee Lundberg	EPCOR Ontario Utilities, Inc.
Tara Curley	GFL Infrastructure Group
Stacey Maguire	Glooscap Ventures
Amber-Lee Jenkins	GTAA
Sonya Wickens	Honda of Canada
Mieke Leonard	Hummingbird Mobile Health

NAME	COMPANY
Lori Janz	Lori Janz Compliance Solutions, Ltd.
Ana Derksen	Metrolinx
Erin Oliver	Modern Niagara Group, Inc.
Celia Oliveira	Modern Niagara Group, Inc.
Angela Keenan	Nova Scotia Health Authority
Pushpalatha Mathanalingam	Ontario Occupational Health and Safety Consultants Corp
Eldeen Pozniak	Pozniak Safety Associates, Inc.
Lisa Hallsworth	Rillea Technologies, Inc.
Mary Strazzeri	Safety First Consulting Professional Corporation
Amandeep Beesla	Salus Technologies
Adeeta Marie Bandoo	Stanley Black & Decker Canada
Kelly Shanks	Sunny Corner Enterprises, Inc.
Bonnie Rose	Technical Standards and Safety Authority
Jacqueline A. Hatt	The Stevens Group
Shirley Hickman	Threads of Life
Denise Howitt	University of Calgary
Hayley McNeil	Voltage Power, Ltd.
Melanie Patterson	Walker Industries
Marcella Latchana	William Osler Health System
Angele Poitras	Workplace Safety North



BONNIE ROSE

Technical Standards and Safety Authority (TSSA)

COS Top Women in Safety

echnical safety regulation oversight in Ontario is undergoing a dynamic transformation, with Bonnie Rose, president and CEO of the Technical Standards and Safety Authority (TSSA), leading the bold effort.

"TSSA is transitioning to a modern, outcome-based regulator that will reduce harm by relying on data, evidence and analysis to focus on areas of high risk that pose the greatest threat to public safety in Ontario," Rose says.

As head of TSSA's business operations and strategic priorities, Rose is committed to strengthening the organization as a well-respected leader in the safety industry. "We've introduced several programs to enhance TSSA's ability to collaborate with stakeholders and industry partners to identify and reduce risks of harm so that we can improve safety practices, reduce administrative burden and maintain regulatory compliance," she says.

"An underlying element to this transformation is changing our culture, and I'm proud of the work we've done to become more progressive, responsive and collaborative."

Bonnie adds that TSSA is working on a multi-year strategy to ensure diversity, equity and inclusion is embedded within its culture and broader business practices.

"I'm glad to see a stronger emphasis on inclusion in all of its forms," says Rose. "The goal is to make the most of our diverse talents, as well as tackle biases that may impede our potential."



CAROL ROSS

Alberta Association for Safety Partnerships

COS Top Women in Safety

arol has always been an advocate of safe work environments. Her belief centers around "do things right because it is the right thing to do" not only if the law says you must. Carol believes safety affects everyone, not just at work but our lives away from work. When Carol founded the Alberta Association for Safety Partnerships (AASP) in 1996, she knew her work was just beginning. Carol achieved her External Auditor Certification from SAIT in 1996, and her Certified Health and Safety Consultant designation in 1998. Carol assembled an auditor training certification course, based on Partnerships Standard that has been the foundation for teaching and certifying auditors, both internal and external. In February 2011 Carol authored a book, Fundamentals of Health and Safety Auditing; An Auditor's Handi-Guide. As well, Carol was instrumental in the development and design of the first electronic Partnership audit tool in 2009 and an updated, profoundly improved and intuitive health and safety audit application, AuditSoft launched in 2020. Auditing with honesty and integrity in mind, has been a passion of Carol's for many years and she expects nothing less from auditors certified with AASP. Based on these values the AASP grew from the original 32 members to over 3000 members in 2021.

Carol was the recipient of the 2014 Work Safe Alberta Individual Achievement Award. An indication that her safety leadership and commitment have been significant over many years and last year marked the first-ever "Carol Ross Health and Safety Scholarship" a \$3,000 annual scholarship sponsored by SafetyVantage and AuditSoft for students pursuing careers in health and safety. Carol is known for her honesty, integrity, hard work and energy that has impacted many lives and businesses.





ELDEEN POZNIAK

Pozniak Safety Associates

COS Top Women in Safety

eave the world a better place." Eldeen Pozniak's parents gave her that advice when she was young, and since her beginnings in occupational safety in the 1990s, she has been putting it into practice. "I feel that what I do in OHS does make a difference."

Pozniak, director of Pozniak Safety Associates Inc., is currently involved with the Global Operations Practice Specialty of the ASSP, a member of the 1Wish - Global Coalition of Women in Safety and Health Networks and a past president of the CSSE and INSHPO.

"Where I've gone in my career has been because of the support network around me," Pozniak says. "We're stronger together."

She has received many recognitions including the Saskatchewan and Canadian Safety Professional, Saskatchewan Safety Hall of Fame and the ASSP president's award. In 2017, she was even recognized and invited to have tea with Queen Elizabeth at Buckingham Palace for her contributions to health and safety globally.

It is no surprise, given her credentials, that Pozniak is a sought-after consultant, speaker and mentor - positions she takes seriously. "It makes me feel like I'm achieving my goal, to leave the world a better place, to make sure moms and dads, sons and daughters ... go home at the end of the day."



LISA HALLSWORTH

Rillea Technologies

COS Top Women in Safety

or 30 years, Lisa Hallsworth has been committed to making the use of workplace chemicals safer. To simplify the complexities of chemicals and regulations, Hallsworth co-founded Rillea Technologies in 2016. Since then, Rillea Tech has created software that addresses challenges such as occupational disease and climate change.

"A typical workplace has 120 chemicals that require WHMIS SDSs. That's 1,500 pages of complex information. Management has no easy insight into this information and workers don't read the SDSs. That's the WHMIS Gap," said Hallsworth.

Under her leadership, RilleaTech has developed SDS RiskAssist. It reads those 1,500 pages and instantly prioritizes the information. Management uses this insight to prevent occupational/ environmental harm.

"RilleaTech's team of experienced, analytical and curious thinkers have made this possible. Software that encourages behaviour change must be intuitive and simple," she said. "What could be easier than to search our database for a brake cleaner, graffiti remover or COVID disinfectant that is safer than the one you use today?"

Over the past few years, RilleaTech has been pre-qualified through the Build In Canada Innovation Program and has won the following awards: 2018, 2019 and 2020 Readers' Choice (Canadian Occupational Safety); 2019 Startup of the Year (Innovation Guelph); and 2020 SaaS Bootstrap Award (The Ottawa Network).



MANISHA MISTRY

CSA Group

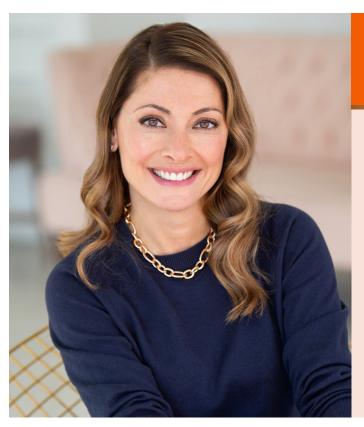
COS Top Women in Safety

anisha Mistry's philosophy is simple: You are only as good as your team. As CSA Group's Senior Director, Health, Safety, Security & Environment (HSSE) and Change Management, Mistry manages a team that oversees HSSE for the global organization. Among her many accomplishments, Mistry oversaw the organization's global registration to ISO 45001 and 14001. She also worked closely with CSA Group's leadership team to navigate the organization safely through the COVID-19 pandemic.

Recently, she has expanded her focus to include diversity, equity and inclusion (DE&I) and to bring together key stakeholders across CSA Group to create a safe and supportive work environment.

"We're continually evaluating our organizational programs to ensure that our workforce represents the communities that we work in," Mistry says.

She notes that 50 per cent of CSA Group's HSSE team identify as female — a credit to the organization's commitment to diversity. "Personally, being a woman in health and safety has been a positive experience because my employer is willing to provide me with opportunities for growth, remove barriers and offer flexibility. CSA Group has created a very supportive working environment for me and the many amazing women and men that I work with."



MARY STRAZZERI

Safety First Consulting Professional Corporation

COS Top Women in Safety

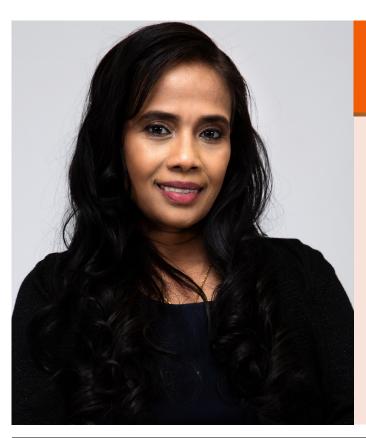
Since starting Safety First Consulting Professional Corporation in 2005, Mary Strazzeri grew the company to more than 500 clients in Ontario from 20. When asked what has been critical to her success, the company president said: "Perseverance and some serious ambition. I just never gave up."

Due to that strong work ethic, Safety First Consulting has grown exponentially through referrals and has garnered an esteemed list of clients across industries, with a strong presence in construction and industrial establishments. "Honesty and transparency have always worked for me with my clients," says Strazzeri.

Strazzeri saw the need for a one-stop shop solution for employers. Safety First Consulting has the experience and knowledge to help employers not only prevent injuries but to help manage them with licensed paralegals.

Safety First Consulting is a leader in occupational health and safety in Canada. Its stellar reputation has continued to thrive over the last 16 years. "Once you prove yourself and you're able to get positive results, there are fewer barriers," she says. "Know your job. Know what your clients want. And provide a really good service. I've never deviated from that formula, and it's been very successful."





PUSHPALATHA MATHANALINGAM

Ontario Occupational Health and Safety Consultants Corporation (OOHSC)

COS Top Women in Safety

ore than 20 years ago, Pushpalatha Mathanalingam fled Sri Lanka and came to Canada as a war refugee and sole-support parent. During that time, she graduated from Ryerson University with a Bachelor of Applied Science-Occupational and Public Health, while caring for two ill parents, who emphasized the importance of education.

"There were definitely moments when the financial and emotional burdens felt too heavy, but whenever this happened, I always kept coming back to the same belief: I didn't come this far to only come this far," Mathanalingam says.

Now, Mathanalingam is director of the Ontario Occupational Health and Safety Consultants Corp. (OOHSC), which she built from scratch in 2012. Since then, OOHSC has become a recognized leader in safety management consultancy. "For years, I've built my business up and am now finally able to live life comfortably on my own terms," she says.

In the beginning, Mathanalingam says she focused on one client at a time. Now, her clientele has grown to more than 200. "In health and safety, there is no shortcut — you have to provide a full package, no matter how much money they are giving you," she says.

"If you're honest in your work, do your best, then you keep your customers."



ULINE

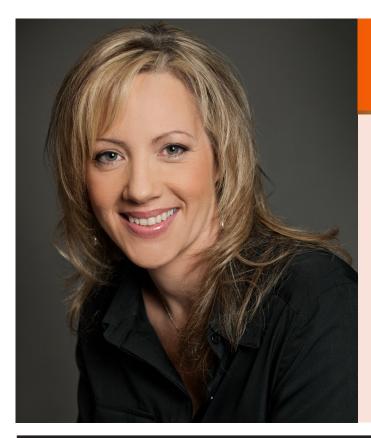
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SONYA WICKENS

Honda of Canada Mfg

COS Top Women in Safety

or Sonya Wickens, a leading role in occupational safety combines her skillset and passions: collaborating, learning and problem-solving. "I enjoy working with people not only for my own learning and growth, which teamwork offers, but also because I enjoy sharing my experience and teaching."

With 25 years of experience in automotive manufacturing, Wickens is currently a safety leader at Honda of Canada Mfg (HCM), based in Alliston, Ont. Her experience at HCM includes leading safety training programs, recently focusing on mental health training in the workplace and working with joint health and safety committees. She has even received a patent for welding technologies.

Wickens attributes her success to the workplace culture at HCM. "What stands out to me is the mentorship and support from co-workers," she says. "Teamwork, associate involvement and recognition have always been a priority at HCM, which has empowered me to be successful in anything I set out to do."

While manufacturing may have been viewed previously as a male-dominated industry, Wickens says that is no longer the case. "There is so much support today from workplace programs, peers in the workplace and in society, women's initiatives and training," she says. "My advice to anyone is to go after whatever it is you set your mind to do."



TARA CURLEY

GFL Infrastructure Group - National Director EHS

COS Top Women in Safety

or Tara Curley, the key to success in occupational safety is simple: "A lot of long days in mud," she says, laughing. "Luckily, I absolutely love what I do."

Curley has been a leader in health and safety, with a focus on the heavy construction, for more than 20 years. As director of health, safety and environment for GFL Infrastructure group, she currently oversees multiple divisions. "If we can just get every worker home safe, that's what it's about," Curley says. "If the small things we do on a day-to-day basis can help keep our workers safer, that's what keeps me going."

Over the past three years, Curley has been instrumental in developing and implementing an industry-leading health and safety program for the diverse portfolio of GFL Infrastructure, including the company's COR and ISO 45001 certification.

Curley says rising to those heights in a male-dominated industry has been challenging, and she wants to continue mentoring young women entering health and safety. "One thing I'd like to leave the industry is the opportunity for young females, in particular, to get their shot, to help them get their foot in the door, because I believe it is an industry they can excel in. It's a phenomenal career."



SAFELY LEADING THE WAY

New WSPS survey reveals startling insights into the benefits reaped by companies that have a strong leadership focused on health and safety

> recent survey* by Workplace A Safety and Prevention Services (WSPS) has revealed key findings on health and safety leadership during these unprecedented times.

As one can imagine, COVID-19 has had a huge impact on businesses, with half of the survey respondents reporting that the global pandemic was their biggest challenge (50 per cent).

Nevertheless, the pandemic is not the only thing that safety professionals need to keep in mind. Indeed, avoiding injuries in the workplace remains a top concern for organizations (41 per cent).

Increased focus on health and safety

There has been a noticeable positive growth between 2019 and 2020 for organizations that identify as having a strong focus on health and safety.

Thirty eight per cent of those surveyed described themselves as "proactive" — a 10-point increase from 2019. These organizations proudly host active board discussions and support aimed at enhancing management of health and safety.

Even more exciting, 17 per cent of those surveyed described themselves as "leading" — a five-point increase from the previous year. "Leading" organizations have made health and safety a strategic priority, with board decisions taking into account the impact on the health and safety of employees.

Said one of our leading respondents: "Health and safety is consistently the first item on our leadership meeting agendas and in our all staff town halls. Management checks in several times a

week with staff to monitor their health and well-being and all staff are encouraged to speak up and report any discomfort."

Senior leadership as a driver for progress

Senior leadership was one of the top three drivers for improving organizational health and safety, according to respondents.

And, in fact, for the companies describing themselves as "proactive"

Only six per cent of those at the start of their health and safety journey reported that they saw reduced injuries and costs. These are companies that are only starting to understand what health and safety involves. Twenty two per cent of companies describing themselves as "reactive" — that focus on addressing incidents as they arise — report reduced injuries and costs. For companies "managing" health and safety risks, this figure goes up to 34

This survey, quite unintentionally, has revealed just how devastating it can be when businesses are not committed to health and safety."

Lvnn Brownell, WSPS

and "leading" with regards to health and safety, senior leadership played a larger role as a driver among these more developed organizations.

Sixty nine per cent of "leading" companies said that senior leadership drove the conversation for improving health and safety (up 10 per cent compared to 2019), while 56 per cent of "proactive" organizations said the same thing (up nine per cent compared to 2019).

The benefits of strong leadership

A stronger focus on health and safety can lead to a number of benefits for companies.

Unsurprisingly, organizations boasting strong health and safety leadership reap the highest rewards. A whopping 48 per cent of "proactive" companies responding to the survey reported reduced injuries and costs, with this number going up to 50 per cent for "leading" organizations.

These are concrete and measurable ways of looking at the benefits of strong leadership. Placing employee safety at the centre of business decisions reduces injuries, a huge step forward, but it also reduces costs for the organization.

"This survey, quite unintentionally, has revealed just how devastating it can be when businesses are not



committed to health and safety," says Lynn Brownell, president and CEO, WSPS. "Having a health and safety culture has helped leading survey respondents to weather this storm."

Strong leadership in a pandemic

Strong health and safety leadership is, as we have seen, essential in improving injury rates and reducing costs. This has come into even sharper focus during the pandemic.

One of the biggest findings of the survey is that those with leading health and safety plans are almost twice as likely (76 per cent vs 41 per cent) to report low or reduced COVID-19 rates as a benefit of their planning.

And, in fact, even those companies that describe themselves as simply "reactive" or "managing" see the benefits of improved leadership when facing a pandemic (with 62 per cent and 66 per cent, respectively, reporting low or reduced COVID-19 rates).

Now more than ever, strong safety

leadership is really making a difference for employees.

Healthy and safety critical in a pandemic

Most companies (92 per cent) said that a strong culture of health and safety has allowed their company to cope with the unexpected. In fact, many of them (90 per cent) said the pandemic has drawn more attention to OHS, with 86 per cent of respondents saying that the pandemic had raised the importance of OHS within their organization.

Looking toward Canada's postpandemic landscape, 85 per cent of those surveyed said that health and safety will be more important than it was before the pandemic. Importantly, almost all those surveyed (99 per cent) agree that health and safety is critical for all businesses to be able to fully open after the pandemic.

"The pandemic has forever transformed the way all businesses operate, and WSPS is no exception," says Brownell.

Post-pandemic concerns

Mental health has started to become a key concern for health and safety professionals over the past few years. This has been accelerated by the pandemic, as survey respondents called it the top emerging concern of 2020 (70 per cent, a three-point increase, compared to 2019). Employers are recognizing more and more that mental health, as well as stress management, is very important to workplace culture and engagement.

While post-pandemic recovery and what that will look like is still very much up in the air, there is no doubt that strong health and safety leadership will need to include a focus on employee mental health. [008]

*Survey done in collaboration with Key Media. These results are based on more than 800 survey responses. The survey ran from Sept. 28 to Oct. 29, 2020 and targeted Canadian HR and occupational safety decision-makers.





MAKING ONTARIO'S ROADS SAFER

Driver fatigue has been identified as a top health and safety risk for trucking operations in Ontario. How can Ontario's general trucking sector address driver fatigue among professional drivers?

November 2019, Ontario's Ministry of Labour, Training and Skills Development (MLTSD) in partnership with the Infrastructure Health and Safety Association (IHSA) organized a group of industry experts that met for two days to determine the root causes of driver fatigue in Ontario's trucking sector. As part of their work, they also developed critical controls and specific activities that could be put in place to address driver fatigue in Ontario's general trucking industry.

The list of the top 10 causes of driver fatigue, as identified by workers, supervisors and employers in Ontario's trucking sector, ranks the factors according to their likelihood of contributing to driver fatigue. Traffic conditions, unhealthy lifestyles, mental health, lack of education to recognize driver fatigue and training gaps in licensing all appear in the top five causal factors.

More detailed information on the top causes of driver fatigue among professional truck drivers can be found in the accompanying technical paper, Root cause analysis report of driver fatigue among professional truck drivers in Ontario, available at ihsa.ca/driverfatigue.

Identify solutions and controls

After identifying the top 10 causal factors of driver fatigue, the industry representatives identified possible solutions and controls for the topranked risks. During the discussions, similar themes and proposed controls



kept emerging that informed five key recommendations:

- 1. Classify truck driving as a skilled trade (i.e., Red Seal)
- 2. Review and address critical training gaps in mandatory entry-level training (MELT)
- 3. Make graduated licensing for all truck drivers mandatory
- 4. Increase enforcement of noncompliant carriers
- 5. Promote mental health and wellness among professional truck drivers.

These recommendations provide a foundation for reducing driver fatigue by focusing on systemic causal factors and not just the symptoms of driver fatigue.

The trucking industry should focus immediately on addressing these five key recommendations.

"The group of industry experts shared their experience, made

suggestions and proposed potential controls to address the primary causal factors and identified systemic weaknesses in the industry," says Michelle Roberts, IHSA director, stakeholder and client engagement. "IHSA is proud of our work as an advocate for improving professional truck driver training, non-compliant carrier enforcement and the importance of driver mental health and wellness. This work is a strong first step toward meaningful changes for safer and healthier workplaces for professional truck drivers."

Designate truck driving as a Red Seal skilled trade

Given the size of vehicles being operated on public roads, the skill and knowledge required to safely inspect and operate them and the high-risk





activities required for the job, truck driving is a skilled profession. It would benefit companies, drivers and all road users if the profession were classified as a skilled trade. Designating truck driving as a Red Seal trade would guarantee a nationally recognized standard for professional truck drivers across Canada.

Address gaps in mandatory entry-level training (MELT) and graduated licensing

Implementing enhancements to MELT and the graduated licensing system to align with a national standard and incorporating greater oversight in the monitoring of truck training schools, including implementing standards for certified instructors, is key to ensuring that quality truck drivers emerge from the entry-level training programs.

Enact greater enforcement of non-compliant carriers and the **Driver Inc. business model**

The Driver Inc. structure misclassifies employees as independent contractors. Drivers are often led to believe that the Driver Inc. structure will leave them with more money in their pockets. However, the misclassification enables the carrier to avoid paying Workplace Safety and Insurance Board (WSIB) premiums, employee benefits and vacation pay. As well, it provides a loophole to avoid providing the protections and rights that employees are entitled to under the law — including health and safety provisions that help address driver fatigue.

Improve supports for truck driver mental health and wellness

Throughout the pandemic, the trucking sector has been deemed essential and

truck drivers have carried on their critical work. This has underscored the numerous work and societal pressures that professional truck drivers face, including chronic overstress, pressure to meet deadlines, long hours and isolation. It has also highlighted the critical need for better mental health supports for this group.

We know that professional truck drivers face a stressful environment. Being on the road and away from home for extended periods, as well as physical health factors such as poor diet, lack of exercise and reduced quality sleep are just some of the factors that can affect their mental health. If not addressed, these factors can lead to depression, anxiety and addiction. And yet, truck drivers don't typically have strong mental health support systems.

WHAT IS DRIVER FATIGUE?

When it comes to driving, two types of fatigue matter – physical fatigue and mental fatigue. Both reduce a driver's capability to perform essential driving-related duties. Physical fatigue is the result of physically demanding duties. Physical fatigue can result in longer reaction times and inaccurate or incorrect responses.

Mental fatigue is the greater concern for most drivers, as it decreases mental performance. It can occur after driving for long periods without a rest or break, or as a result of the monotony or repetitiveness of the driving task or conditions (traffic, weather, etc.). Mental fatigue reduces driver alertness, focus, attentiveness, and decision-making abilities required to perform key driving functions.

The Ontario Ministry of Transportation analyzed police report data and found that driver fatigue is a factor in at least 20 per cent of policereported large truck collisions in Ontario (MTO, Large Truck Collision Causation Study, 2020).





"IHSA is proud of our work as an advocate for improving professional truck driver training, non-compliant carrier enforcement and the importance of driver mental health and wellness."

Michelle Roberts, IHSA

The general trucking industry urgently needs better policies and practices to minimize the trucking profession's potentially harmful effects on driver mental health. These improvements would have a positive effect in reducing driver fatigue and increasing public safety.

How IHSA can help

IHSA has developed a number of online educational resources to address driver fatigue and help workplaces strengthen their road safety plans. These resources, which include driver fatigue tip sheets for employers and workers, assist in communicating the hazards of driver fatigue and other hazards on the road and support the recommendations of the driver fatigue root cause analysis.

IHSA urges stakeholders in the trucking industry to visit ihsa.ca/driverfatigue to learn more about the industry-identified root causes and recommended solutions that address driver fatigue in the workplace.



DRIVER FATIGUE

AND ITS ROOT CAUSES:

The Top 10Causal factors to watch for

To better understand the root causes of driver fatigue on the job, Ontario's Ministry of Labour, Training and Skills Development (MLTSD) in partnership with the Infrastructure Health and Safety Association (IHSA) organized a group of industry experts. The group was made up of drivers, supervisors, and employers in the industry.

Together, they identified 66 root causes of driver fatigue and then voted to prioritize a top 10 list, displayed to the right.

(NOTE: Some of the ranked numbers have multiple causes listed, as they resulted in a tie during the formal voting process.)

IHSA has developed a number of additional online educational resources to address driver fatigue and assist workplaces with strengthening their road safety plans, including tip sheets for employers and workers.

IHSA urges stakeholders in the trucking industry to visit ihsa.ca/driverfatigue to learn more about industry-identified root causes of driver fatigue and recommended solutions.



- Traffic conditions
- 2 Health conditions & unhealthy lifestyle
- **7** Work-life balance
 - Stress
 - Mental health
- 4 Hypnotic effects during periods of drowsiness
 - Not enough truck/rest stops
 - Lack of education and training to recognize driver fatigue
- 5 Licensing doesn't always meet skill requirements
- 6 Rushing to get job
 - Lack of political will
- 7 · Inexperienced drivers · Company culture
- Classification of skill
- Societal attitudes
- 9 · Inadequate vehicle maintenance
 - Seats
 - Rest in truck
- 10 •Electronic logging devices (ELDs)
 •Substance use

GET TALENT. GET MONEY. GET STARTED.

Motivated students need a place to start, a place to learn and a place to contribute.

"EXCELLENCE

in Manufacturing Consortium (EMC) is

delivering the Government of Canada's Student Work Placement Program (SWPP) to Canada's manufacturing and related sectors through the WILWorks Program," says Susan McLachlan, project co-ordinator, EMC. "We're happy to be a new SWPP partner focusing on the manufacturing sector as well as related industries in the supply chain."

Although EMC's participation is only recent, it has already received a number of applications. McLachlan stated the response has been very positive.

What is WILWorks?

Through WILWorks, EMC aims to create partnerships with colleges, universities, polytechnics and CEGEPs to help develop a pipeline of future employment-ready graduates. This pipeline will also focus on supporting students through internships, co-op placements or applied research projects.

"The goal of the Student Work Placement Program is to increase the number of work-integrated learning opportunities that employers can offer to post-secondary students," says McLachlan. More precisely, the WILWorks program provides wage subsidies to employers of 50 per cent, up to \$5,000 per new placement and 70 per cent, up to \$7,000 for students from underrepresented groups. This includes women in STEM, Indigenous people, persons with disabilities, first-year students, visible minorities and newcomers to Canada.

EMC's WILWorks Program supports full-time or part-time paid placements as short as six weeks and to a maximum of 16 weeks. It is up to the employer and student to determine the duration and the subsidy will be pro-rated accordingly.

How to apply?

The initial application is easy and should only take employers approximately 10 to 15 minutes to complete.

It is up to employers to apply and they can do so via EMC's easy-to-use online platform. Students can not apply for the program; nevertheless, EMC encourages students to be aware of the WILWorks program because it can add value to a conversation with an employer or during a job interview.

"That is an added benefit for students to be able to go to an

employer and say, 'If you hire me, you may be able to receive a wage subsidy through this program,'" says McLachlan.

Although there is documentation and paperwork required, McLachlan says, "EMC tries to make the application process as seamless as possible because we know the manufacturing sector. We are trying to make it as easy as possible for the employers. To support employers through the application process, we have EMC staff available to assist, offering a white-glove service to all of our applicants."

What are the benefits?

The program enables employers, through this wage subsidy, to offer even more positions to post-secondary students and have access to the necessary funds.

The program enables employers, through this wage subsidy, to offer even more positions to post-secondary students and have access to the necessary funds.

"For employers who have never hired post-secondary students before, this may be what they need to be able to spark that relationship and start accessing student talent," says McLachlan. "For employers that have





"Excellence in Manufacturing Consortium (EMC) is delivering the Government of Canada's Student Work Placement Program (SWPP) to Canada's manufacturing and related sectors through the WILWorks Program."

Susan McLachlan, EMC

hired students previously, the program may enable them to offer more student placements within their organization than they have in the past."

Students can offer a wide variety of benefits to an organization. As post-secondary students, in these placements, they already have some education and training related to the

"They're able to bring new eyes to challenges or gaps that employers may have. They are also able to work on special projects or be able to provide some human resource capacity or support to employers," says McLachlan.

"On the student side of the equation, the work opportunities are vital to the

application of what they are learning in the classroom," she says. "The other piece is that it's giving them relevant work experience to support them in their future job search, following graduation.

"Furthermore, it allows students to test the waters and see which areas of the industry they would like to work in or perhaps specialize," says McLachlan.

"Whether they are working on projects as part of their program or bringing their learning on board, being able to leverage that talent and the learning that they're doing in the classroom within that setting for the employer is of use to both parties. Work-integrated learning is beneficial to all involved. Students are able to apply their knowledge in a real work setting and employers are able to leverage student talent. It is a win-win for both sides," says McLachlan.

Find out more information about the

WILWorks program here.

About the company

EMC is Canada's largest manufacturing consortium. For more than a quarter century, EMC has been responsible for contributing significant knowledge, expertise and resources toward the success of more than 13,000 consortium and online member manufacturers, representing every province across Canada. EMC's total manufacturing audience includes 40,000-plus employers and 600,000 manufacturing employees.

EMC facilitates events in more than 60 consortium regions, across more than 450 communities. Offering a broad range of hands-on programs and services, EMC is helping manufacturers to lower costs, access greater opportunities to compete for business and improve efficiencies in dealing with the day-to-day complexities of running a manufacturing operation. COS

MSDs A CONCERN FOR SAFETY PROFESSIONALS

Industry experts R&D Ergo weigh in on the dangers of not taking ergonomic concerns seriously and the benefits of finding the right fit



Portable roll handlers eliminate the manual lift and turning of the rolls for your operators.

workplace safety and insurance board (WSIB). From 2003 to 2007, they accounted for 2.5 million days missed from work. These disorders account for 43 per cent of all work-related injuries (WSPS statistics).

Most workers are faced with some kind of musculoskeletal issue in the workplace, from office workers who are slumped in front of a computer all day to construction workers lifting heavy objects.

This is where ergonomics comes in. Although the concept has been around for many years, it has been evolving and accelerating in recent years. More and more, employers are turning toward ergonomic solutions to provide relief to their employees.

Why invest in ergonomics?

There is a whole array of risks associated with not taking ergonomic concerns seriously.

One of the issues driving this push for a keener interest in ergonomic solutions is the median age of the workforce, says David Gurr, account manager, R&D Ergo. Gurr has a wealth of experience in technical sales.

Over 25 per cent of the manufacturing

sector workforce is aged 55 and older. From 1996 to 2018, the proportion of workers aged 55 and older almost doubled (Statistics Canada). Workers in manufacturing or retail may be struggling with lifting boxes or other manual tasks, creating a need for ergonomic material handling equipment.

"That is what is driving customers to come to companies like ourselves, to find those solutions for them," says Gurr.

As the risks of injuries in workers increases due to demand, facility spaces and workforce demographics, so does the risk of medical, insurance and liability fines. Musculoskeletal disorder (MSDs) is one of Canada's most costly medical conditions, estimating direct and indirect costs in the \$22-billion range, according to the Institute of Musculoskeletal Health and Arthritis (IMHA).

Ergonomic benefits

There are several benefits to employing ergonomic material handling solutions. The use of material handling equipment such as power movers, turntables, tuggers and lifters reduces costs, improves productivity, improves quality, improves employee engagement and, most importantly, improves safety culture. Often, heavy





lifting tasks in awkward spaces need to be performed by multiple workers safely, while the use of an electronic lifter or tugger can perform the same task with just one employee without the risk of injury.

Protecting employees from injuries

For employers getting in the game, it may be a bit tricky to know where to dive in.

What are the key things that employers need to consider when looking to implement ergonomic solutions? One place to start is "thinking about what the need of the operator is and how to solve the problem for the operator," says Gurr.

The R&D team has tackled this problem many times when working with their clients. The first step is to assess the operations and facility space to find the best ergonomic equipment

recommendation for workers. A recent R&D project had its specialists providing an ergonomic solution to safely moving a 2,200-kilogram transfer cart within a pilot area. The client was using six team members to manually push and pull a loaded transfer cart within an area, and this posed both ergonomic and safety concerns for its team members. After a visit from R&D's ergonomic equipment specialist, the Master Mover model MT300 electric tug solution was recommended as the best solution to allow ONE team member to safely and ergonomically move the transfer cart.

Demands for businesses are getting busier and busier, with these demands driving many changes in different workplace environments. These changes may affect which ergonomic products are used or created, but ergonomic solutions will always be a

"Anything that eliminates manual lifting for an operator — that's usually when we get called in to help solve an issue. We've got out-of-the-box solutions, and we also design and build lifting solutions."

David Gurr, R&D Ergo

tool for employers to ensure that workplaces are as safe as possible.

Leading the market

R&D Ergo has provided ergonomic solutions for more than 25 years and is one of the industry leaders.

"We're known in the field as problem-solvers for ergonomic solutions," says Gurr. "We've been doing this for so long! We just have the experience and the knowledge. People know they can come to us for help in finding that solution."

Even though COVID-19 has affected all businesses, R&D Ergo can still provide its services and help customers virtually.

Finding the right fit

It is crucial to have the right tools for the job. R&D Ergo offers a wide array of options, such as pallet or lifting solutions. "Anything that eliminates manual lifting for an operator — that's usually when we get called in to help solve an issue," says Gurr. "We've got out-of-the-box solutions, and we also design and build lifting solutions."

R&D Ergo works with clients from several industries, including manufacturing, automobile, print,

warehouse and retail. Right now, says Gurr, some of R&D Ergo's most popular products are aimed at solving issues for roll lifting — either in the printing industry or the packaging industry.

"People are trying to find solutions for lifting these larger rolls, as everybody is turning to larger, heavier rolls to reduce the downtime that they have in production," says Gurr.

About the company

R&D Ergo provides high-quality engineered ergonomic and material handling solutions to safety-conscious business owners and stakeholders. The company works with your team to provide standard and customized devices ranging from vacuum lifters and portable and hoist-based roll handlers to cart movers and jib cranes and workstation cranes to increase productivity and reduce repetitive strain injuries.

R&D is part of a group of companies that have continually worked for the past 30 years to support employee safety and facilities compliance.

Find out more about R&D's extensive offering on its website: www.rdergo.com cos

MY SAFETY MOMENT

FOR PEOPLE

Natalia Pashutina, is a health and safety specialist, teacher and safety trainer and runs her own consulting company. She is also the chairwoman of the Canadian Society of Safety Engineering B.C. Lower Mainland chapter.

• How did you get into health and safety?

After obtaining my bachelor's degree as a marine engineer and working in the construction sector for two years, I moved to Canada where I started to explore my new professional journey. My love for health led to me working as a fitness and then wellness co-ordinator, where I helped people who were injured at work go through rehabilitation. Through this role, I became interested in health and safety, as I wanted to know what caused workplace injuries and why. At that time, I made a significant decision in my life, and I went back to school to obtain my health and safety diploma program at Simon Fraser University.

What motivates you to do your best at work every day?

The impact I am making on the workers, students, organizations and the opportunities to stretch my potential. And I also would like to acknowledge my grandfather. He worked in the construction industry and has received many awards for the contribution he made. He would share his stories and inspire me. He was my role model.

I believe in personal and professional development. We're always learning; that's how we evolve. [We develop the] ability to adapt to changes, which allows us to grow personally and professionally as well.

What do you like the most about being a health and safety professional?

People, for people, because of people! Through my experience working in sectors like construction, non-profit, Crown corporation and education, I have managed programs involving emergency preparedness, incident investigation, audit, first aid, new worker orientation... I have learned that safety is not about written dos and don'ts or even reducing injuries but about changing attitudes and behaviours at all levels of the business. I value those moments a lot when workers say or suggest something to me due to the positive impact I made during the training or incident investigations. I know many jobs have emotional rewards, but I strongly believe health and safety take a special place.

How do you promote safety outside of work?

A I have an emergency preparedness kit at home, ready to be used if needed. That is something I communicated to my family — why it is important and what are the consequences could be if we don't have it. Although, I haven't asked them to exercise an annual evacuation drill yet — can't be too harsh on them!





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