

***Our Vision is:***

To provide awareness, education and training, creating positive work environments with reduced risk.

***Our Mission is:***

To improve the health and safety of all members of the Mechanical Contractors Association of Toronto.

## 2022 SAFETY TRENDS - MENTAL HEALTH & THE PANDEMIC

## Trending in 2022 Mental Health and the Pandemic Again

It comes as no surprise with the new variant and the rising number of cases that once again employers continue to face a shifting workplace and labour shortages, not to mention blended work weeks with some splitting time between the office and home. Virtual and online learning resumes and occupational health and safety remains a primary focus.

When it comes to Mental Health however, there is no mask.

Bereavement, isolation, loss of income and fear are triggering mental health conditions or exacerbating existing ones. Many people may be facing increased levels of alcohol and drug use, insomnia and depression and anxiety is reported to be on the rise. The front line workers are stretched to their limits.

We as a society have a tremendous amount of work ahead of us to restore resiliency to our communities.

[Learn More](#)

## In This Issue

- ◆ **Trending in Safety - 2022**
- ◆ **MOL - What's New**
- ◆ **Occupational Fatigue**
- ◆ **Training Resources**
- ◆ **Spotlight - WSIB**
- ◆ **COVID-19 Updates**



## PANDEMIC STILL TRENDING



## IHSA - PODCAST SERIES

The IHSA Safety Podcast is a free podcast from the Infrastructure Health and Safety Association (IHSA) that seeks to improve the lives of workers in Ontario.

Each episode engages with industry professionals and influencers and considers best practices, resources, and training to control and eliminate health and safety hazards in work environments involving high-risk activities such as construction, transportation, and electrical utility.

To listen to this podcast and to explore many other episodes on all things health and safety, [visit IHSA's Safety Podcast page](#).

## BILL 68, SPEAKING OUT ABOUT WORKPLACE VIOLENCE AND WORKPLACE HARASSMENT ACT, 2021

The Bill amends the *Occupational Health and Safety Act*. The provisions of the Act protecting workers against reprisals are amended to include protections against reprisals against workers who speak out about workplace violence and workplace harassment. The amendments provide that a reprisal is any measure taken against a worker that adversely affects the worker's employment. [Read more](#)

## ONTARIO CHIEF PREVENTION OFFICER RECOGNIZES EMPLOYERS

Ontario's Chief Prevention Office has recognized five employers who have demonstrated high standards in preventing injuries and illness in their workplaces.

The employers are among the first to be recognized under the Supporting Ontario's Safe Employers (SOSE) program. SOSE is the first government program in Canada to recognize employers who successfully implement an occupational health and safety management system.

[Learn more](#)

## OCCUPATIONAL FATIGUE - WORKING IN THE COLD



It is well known that fatigue is a safety hazard that can impair workers' mental and physical performance, causing serious injuries. Sleep deprivation and lack of sleep will clearly result in fatigue, but studies have shown poor working conditions are the most important causes of *occupational fatigue*.

Factors in the work environment, such as noise, vibration and temperature combined with increased work load and long work hours resulted in significant consequences of fatigue.

Working in the **cold** for example, causes the core body temperature to drop, muscles tense up which expends more energy. Bulky clothing also restricts movement, so combined, the likely result fatigue, and loss of focus. It was once thought that most body heat is lost through our heads but studies have shown that basically heat is lost through any body part left uncovered.

Wear loose layered clothing and minimizing exposed skin as much as possible. Cold and fatigue can cause loss of dexterity making it harder to grip tools or grasp anchor points for steadiness, so select gloves for comfort and performance. Likewise your footwear is important. Heavy cumbersome footwear can promote worker fatigue— increasing the risk of a slip, trip or fall.

Workers in cold or extreme environments should never work alone. The buddy system lets workers check each other and be assured that in the event of a crisis, somebody has their back.

[More:](#)

**HOW DOES FATIGUE AFFECT SAFETY?**



## TRAINING

### WHMIS

Every year employees are required to complete a WHMIS training review to ensure their understanding of the Workplace Hazardous Materials Information System.

Ensure your compliance.

[AIX Safety—Free WHMIS Tests](#)

[WHMIS.ca](#)



Occupational  
Health Clinics  
for Ontario  
Workers Inc.

Centres de  
santé des  
travailleurs (ses)  
de l'Ontario Inc.

### MayDay, MayDay - Workplace Mental Health Webinar Series

Mayday, Mayday is an internationally recognized cry for help, and Mayday itself celebrates the contribution of workers the world over, both of which apply to the critically important subject of **Workplace Mental Health**, especially as we all strive to cope with the impact of the current global pandemic.

Planning for the **2022 MayDay** event is underway. We will provide updated information [here](#) once it becomes available.

## TRAINING RESOURCES

The following are links to various training resources .

[CCOHS](#)

[Construction Safety Trainers](#)

[IHSA](#)

[The Safety Bus](#)

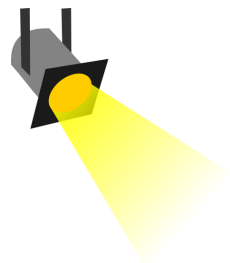
[Safety First Consulting](#)

[Vubiz eLearning](#)

[Workplace Health & Safety Centre](#)

[Local 46](#) Winter Night School Registration is open for members:

*The links are provided as samples for ease of reference only and not provided by way of promotion or endorsement; members should perform their own due diligence before engaging the services of any third party.*



SPOTLIGHT ON WSIB

WSIB coverage isn't mandatory for everyone in Ontario. The Provincial Government decides which industries and which types of employees have to have WSIB coverage, and lists them in the [Workplace Safety and Insurance Act](#) (WSIA).

If a business isn't required to have coverage, but wants it, they can apply for coverage for their employees.

Once a business is registered with us, their premiums cover the employees, but not owners (except for most [construction businesses](#)).

Owners (partners, sole proprietors, independent operators and executive officers) can apply for WSIB coverage for themselves, as long as they have coverage for any employees they may have (the process is the same whether they're required to have coverage, or they choose to have it).

Please note that WSIB coverage is the same for every business registered with us, whether they're required to have coverage, or they choose to have it. Coverage lasts for a minimum of three months, and will not end until you cancel it.

[MORE](#)

	Business is required to have coverage	Business isn't required to have coverage	Construction mandatory coverage
Employees	 Must be covered (as listed in the WSIA)	 Owner can choose to have coverage for employees	 Must be covered (mandatory coverage)
Owner	 Can choose to apply and pay for coverage for themselves	 Can choose to be covered if employees are already covered	 Must be covered (with some exceptions)

COVID –19 UPDATED WORKER & EMPLOYEE SCREENING

<https://covid-19.ontario.ca/screening/worker>

NEW COVID-19 GUIDANCE IMPACTING WORKERS AND WORK-PLACES

[Learn more](#)

FREE RAPID TESTS FOR ORGANIZATIONS

[More](#)