

SAFETY

MCA Toronto Safety Committee Update

August 2022

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.

HAZARD AWARENESS - HOW TO REDUCE INJURIES - AMONG NEW & YOUNG WORKERS

One of the biggest contributing factors to young workers injuries is a breakdown in communication with their supervisors about potential hazards.

The breakdown occurs when young workers fail to ask questions, so it is assumed all is okay. The reality however, is often not okay, as new and young workers tend to be afraid to speak up for fear of getting into trouble or looking stupid. So it is up to supervisors and seasoned workers to ensure that the new workers have the knowledge and understanding of workplace processes, risk and controls and that they can confidently question whether something is unsafe.

A few tips to keep in mind :

- ◆ **Describe in detail** the workplace processes and tasks. i.e. go over operations of all equipment, tools and machines a worker may be using.

(Cont'd on the next page)

In This Issue

- ◆ Hazard Awareness - New & Young Workers
- ◆ MOL Updates & More
- ◆ WSIB Small Business - Pandemic Support
- ◆ Back Injury Prevention
- ◆ Spotlight on Mental Health
- ◆ UA Canada Member Assistance Program (MAP)
- ◆ IHSA - Plan, Do, Check, Act



MENTAL HEALTH

- ◆ Review the “**RACE**” process for Recognizing, Accessing, Controlling, and Evaluating hazards. Young workers need to understand what’s dangerous and what’s not, the risks, and how to reduce them.
- ◆ Emphasize the **consequences** of not following the safety procedures. Young workers tend to be eager to impress and believe themselves to be invincible.
- ◆ Encourage and **engage**, young and new workers by posing questions to get them thinking about the repercussions and consequences of an injury.
- ◆ Try a **visual challenge**. Can they spot the hazards? Does this task look hazardous? Are there controls in place?.
- ◆ Lastly encourage them to speak up and **address any fear** they may have about speaking up, or asking questions.

The goal is to get our new and young workers thinking proactively about their



The MOL website is changing.

[REVIEW DETAILS](#)

HIGHER SAFETY FINES FOR COMPANY EXECUTIVES

With the introduction of the “Working for Workers Act, 2022”, stiffer penalties under Schedule 4 come into affect, increasing maximum fines for directors or officers of a corporation to \$1,500,000.

To avoid penalties, companies should review their Health & Safety management system to ensure they contain and maintain the following:

1. A strong IRS system
2. A strong understanding of the Act and compliance requirements
3. Hazard Assessments
4. Controls and Safe Work Procedures
5. Training
6. Reporting Structures
7. Documentation

Does your company measure up?

ONTARIO EXPLORING INCREASE IN COMPENSATION FOR WORKERS

The Ontario government announced it has directed the WSIB to explore a potential increase in compensation for workers who become injured or ill on the job from 85% of the workers net pre-accident earnings to 90%.

This increase could amount to an additional \$2300+ per year.

For additional information click [MORE](#)



SMALL BUSINESS PANDEMIC SUPPORT INITIATIVE DOUBLE REBATES

In an effort to assist small businesses in their financial recovery from the pandemic, WSIB has implemented an incentive program for small business with under 99 employees who participate in WSIB’s Health and Safety Excellence program. In addition to the financial incentive, the goal is to encourage businesses to further invest in health and safety.

The incentive program, referred to as the pandemic bonus, is offering small businesses:

- ◆ **Double the rebate** for topics completed in 2022.
- ◆ **Double the rebate** for all topics completed, dating back to March 2020, when enrolling in new topics in 2022.
- ◆ **\$1,000.00** for development of a company’s action plan in 2022.

In addition to the incentives listed above, the previously applied cap on rebates in which small businesses could only receive up to 75% of their premium back, has now been removed as well.

To learn more or sign up for the program, [CLICK HERE](#)

BACK INJURY PREVENTION

The Canadian Centre for Occupational Health and Safety states that both aerobic exercise as well as strengthening the core muscles (those of the abdomen and spine) is critical to avoiding lower back injuries.

CCOHS has provided detailed directions for exercises that workers can perform to help prevent lower back injuries: <https://www.ccohs.ca/backexercises>

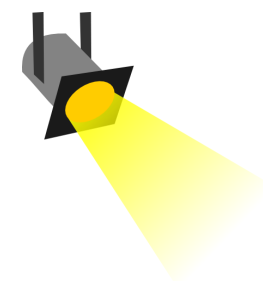
Many back injuries in construction are sprains, strains from lifting, lowering, carrying and pushing and pulling materials, heavy loads or bent over in awkward postures.

Injuries can be reduced by planning and changing how work is done,.

PLAN - Cut down on carrying

GET HELP – Use dollies, carts etc.

MOVE CAREFULLY!



MENTAL HEALTH

It’s no secret that the rise of mental health issues and claims have substantially grown since the beginning of the COVID-19 pandemic. Our industry has faced unprecedented challenges, and our employees bared the brunt of implemented changes. While most industries had employees work from home, trade workers did not have the luxury of doing so. As we continue to navigate the pandemic, soaring inflation, and high interest rates in this demanding economy, it is critical that businesses ensure they have the means to adequately address and support all employees as it relates to mental health and wellbeing.

DESIGN AND IMPLEMENT A PROGRAM

Like any successful company operating with a high degree of safety acumen, companies that invest in designing and implementing a mental health and wellbeing program see the significant impacts it provides to their employees.

The CSA Standard Z1003-13 (R2018), Psychological Health and Safety in the Workplace – Prevention, Promotion, and Guidance to Staged Implementation” defines a psychologically healthy and safe workplace as a “*workplace that promotes workers’ psychological well-being and actively work to prevent harm to worker psychological health including in negligent, reckless, or intentional ways*” (CCOHS, 2022).

The standard is a guiding principle that provides employers a framework of how to contextualize the idea of mental health supports into a practical way for worker wellbeing.

INVEST IN RESOURCES

Think about your organization and what supports you currently have available to your employees for mental health and wellbeing. Investing in tools, resources and personnel, all yield significant positive results that contribute to wellbeing.

There is also a complete array of free programs available to employers to begin their journey of the program:

<https://bounceback.cmha.ca>- **BounceBack®** is a free program from the Canadian Mental Health Association (CMHA) that helps you build skills to improve your mental health

<https://cmha.ca/what-we-do/national-programs/workplace-mental-health/> - CMAH’s complete mental health and wellbeing list of guides and resources for employers

<https://www.camh.ca/en/today-campaign/help-and-resources> - Center for Addiction and Mental Health (Toronto) complete list of resources and educational materials

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PROMOTE AND EDUCATE

Having lunch and learns, micro-sessions, and scheduled training events all contribute to the need to promote awareness and educate employees of the supports available to them. Bringing awareness to your EFAP program or showcasing who is trained in Mental Health First Aid that can provide support to an employee in distress, begins to shift the understanding in a more positive way where employees can begin to recognize that they do not need to suffer in silence.

LEAD AND CHAMPION THE PROGRAM

The involvement of senior leadership to effectively lead and champion the program is critical for success. Share stories of vulnerability, bring in guest speakers, and create safe spaces for open dialogue and discussion. Championing the program with a sense of empathy and compassion can significantly shift the employee perception that it is in fact okay to not be okay, and supports are available for their road to recovery.

The more that industry leaders normalize the discussion, help shift the perception of mental health, and create avenues of support networks and available resources, the more impactful we all become in overturning the stigma associated with mental health and wellbeing.

“NO COST “ - UA MEMBER ASSISTANCE PROGRAM (MAP)

This program is provided by the UA Canada National Wellness Program. Topics include:

- Mental health
- Child Care / Elder Care
- Addictions
- Relationships & family
- Nutrition & physical health
- Legal Advice

To explore click [MORE INFO](#)



Superior - September 27

SW Ontario - October 19

Forum North - November 1-2

[PRESS HERE to learn more](#)



PLAN, DO CHECK ACT

“How this systematic, efficient and repeatable approach can help improve health & safety at your company. Plan, Do, Check, Act (PDCA) is a fundamental component of COR™ (Certificate of Recognition) and can be helpful in continuously improving workplace health and safety.

PDCA is also a requirement of participants in the WSIB’s Health & Safety Excellence Program. In order to qualify for the rebates you need to document and “show your work.”

The four stages of continuous improvement



[SOURCE: EXCERPT IHSA MAGAZINE VOL. 22. CLICK TO VIEW](#)