



Executive Director's Report

WORKING AT HEIGHTS

MOL LAUNCHES STUDY TO DETERMINE EFFECTIVENESS OF WORKING AT HEIGHTS (WAH) TRAINING



The current WAH training program standard came into effect April 1, 2015. Since then, over 450,000 construction workers have received the necessary training, three times the number the ministry was initially expecting. And the first couple of years of statistics on injuries and deaths from falls showed improvement, though the final tallies for 2017 appear to show the drop has stagnated.

That's why the provincial government is reviewing the effectiveness of its mandatory WAH training standards, said Minister of Labour Kevin Flynn in a recent interview.

"We want to make sure it is working. We have done a lot of work, we have invested a lot of

time. I think the public has bought into it, industry has bought into it, people who work on construction sites in the province of Ontario have certainly bought into it in a big way as well.

"But if training can be improved upon, or if things are working, we want to find that out."

Between Jan. 1 and Oct. 31 of this year, 40 Ontario workers died in incidents on the job. Eleven of those fatalities were due to falls.

The \$595,000 evaluation of the program has been contracted to the Institute for Work and Health (IWH).

OCOT UPDATE

TRADE BOARDS



The Ontario College of Trades (OCOT) Appointments Council is responsible for appointing qualified individuals to serve on the Ontario College of Trades governance framework. This includes the College's Board of Governors, the Divisional Boards (construction, motive power, industrial and service), the Trade Boards and the Roster of Adjudicators.

There is currently 1 employer vacancy on the Drywall Finisher and Plasterer/Hazardous Materials Worker Trade Board and 2 employer vacancies on the Drywall, Acoustic and Lathing Applicator Trade Board. More positions on both of those Trade Boards will open up in the very near future.

Trade Boards:

- Advise the applicable Divisional Board on issues relating to the trade or group of trades for which they were established.
- Oversee the development of apprenticeship training standards, curriculum standards, examinations and other related training and certification material.

OCOT UPDATE



TRADE BOARD (Continued)

- Consider advice and recommendations from employers, journeypersons and apprentices who work in the trade for which they were established.
- Consists of an equal number of employer and employee representatives.

Two member companies of AAO recently submitted their applications to participate on the Ontario College of Trades Trade Boards:

- Al Chaffey of E. Chaffey & Son Contracting has applied for a position on the Drywall, Acoustic and Lathing Applicator Trade Board.
- Forese Bertoia of Bertoia Lathing Ltd. has applied for a position on the Dry-wall Finisher and Plasterer Trade Board.

Thank you for volunteerism.

COCA



COCA CALLS FOR SCALABLE ACCREDITATION PROGRAM

COCA's recent submission in response to the MOL's consultation on Accreditation captured all the feedback received from COCA's WSIB/OH&S Committee members.

In its' recent submission to the Ministry of Labour's Prevention Office, COCA called for an Accreditation program that's scalable so that it can be applied to companies of all sizes. COCA's submission stated "The Accreditation Standard must be developed in a way that is scalable; it should not be a program in which only the largest and most sophisticated companies can afford to participate; it should provide avenues for small enterprises to develop and implement simple and effective health and safety management systems that suit their own circumstances, improve their health and safety performance and meet the standard".

COCA also promoted the use of the WSIB's Safety Groups Program in its submission stating "Many organizations that have a genuine commitment to the improvement of their health and safety performance are participating in the WSIB's Safety Groups Program and many have advanced to the Safety Groups Advantage Program; these organizations have found that the Safety Groups Program provides an effective forum for learning and for the development of their own health and safety management systems; the Prevention Office should work with the WSIB to ensure that the Safety Groups Advantage Program leads participating organizations to a place where they meet the Accreditation standard".

COCA also made the case for financial support for construction companies pursuing Accreditation, "Most construction enterprises are very small and may lack the management sophistication or cannot afford the expense of implementing a CPO approved health and safety management system. At the same time, construction is a hazardous industry that accounts for a significant number of accidents. Funds should be made available to construction associations to offer no cost/low cost training to help construction employers implement a health and safety management system that meets the CPO Accreditation Standard. As noted earlier in this paper, this could be in the reform of a revised Safety Groups Advantage Program".

MATHEWS MINUTE



WORKPLACE HARRASMENT

The news is filled with references to the #metoo movement. As Patrick Brown has recently stepped down following the CTV report of his past conduct, there are OpEd articles issued on a near daily basis debating what has happened to him and what it means to our society. They reference concepts like “due process” and “innocent until proven guilty”. Some call what happened to Brown and “Affront to Fairness” while other emphasize that “innocent until proven guilty” is a concept that comes from criminal proceedings where the state is prosecuting an individual with the penalty being potential incarceration. Where does the answer lie? What is the proper balance? Nobody knows.

This Minute is intended to have you question whether or not your organization is armed to respond should allegations surface in your workplace. We already know that you are required, under the OHSA, to have policies related to harassment and workplace violence, and especially sexual harassment, in place. While you are probably unlikely to have allegations in your workplace end up as headline news, that is not impossible, and if that happens have you done everything that you can to show you tried to make sure your workplace was a safe environment?

Further, while allegations might be enough to trigger the removal of a political leader, simply terminating someone from employment when allegations are made is a move that is full of risk. False or exaggerated allegations do happen... and if you have already terminated someone who was the subject of those allegations, what liability have you opened yourself up to? The answer is it may be substantial. In addition, if allegations are false or exaggerated, what happens next? Is there a reprisal risk if you discipline the accuser? Again, the answer is yes. And the risk, and its implications, may be substantial.

All the answers are too complicated for this short article. However, there are certain things you should make sure are in place in your organization before anything happens. For example, consider this short list:

- do you have a mechanism or process for receiving complaints in a safe manner;
- do you have a plan for investigating complaints, concern or misconduct;
- do you have a plan for dealing with individuals while an investigation is ongoing;
- do you have a plan or team in place for implementing the outcomes of any investigation;
- are you prepared for potential fallouts inside the workplace?

There is no doubt that planning and prevention, fostering a positive workplace environment and respectful interactions in the workplace, are key. But being prepared for a conflict, should one arise is also essential. Are your pieces in place?

EVENTS

FEBRUARY 2018



COCA COO/AGM Board Meeting

February 22, 2018

(Paul Gunning attending)



UPCOMING - Mathews Dinsdale Seminars/Webinars

Copy the following URL to your browser to register for new sessions or to review archived session:

<http://www.mathewsdinsdale.com> (see right side)

WSIB BOOT CAMP I

Wednesday March 7, 2018

WSIB BOOT CAMP II

Wednesday March 28, 2018

REMINDER

AWCI'S 100TH Anniversary! - MARCH 24-28, 2018, ORLANDO FL



Walt Disney World Swan & Dolphin

Taking place every spring, AWCI's Annual Convention & INTEX Expo brings people together from across the industry for a variety of in-depth education sessions and stellar networking receptions.

If you have any questions, please call me at 519-671-5930.

Paul Gunning
Executive Director