



Achieving Excellence



By John Ford

Training Services Goes International

In March, I conducted the first Training Services overseas seminars. I provided Die Setter, Crane Operator Train The Trainer, and Emergency Procedures for Power Presses training for Autolaunch in Ireland. Autolaunch is a Magna company with roots in Massiv Die in Brampton. The Autolaunch General Manager searched for a suitable local trainer. When he did not find one, he decided to call a company he knew that would do and could do the training he needed— Training Services.

This was my first time driving a car in Europe. Here are a few thoughts for anyone who is drives in North America and is thinking about driving in Europe. First, a lot of things in the car are switched right and left. Everything feels like it is on the 'wrong' side. The steering wheel is on the right and the gear shift is on the left. The rear view mirror on the windshield is replaced with a view of the sky out the driver's side window. Backing up into a parking space is the most difficult adjustment, since most of the car is already not where it should be.

Second, you drive on the wrong side (otherwise known as the 'left' side) of the road or die! In the centre of some towns, the roads are wide enough for two horsemen to pass each other quite comfortably. Some truck drivers are in a hurry. They expect you to move out of the way, as in 'go up onto the sidewalk, NOW!' Many people who park on the side of the road fold in the side mirror to make a little more room for traffic to pass without tearing off the mirror.

Third, the traffic circles actually work quite well. You have the right of way once you are in the circle, and there really is no problem going around the circle three or four times to make up your mind about which exit to take. Other traffic will wait for you, although they will stare. My advice: if you are going to rent a car, ask for the smallest one on offer, even if you have to pay a premium. A Honda Civic is way too big.

But it was a wonderful experience that I wouldn't trade for anything.
Thank you Autolaunch! ☘



Did I mention the narrow roads???

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Ministry of Labour News

condition, contrary to Section 25(1)(c) of the Act.

T.J. Ware Maintenance Inc. fined \$50,000 and Director fined \$2,500 for one violation of the Occupational Health and Safety Act that resulted in serious arm injuries to a worker.

On Oct. 4, 2004, while helping to install a new steel roof over an existing roof, a worker disconnected a lifeline in order to move to another area to fix a shingle. Before the worker could reconnect the lifeline, the worker's foot became caught underneath some strapping, causing a loss of balance. The worker fell off the roof about 5.96m (19.5 ft) to a concrete walkway below and suffered multiple fractures, broken bones and teeth as well as lacerations.

T.J. Ware Maintenance Inc. pleaded guilty, as an employer, to failing to ensure the worker wore a lifeline, as required by Section 26(1)(c) of the Act.

A Company Director pleaded guilty to failing to take all reasonable care to ensure the company prepared and reviewed at least annually a written Occupational Health and Safety Policy and developed and maintained a program to implement that policy, as required by Section 25(2)(j) of the Act, contrary to Section 32(a) of the Act.

Marathon Pulp Inc. fined \$65,000 for a violation of the Occupational Health and Safety Act that resulted in an arm injury to a worker.

On Nov. 16, 2004, a worker was manually threading paper from one level of a pulp-drying machine to another. The worker reached into an operating "pulp-drying machine" to grab the paper's leading edge when the worker's arm became entangled in the dryer and was fractured.

A Ministry of Labour investigation found there was no guard or other device to prevent access to a pinch point in the dryer.

Marathon Pulp Inc. pleaded guilty as an employer, to failing to ensure the pulp-drying machine was equipped with and guarded by a guard or other device that prevented access to the pinch points, as required by Section 23 of the Industrial Regulations, contrary to Section 25(1)(c) of the Act.

Burlington Technologies Inc. fined \$125,000 for a violation of the Occupational Health and Safety Act that resulted in burns to a worker.

On Nov. 15, 2003, a worker entered an access gate on a "die-casting machine" (a machine that produces metal forms for automotive parts) to see if the machine's "launder" (a device which molten material passes) had become clogged when the worker was struck by a "ladle" containing molten metal. The worker was able to duck to avoid being pinned between the ladle and launder, but the worker's shirt caught fire. The worker received second and third degree burns to the back.

A Ministry of Labour investigation found an "interlock safety switch" (an electronic device) on the access gate was broken. If functioning, the switch would have automatically shut down the machine when the gate was opened in order to prevent the worker from coming in contact with moving parts on the die-casting machine. The company was aware the switch had been broken since Sept 1, 2003, but had not repaired it. Instead the company had tried to institute an interim lock out procedure by affixing a lock to the gate. However, the procedure was not followed or enforced by the company.

Burlington Technologies Inc. pleaded guilty, as an employer, to failing to ensure the interlock switch on the gate was maintained in good

Union Felt Products Inc. fined \$70,000 for a violation of the Occupational Health and Safety Act that resulted in serious hand injury to a worker.

On Dec. 2, 2004, a worker was underneath a "garnet machine" (a machine that takes fibrous material and combines it into layers of padding) when the worker's right hand got caught between two rotating rollers. At the time of the incident, the worker was investigating a problem with the processing of material. To access the garnet machine the worker had opened a door to a protective surrounding fence. As a result of the incident, the worker suffered a loss of the right hand at the wrist.

A Ministry of Labour investigation determined that prior to the injured worker going under the garnet machine, a supervisor had instructed workers to shut off the garnet machine so maintenance staff could be called. However, inertia caused the rollers to continue rotating for a period of time. The Ministry also found written lock out procedures for the garnet machine which did not address the moving machinery caused by inertia. The injured worker had been trained in the company's lock out procedure. In addition, electronic interlocks on the fence's access doors were designed to shut down the garnet machine when a door was opened, but after the power was interrupted, the rollers continued to rotate for some time.

Union Felt Products Inc. pleaded guilty, as an employer, to failing to ensure motion that could endanger a worker was stopped on the part of the garnet machine that was being repaired, as required by Section 75(a) of the Industrial Regulations, contrary to Section 25(1)(c) of the Act.

**National Wrecking Company
fined \$250,000,
Supervisor fined \$15,000
Worker fined \$10,000**

for violation of the Occupational Health and Safety Act that resulted in the death of a worker.

On Oct. 15, 2003, a worker was searching for a tool at a building under demolition when a 5.8 x 5.5m (19 x 18ft) steel door weighing 1,134kg (2,500lbs) fell. The worker was crushed and later died. The incident occurred a short time after a second worker bumped up against the door with a bobcat while removing scrap steel piled in front of the door. The second worker was unaware the door was not secure. It had been cut down by a National Wrecking Company worker and left leaning against a wall with no hazard signs to warn others and without the area being marked off.

Following a trial, National Wrecking Company was found guilty, as an employer, of:

1. Failing to ensure the steel door was adequately braced to prevent any movement that could affect its stability or cause its collapse, contrary to Section 25(1)(c) of the Act.
2. Failing to ensure a sign containing the word "danger" was posted in prominent locations and in sufficient numbers to warn workers of the hazard of the steel door, contrary to Section 25(1)(c) of the Act.

In addition, a company supervisor was found guilty of failing to take every precaution reasonable of ensuring the steel door was secured against falling, contrary to Section 27(2)(c) of the Act.

As well, the company worker who cut down the steel door was found guilty of:

1. Failing to ensure the door was stored in a manner that did not endanger a worker, contrary to Section 28(1)(a) of the Act;
2. Failing to notify the worker's employer or supervisor about the existence of a hazard from the steel door, contrary to Section 28(1)(a) of the Act.

Selecting a Qualified Confined Space Trainer

There is a considerable amount of buzz generated around the pending Ontario Confined Space Regulations (becoming law as of Sept. 30 '06). The legislation will be much more prescriptive than currently, and will ultimately provide a better level of protection for those working in and around confined spaces. Aside from the clear requirements for written Hazard Assessments, Entry Plans and Rescue Plans for each confined space, the pending legislation identifies specific requirements for worker training.

As per the pending legislation:

- ▶ Every worker who enters a confined space or who performs related work shall be given **adequate** training for safe work practices for working in confined spaces and for performing related work, including training in the recognition of hazards associated with confined spaces.
- ▶ The employer shall appoint a person with **adequate** knowledge, training and experience to conduct the training.

The question becomes, what is **adequate** training, and what qualifications are required to perform such training. The pending legislation goes on to define adequate as:

- a. Sufficient for both its intended and its actual use, and
- b. Sufficient to protect a worker from occupational illness or occupational injury;

This means the content of the training, experience and knowledge of the trainer must be sufficient to ensure that the trained workers are able to work in confined spaces in a safe manner. This is a tall order, given the variables involved in confined space work (i.e. dozens of potential hazards, along with potentially dozens of controls that must be understood and followed in order to mitigate the hazards).

Although there are no "formal credentials" required to provide training in confined space entry, the following is a list of trainer qualifications that should be considered essential to the delivery of an **adequate** training program:

- A thorough understanding of the applicable legislation (current and pending), as well as best industry practices.
- Significant experience in performing and documenting confined space hazard assessments, written entry plans as well as written rescue plans.
- A solid understanding of subject matter as well as a proven ability to train on control programs relating to confined space entry work, including lockout, ventilation, hot work, etc.
- Hands-on experience as well as an ability to demonstrate and train personnel on equipment such as Davit Arms, combination winch / SRL devices, fall protection and prevention equipment, air sampling instrumentation, etc.
- Specific experience in the types of confined spaces facing the client.

It's important to recognize that the above list should not be considered inclusive. Confined space training sessions always generate pointed questions aimed specifically at the target group's confined space(s). Without a healthy level of hands-on experience that allows the instructor to provide a direct response, participants will leave the session with more questions than they came with. An **inadequate** training session will only generate the need for more training.



Article courtesy of STACS Inc. www.stacs.com

New CSA Code Z1006 - Confined Space Entry



By John Ford

A technical committee was formed to address the hazards of confined space entry. The committee set standards that will, it is hoped, assist employers, suppliers, safety committees, government regulators, educators and others to identify and control the many hazards of confined spaces.

During the consultation process for Ontario's new Confined Space Regulations, of which Training Services was a part, the government promised to provide a guidance document to assist employers understand and implement the new requirements. Promises were made for sample entry permits, plans, procedures, and other records. One particularly troublesome feature of the new regulations is the co-ordination document required when more than one employer enters the confined space. The government was asked if their intent was that the co-ordination document be required only when more than one employer is in the confined space *at the same time*. The regulation does not specifically say. The government's answer was "no," but no clarification was provided. It is doubtful now that the McGuinty government will keep their promise to provide a guidance document on this Regulation, one which has many difficult sections.



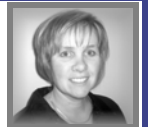
Another aspect of the new Confined Space Regulations that concerns employers involves the wording around "rescue." Upon reading the new regulations, many employers mistakenly believe they must effect the rescue themselves, something which requires a considerable amount of skill, training, practice, and equipment. Given the infrequent entries made into many confined spaces, and often on an emergency basis, rescue is a complex and costly matter.

You may recall hearing on the news that a carbon monoxide problem necessitated an emergency rescue of workers in Toronto's subway system. Tens of thousands of people use the subway every day. Riders rarely give a moment's thought to the fact that they are entering

an area in which confined space hazards could occur. So too it was with TTC supervisors and workers. The hazards of confined spaces can be insidious, lying hidden, out of sight, out of mind and waiting for the right set of circumstances to strike a deadly blow to workers and rescuers. Fortunately, there were no lives lost in the TTC incident. However, it does serve as a warning to all. We hope the new CSA standard, which will likely be at least two years in development, will answer a lot questions, raise awareness even higher, and provide employers with a workable guidance document.

For more information, please contact John Ford (905) 873-3031, or email jford@cybertrain.on.ca

CSA Z1000: Advantages of an Occupational Health & Safety Management System



By Brenda Robertson

The purpose of an Occupational Health & Safety Management System (OHSMS) is to improve your organization's Health & Safety performance. As with any management system, an OHSMS will assist your organization in identifying opportunities for improvement, developing corrective and preventive action plans, and ultimately achieving compliance. By requiring an organization to identify and assess hazards and risks and develop objectives and targets related to those hazards, an OHSMS will ensure continual improvements in Health & Safety.

CSA Z1000 suggests improved procedures around reporting and investigating injuries, illnesses, fatalities and incidents (including near misses); procedures for emergency prevention, preparedness and response; and procedures for establishing and maintaining worker competency. An OHSMS also requires both management commitment and increased worker participation which can improve morale, increase efficiencies, and assist your organization in realizing valuable cost savings.

In an era where we have implemented systems to manage quality (ISO 9000) and protect the environment (ISO 14000) are we not remiss if we ignore our most valuable asset? Consider implementing an Occupational Health & Safety Management System (Z1000). Allow Training Services to assist you in this process and provide you with the framework for a compliant system and the related training. Contact Brenda Robertson (905) 873-3031 or

brobertson@cybertrain.on.ca

Ask The Expert...

Q. What have the new MOL Inspectors been doing recently?

A. It appears that the introduction of the new Inspectors has made time for more plant visits. Based on my last few months of work and inquiries coming into our office, it is evident that the Ministry Of Labour is issuing more orders, not just issuing tickets for not wearing safety glasses, not using seat belts in lift trucks, or failing to properly lock out machines. The latest wave of orders are far more complex and difficult to meet. These orders require that employers hire Professional Engineers to test, inspect, and provide reports on machines that state the equipment, machine, or device is not likely to endanger a worker. The 54(1)K is a difficult report for a Professional Engineer to issue if the equipment, machine, or device is NOT in compliance with the CSA or equivalent ANSI or EN Codes.

One of the targeted machines for these orders appears to be punch presses and press brakes, or any machine that could be classed as a press under CSA Z142-02. This poses a real problem for the employer who has not yet upgraded their presses to CSA Z142-02 and receives an order as described above. The process for the upgrades is now in the hands of the Ministry Of Labour and they are in control of the time frame.

It is fair to say that the MOL Inspectors and engineers are showing some very aggressive actions with regard to forcing machinery and power press upgrades. They want to see improvements to fixed perimeter guards, presence sensing devices (light curtain, interlocked guards, etc.), machine controls, and "E" Stops. No longer can employers rely solely on the improvement and upgrade plan that was developed two years ago and that called for the upgrades to be completed in 3 years. Now, you must also show progress and physical changes/improvements to your equipment. Failure to show these kind of results may cause the MOL to become active in your day to day business and force the required upgrades. For more information, please contact Fraser Dimma P. Eng (905) 873-3031 or email: fdimma@cybertrain.on.ca



Fraser Dimma P. Eng

Fraser joined Training Services in 2003, and brings with him extensive knowledge of industrial machines and metal working processes. He is an expert in manufacturing and has a good working knowledge of CSA, ANSI and European Safety Codes and Legislation. This experience qualifies Fraser as an ideal person to conduct Pre-Start Health and Safety Reviews as required by Section 7 for equipment additions and modifications. Fraser also conducts many of our Power Press related training seminars. Fraser is able to provide valuable services on an urgent basis.

NEWS RELEASE

Occupational Health & Safety Act and Agriculture

On June 30, 2006, the Business of Agriculture will be brought under the jurisdiction of the Occupational Health & Safety Act (OHSA). Although the implications of this change are serious, they should not be feared or opposed. The OHSA is simply intended to define the Rights & Responsibilities of the employer and the employee while ensuring the safety of workers.

Statistics state that 2 workers are killed on the job each week in Ontario. Another 5400 are injured every day. No responsible employer wants to become part of these statistics.

For more information on how the Occupational Health & Safety Act may affect your agricultural business and how Training Services can assist you in compliance with the Act and applicable Regulations, please contact Brenda Robertson (905) 873-3031 or [brobertson@cybertrain.on.ca](mailto:b Robertson@cybertrain.on.ca)

Two gas company servicemen, a Senior Training Supervisor and a young trainee, were out checking meters in a suburban neighbourhood. They parked their truck at the end of the alley and worked their way to the other end. At the last house a woman looking out her kitchen window watched the two men as they checked her gas meter.

Finishing the meter check, the Senior Supervisor challenged his younger co-worker to a foot race down the alley back to the truck to prove that an older guy could outrun a younger one.

As they came running up to the truck, they realized the lady from that last house was huffing and puffing right behind them. They stopped and asked her what was wrong.



Gasping for breath, she replied, "When I see two gas men running as hard as you two were, I figured I'd better run too!"



All I ask is the chance to prove that money cannot make me happy.

Amazing Anagrams

Dormitory = Dirty Room

Desperation = A Rope Ends It

The Morse Code = Here Come Dots

Slot Machines = Cash Lost in 'em

Snooze Alarms = Alas! No More Z's

A Decimal Point = I'm a Dot in Place

Eleven plus two = Twelve plus one

And the grand finale:

"That's one small step for a man, one giant leap for mankind." -- Neil A. Armstrong

becomes:

A thin man ran; makes a large stride; left planet, pins flag on moon! On to Mars!

A Couple Of Groaners:



There are 2 cowboys in the kitchen. Which one is the real cowboy?

The one on the range.

Two muffins are in the oven.

One says to the other "Man, it's hot in here"

The other one replies

"Oh no..."

It's a talking muffin!"



Badump-Bump!

NEW DICTIONARY ENTRIES



BLAMESTORMING - Sitting around in a group, discussing why a deadline was missed or a project failed, and who was responsible.

CUBE FARM - An office filled with cubicles.

PRAIRIE DOGGING - When someone yells or drops something loudly in a cube farm, and people's heads pop up over the walls to see what's going on. (This also applies to applause from a promotion because there may be cake).

SITCOMs - Single Income, Two Children, Oppressive Mortgage.

PERCUSSIVE MAINTENANCE - The fine art of whacking the crap out of an electronic device to get it to work again.

OHNOSECOND - That minuscule fraction of time in which you realise that you've just made a BIG mistake, e.g. you've hit 'reply all'

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