



Health and Safety Challenges For 2003



By John Ford

What will be your key Health and Safety challenges in 2003?

In December 2002, Training Services hosted a round table discussion to get the answer. With a diverse selection of successful leaders from a wide variety of fields. Many had already implemented our Achieving Compliance and Due Diligence training programs and praised the good results they got from supervisors and managers to “police” health and safety and provide due diligence.

When looking into the future, our speakers focused on many key factors that may affect you in your workplace such as:

- An aging workforce and the need for ergonomic changes.
- Globalization and harmonization of safety standards are raising the bar, significantly.

- Maintaining high safety awareness among workers, all the time, with relevant training that works.
- Senior management commitment and faith in “good business results will go hand in hand with good safety results”. There is proof out there but it is done on faith and commitment.
- A lack of available resources in-house to do all that needs to be done.
- Make safety relevant to home and work, make it a lifestyle.
- To stay positive and enthusiastic.

One thing we have discovered time and time again, and was reinforced by this elite group of speakers, is that if you truly have a commitment to safety you WILL get results.

And KNOW that at the end of the day, YOU have made a difference!

A special thank you to everyone who joined us for the Health and Safety Challenges Roundtable. We appreciate you taking time out of your schedule to share valuable insights with us!

Best Wishes for the New Year in meeting your challenges! &

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Ministry of Labour News

Stelco Inc. fined \$175,000 for a violation of the Occupational Health and Safety Act that resulted in a serious arm injury to a worker.

On September 25, 2000, a worker was performing regular maintenance work on Pickle Line #1, where steel strips are cleaned, when a wringer roll broke and fell on the worker's arm. The wringer roll was used to help remove excess solution after the steel strips passed through a series of acid and water rinse tanks. The worker was attempting to change the wringer roll when the incident occurred. The worker was employed by B.F.C. Industrial Ltd., a subcontractor which supplied mechanical services to Stelco.

Stelco Inc. pleaded guilty to failing, as an employer, to ensure that materials were lifted, carried or moved in such a way that a worker was not endangered. This was contrary to Section 45(a) of the Regulations for Industrial Establishments and contrary to Section 25(1)(c) of the Act.

United Lumber and Building Supplies Co. Ltd. fined \$175,000 for a violation of the Occupational Health and Safety Act that resulted in the death of a worker.

On June 18, 2001, a young worker was using a forklift to move two sono tubes (rigid cardboard cylinders used to make concrete forms or pillars) when one of the tubes rolled off the fork of the forklift towards a slowly reversing tractor trailer. The worker dismounted the forklift to retrieve the tube. When he stood up and turned

around he saw the forklift rolling toward him. The worker was pinned and crushed between the forklift and the tractor trailer and died a short time later.

A Ministry of Labour investigation revealed that the worker had not been properly trained in the operation of the forklift.

An inspection of the forklift showed that the forklift was in poor mechanical condition. An emergency brake cable was broken, the emergency brake lever was missing an adjusting knob, and the emergency brake was not working. The employer was unable to produce any documentation to show that the forklift was properly inspected as required by the Act.

United Lumber and Building Supplies Co. Ltd. pleaded guilty to failing, as an employer, to ensure that equipment provided at the workplace was maintained in good condition, contrary to Section 25(1)(b) of the Act.

National Steel Car Limited fined \$180,000 for a violation of the Occupational Health and Safety Act that resulted in the death of a worker.

On August 15, 2000, a worker was doing repair work on an overhead crane when the worker fell about 6.7 metres (22 feet) to the floor below. A Ministry of Labour investigation found the worker was not wearing any fall protection equipment. The worker died as a result of the fall.

National Steel Car Limited pleaded guilty, as an employer, to failing to ensure the worker wore fall protection equipment when exposed to the

hazard of falling more than three metres (9.8 feet). This was contrary to Section 85(a) of the Regulations for Industrial Establishments and contrary to Section 25(1)(d) of the Act.

Sobeys Capital Incorporated fined \$70,000, and 1327136 Ontario Limited fined \$30,000 for a violation of the Occupational Health and Safety Act that resulted in serious injury to a worker.

On May 6, 2000, a worker was working in the shipping/receiving area of the store when a motorized walkie-pallet truck reversed off of a raised loading dock and struck the worker. The worker sustained serious head injuries.

Sobeys Capital Incorporated pleaded guilty to the charges of failing, as an employer, to acquaint the operator with the hazards associated with the powered lift trucks contrary to section 25(2)(d) of the Act.

1327136 Ontario Limited pleaded guilty to failing as an employer, to provide information, instruction and supervision to workers with respect to the safe operation of powered lift trucks contrary to section 25(2)(a) of the Act.

Falconbridge Limited fined \$225,000 for a violation of the Occupational Health and Safety Act that resulted in the death of a worker.

On Sept. 2, 2002, a worker was using a torch to cut a bolt from a coupling on an air pipe when the line blew apart. The worker was part of a 4-person crew removing and re-installing a section of pipes which had fallen to the ground on a main

access ramp between the 5300 and 5400 access drifts (tunnels) about 1,615—1646 metres (5,300—5,400 feet) below the surface. The worker was taken to hospital with severe head injuries and died five days later. A Ministry of Labour investigation found a valve below the scene was 1/4 open. This had resulted in the air pipeline remaining pressurized despite the closing of valves above the scene where the incident occurred.

Falconbridge Limited pleaded guilty to failing, as an employer, to ensure the pressure in the pipeline system equalled atmospheric pressure before the worker removed the coupling on the system. This was contrary to Section 56 of the Regulations for Mines and Mining Plants and Section 25(1)(c) of the Act.

Moorfield Excavating Ltd. fined \$110,00 for a violation of the Occupational Health and Safety Act that resulted in the death of an employee.

On Dec. 11, 2000, a worker was levelling gravel in an excavated trench when the worker was struck by a pre-cast concrete catch basin which had fallen from a backhoe and rolled into the trench. Other workers have been using the backhoe to lift the 3,308 kg (7,293 lbs) cap when the supporting wire rope slings failed. The excavation was part of a project involving the installation of sewers and water mains for a future housing development.

Moorefield Excavating Ltd. pleaded guilty to failing as an employer, to ensure the slings used for hoisting were capable of supporting at least five times the maximum load to which they were subjected. This was contrary to Section 172(1)(d) of the Construction Regulations and Section 25(1)(c) of the Act.

You can lose your job, you can lose material items, but you can never lose your knowledge. The money we invest in ourselves to further increase our knowledge is truly an investment in our future!

One Man's Mortality



By Francis J. St. Pierre

I'm undergoing a major surgical procedure tomorrow. Over the past few days and yes, weeks, my thoughts have been jumbled, understandably, with the various outcomes of this surgery, and my mortality.

It's been, needless to say, more than just an exercise in 20/20 vision of the past that, I cannot change. Having tried, as best I can, to put my family at ease, I reflect on so many other people with whom I've been in contact over the years as a Training Services' Associate. I have had my life positively impacted by several people. Major support from my wife and children has been crucial to serving my clients with fairness and diligence. Mr. John Ford is one to whom I will always owe countless thanks for the opportunities that have allowed me so much personal satisfaction in making a difference with people. Within Training Services, I practice the meaning behind such words as loyalty, dedication, motivation, participation, commitment to helping people in safety related matters. Some of these true meanings were impressed upon me by my mentor, Bill Gow. He often reminds me, as only Bill Gow can, that actions speak louder than words, and that the positive impact we have on those around us is all that really matters.

As I look forward to many more productive years, I wonder if you've given much thought to **your mortality**. We need to be reminded, every so often, of the urgency life places on us to get things done—*today!!!* What priorities do you place toward family, friends, co-workers, and workers whose futures have been placed in your hands?

STOP for just a moment—reflect on why you do what you do!!! How many times has the phrase "**people are our most important asset**" been used in conversations in boardrooms, conferences, discussions with supervisors, managers and others? Yet, as you think about actual commitment towards safety in the workplace, what has been done? What objectives have yet to be met?

A good New Year's resolution, I believe, would be to place the \$\$\$ where your heart is. Show workers that caring for the protection of their safety really matters.

Let Training Services assist you in your quest to be the best employer for your workers. Life is too short to put off to tomorrow—it may never come!! Act now. You can call for more information at (905)873-6455 or at the office at (905) 873-3031.

At the time of publication, we are happy to announce that Frank St. Pierre has been sent home from the hospital and is doing very well. We eagerly await his return in January!

Perspective: Missing Tim

How do I put all of Tim into word? 19 years old – Big – Tall – Strong – Long strides – Heavy walk – Loud doors – Louder voice – “*When’s dinner?*” – “*Where’s Maggie?*”

Music from his bedroom – Music from the bathroom – Music from his car – “*What’s there to eat?*”

Tim not only devoured life, but also the contents of every refrigerator he passed.

Tim was our son.

On July 9, 1999, Tim was working for a company, erecting an extremely large party tent. His crew had been working over 12 hours. As Tim and another worker, John, manoeuvred the last pole into place, it came in contact with a hydro line that both companies knew was in the way.

14,000 volts.

John was badly burned. Tim was killed.

Every moment of our lives has been assaulted by Tim’s death.

Tim belonged to a remarkable group of about 30 kids from our community who had remained friends since elementary school. These kids and their families have also been devastated by Tim’s death.

I love those kids. But now to see them is bittersweet.

Now I watch them greet each other with a hug or a warm pat on the back and I think, why not Tim too? I hate the May 24th weekend because I hear them make plans for their group camping trip and I think, why not Tim? Canada Day fireworks bring back all the memories of Tim and his buddies - their shirts off and a very large letter painted on each chest to spell out Canada.

Everything has changed. Everyday occurrences jump up, catch me by surprise and kick me in the stomach – a bus stop full of



The Hamiltons (Julia, Tim, Maggie and Bob) at Tim's Highschool Graduation

kids, kids with hockey gear getting dropped off at the arena down the street, grocery shopping and realizing that I don't need the large size of anything anymore.

Get this straight.

Tim Hamilton did not want to die.

Tim was at work to make money because he had plans.

Plans for the weekend, for college, for his future.

What an exceptional adult he was becoming.

What a contribution he would have made.

As parents we stressed to Tim that developing a positive work ethic was a life skill, that a good pay cheque was fair trade for an honest day's labour.

I never-ever-even imagined that experienced adults would, with conscious deliberation, place our son in such a glaringly deadly situation.

Every adult on every job site must monitor the safety of young workers through the eyes of a parent—using the standards they would use if it were their child on the job.

For my husband Bob, our daughter Maggie and me, the pain of losing Tim cannot be captured in words. A part of life is empty. The magic is gone. I am so very tired of watching my family hurt. Just going out for dinner hurts. We phone and ask for a reservation for three and yet when we arrive the waiter takes us to a table set for four and as we get settled he takes away the fourth place setting.

Now , in front of me, I sense a huge black hole— a void that has no bottom and no edge to reach for on the other side. I know that hole is grief, that the agony in there will be immeasurable, and I am terrified.

This year I've been giving talks to schools, executives and workers about job safety. People ask me how I can stand up and talk about Tim. That's easy— medication.

Why do I do it? To make you sad? No. To make you mad.

Get mad at anyone who doesn't pay attention to job safety.

Get mad at those who sit and watch...while lives are lost.

Writing this has been excruciating but it has also provided me with the most wonderful opportunity to talk about Tim. I feel like I am tucking him in—letting him hear me tell the world how wonderful he was, how proud we were of him and the friends he chose, the decisions he made in life, the priorities he had, how his sister looked up to him and cherished his friendship, how his father and I loved him more than life itself and have prayed to God to let us trade places with him.

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Author: Julia Hamilton

*Julia Hamilton is Tim's mom and an artist who lives in
Calgary.*

Ask The Expert...

Q Is lift truck operator re-certification a myth or reality? How long is my licence good for? Do I need to go through this whole program again for re-certification? Can I use this license to get a job elsewhere?

A This needs to be said. I've heard that some training organizations are telling people that their Lift Truck Operator Training Program is approved by the Ministry of Labour. *Don't be fooled.* This is false advertising because the government is not in the business of "licensing" lift truck operators, and there is no official recognition, accreditation, licence or certification of lift truck operator trainers in Ontario at this time.

In 1994, the Canadian Standards Association published recommendations to be used by industry when certifying lift truck drivers (CSA B-335-94). Then in 1996, an addendum was published, "**establishing a re-certification period of two years**" as a criteria to be followed. It further recommends re-certification to occur sooner than two years where there has been an accident. In 1999, the Ministry of Labour published a set of "**Guidelines for the Safe Operation and Maintenance of Powered Lift Trucks**", reflecting very closely the C.S.A. Standards. Re-certification **does require** retesting the operator for both Theory and Practical skills. You must still be able to prove you have "taken every precaution reasonable in the circumstances". For experienced operators who have taken the full course within the past two years, Training Services has developed an intense program limited to four participants and requires only four hours.

I keep telling people that there is no such thing as a "Forklift Operator License" in Ontario. It is strictly a "**certificate of competency**" issued by a competent individual or organization. It can be used to apply elsewhere for a lift truck operator position, however the new employer can require retraining to occur within his/her facility, using their equipment, products, work environment and their standards to achieve competency.

Finally when it comes to lift truck operator training and/or re-certification, the rules have not changed. The myth is believing that once you've trained your drivers, your job is done. The reality is that the legal and moral onus is always on the employer to prove the competency of the driver (OH&SA Sec. 25(2)(a) and Reg. 851 (51)(2)). Most employers feel more comfortable utilizing outside expertise when training in order to eliminate potential for biases, ease of scheduling training, and ensuring proper program content. Training Services has long been recognized as the premier provider of training programs. Over the years we have literally trained thousands upon thousands of people in all aspects of workplace safety.

Please feel free to contact Frank St. Pierre directly at (905) 873-6455 if you have any comments, questions or concerns regarding Lift Truck Training.



Frank St. Pierre

With over 18 years of experience in a manufacturing environment, Frank has worked in various positions such as Industrial Engineer, Distribution Manager and Human Resources Manager. Since joining Training Services in 1992, Frank has conducted numerous training programs such as Lift Truck Operator, W.H.M.I.S. training, Safety Health and The Law, Snow Plow Operator and more. Frank is fluent in both official languages and has conducted training across Canada and Mexico.

New!

Training Services is providing a new section in this newsletter entitled "**Ask The Expert**".

You are invited to send in your Health and Safety questions to us. All submissions that are featured in the newsletter will receive a special gift from Training Services.

Please send questions to the Editor, Barbara Ford at: ph: (905) 873-3031, Fax: (905) 877-7147
Email: bford@cybertrain.on.ca

You Have To Stay In Shape!

My Grandfather, he started walking five miles a day when he was 65 years old. He's 97 today and we don't know where the heck he is!



Dare To Be Happy!

Dare to be happy - don't shy away,
Reach out and capture the joy of today!
Life is for living! Give it a try:
Open your heart to that sun in the sky.
Dare to be loving, and trusting, and true;
Treasure the hours with those dear to you.
Dare to be kind - its more fun than you know;
Give joy to others, and watch your own grow.
Dare to admit all your blessings, and then
Every day count them all over again.
Dare to be happy, don't be afraid -
This is the day the Lord hath made!

Daily Survival Kit

**Toothpick, Rubber band,
Band aid, Pencil, Eraser,
Chewing gum, Mint, Candy kiss,
Tea bag**

WHY?

- 1. Toothpick-**
to remind you to pick the good qualities in others
- 2. Rubber Band-**
to remind you to be flexible; things might not always workout the way you want, but it will work out
- 3. Band Aid-**
to remind you to heal hurt feelings, yours and someone else's
- 4. Pencil-**
to remind you to list your blessings everyday
- 5. Eraser-**
to remind you that everyone makes mistakes and it's OK
- 6. Chewing Gum-**
to remind you to stick with it and you can accomplish anything
- 7. Mint-**
to remind you that you are worth a mint!
- 8. Candy Kiss-**
to remind you that everyone needs a kiss or a hug every day
- 9. Tea Bag-**
to remind you to relax daily and go over your list of blessings

After the holidays...

I am so poor, I can't even pay attention!



“Personally, I have always felt the best doctor is a veterinarian. He can't ask his patients what's the matter. He's just got to know.”

-Will Rogers-

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