



Excellence Through Education

Achieving Excellence

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News Release! Control of Hazardous Energy - New C.S.A. Code Z-460

A technical committee has been formed to develop a Canadian Standard for Lock Out Procedures and the Control of Hazardous Energy. Their first meeting was January 15, 2003. The committee will use **ANSI Z244 Control of Hazardous Energy - Lockout/Tagout and Alternative Methods** as a base document to work from. The “alternative methods” will likely be a controversial issue and the greatest challenge for committee members to overcome. Employers have been plagued for years with inconsistent enforcement and interpretations to Industrial Regulations 75 & 76 which do not recognize “alternative methods”.

John Ford is a member of the technical committee and proudly represents the Canadian Federation of Independent Businesses. He will keep you posted on the committees’ progress and should you have any comments, questions or concerns, do not hesitate to contact John Ford ph: (905) 873-3031 or email: jford@cybertrain.on.ca

Welcome Frank Keegan!

Training Services is pleased to announce the newest member of our team:
Frank Keegan



Frank Keegan comes with a wealth of knowledge in the service industry, and is eager to take on the role of a Training Services Associate. Frank’s skills will include “Lift Truck Operator Training”, “Crane Operator Training”, “Pedestrian Safety” and “Safety Health & The Law”, just to name a few.

In his personal time, Frank is involved in many associations and is an avid skier. Frank has been a pilot for over 20 years and is currently working towards his commercial pilot’s license.

We are very excited to have Frank with us and look forward to many good years with him.

Please feel free to contact Frank at:

Ph (416) 898-6472

Email: keeganfrank@hotmail.com

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Ministry of Labour News

Goldcorp Inc. fined \$225,000 for two violations of the Occupational Health and Safety Act that resulted in the death of a worker.

On Nov. 22, 2000, a worker was using a stick to scrape a build-up of finely-crushed rock on a pulley mechanism while the conveyor belt was running. A screw on the end of the stick got caught in the worker's glove and pulled the worker into the mechanism. The worker was killed in the incident. A Ministry investigation found a guarding device was in place, but was not sufficient to prevent access to the conveyor's pinch point. The investigation also found the worker was not being directly supervised at the time of the incident.

Goldcorp Inc. pleaded guilty, as an employer, to:

1. Failing to provide sufficient supervision to workers on the night shift performing ore-crushing operations contrary to Section 25(2)(a) of the Act.
2. Failing to take the reasonable precaution of ensuring the pulleys on the No. 2 conveyor were sufficiently guarded, contrary to Section 25(2)(h) of the Act.

Columbia-MBF. fined \$100,000 for a violation of the Occupational Health and Safety Act that resulted in serious injuries to a worker.

On July 10, 2000, a truck driver was walking between a flatbed truck and 2 stacks of steel tube bundles when a metal strap broke on one of the bundles. The stacks fell over and 3 bundles weighing approx. 5,670 kg (12,500 lbs) fell, pinning the driver

against the flatbed truck. The driver suffered broken feet and legs and a dislocated shoulder. The driver was not an employee of the company.

Following a trial, Columbia-MBF was found guilty, as an employer, of failing to ensure the steel tube bundles were stored so they wouldn't tip, collapse or fall, contrary to Section 45 (b) of the Industrial Regulations and contrary to Section (25)(1)(c) of the Act.

Placer Dome (CLA) Limited fined \$500,000 for two violations of the Occupational Health and Safety Act that resulted in the death of one worker and serious injury to another.

On Nov. 22, 2000, two workers were removing a tire and wheel assembly from a 30 ton underground haulage truck in order to perform regularly scheduled maintenance work, when the tire and wheel assembly failed and came off the vehicle. The wheel assembly struck two workers. One was pronounced dead at the scene. The other worker suffered facial fractures and a compound fracture to his left arm.

Placer Dome (CLA) Limited pleaded guilty and was convicted for:

1. Failing, as an employer, to maintain the rim components of a multi-piece rim in good condition, contrary to Section 25(1)(b) of the Act; and
2. Failing, as an employer, to conduct regular inspections of the rim components of a multi-piece wheel rim, contrary to Section 25 (1)(c) of the Act.

Cango Inc. fined \$75,000 for a violation of the Occupational Health and Safety Act that resulted in serious injuries to a worker.

On Dec. 15, 2000, a young gas bar worker was trying to help a tanker truck back onto a roadway by acting as a signaller when the worker was struck by a car. The worker's arm was broken in the impact and the worker was knocked into another lane. While the worker was being attended to at the scene prior to the arrival of an ambulance, a second vehicle ran over the worker's legs. A Ministry of Labour investigation found the young worker was not given any training on how to safely help the tanker truck onto the roadway and was also not provided with appropriate protective equipment.

Cango Inc. pleaded guilty to failing as an employer, to instruct workers on the hazards of directing traffic when assisting a tanker delivery driver in exiting the gas bar. This was contrary to Section 25(2)(d) of the Act.

Heisler Roofing Inc. fined \$60,000 for a violation of the Occupational Health and Safety Act that resulted in injury to a young worker.

On June 18, 2001, a worker was re-shingling the roof of a farmhouse. As the worker was collecting garbage, the "jackboard" (a plywood plank fastened to the roof used for support) failed, causing the worker to fall approx. 20 ft. The worker suffered a broken leg and ankle and a crushed heel. The worker was not wearing a fall arrest protection system.

Heisler Roofing Inc. pleaded guilty, as an employer, to failing to ensure that fall protection was used, contrary to Section 26.1(2) of the Construction Regulations and 25(1)(c) of the Act.

Ask The Expert...

Q *I am purchasing brand new, top of the line machines from Europe where the safety standards are supposed to be better than here. Why do I have to pay a Professional Engineer to do a Pre-Start Review Report?*

A Maybe you don't! The requirement for a Pre-Start Review begins when you add a new machine, if that new machine has a safe-guarding device which signals the machine to stop. If the machine does not have such safe-guarding devices, as would be the case with a grinder or drill press or countless other machines, then Section 7 does not apply and a Pre-Start Review is not required. When the regulations and circumstances in the table of Section 7 apply, it does not necessarily mean you must complete a Pre-Start Review. The requirement for a Pre-Start Review Report is "*subject to subsections 5, 7, 8, 9*", which provide for exemptions.

For example, subsection 5 says, "*...when item 2 of the Table (which is machine guarding) applies, a Pre-Start Health and Safety Review is **not** required if...*". The "if" basically requires the apparatus and the protective element be manufactured and installed to meet current applicable standards. If you have documentation establishing these four conditions, you have what you need for an exemption to a Pre-Start Review Report.

For more information, please consider attending our Pre-Start Exemptions one-Day seminar on May 8, 2003 (flyer enclosed) or contact John Ford at (905) 873-3031 or email: jford@cybertrain.on.ca



**John Ford
President**

After 14 years with the I.A.P.A. as a Senior Consultant, Staff Consultant and District Manager, John became Founder and President of Training Services and www.CyberTrain.on.ca in 1989. He has developed extensive training programs and has written numerous published magazine articles on health and safety. John has investigated major injuries for legal counsel and has been qualified as an expert witness under the Occupational Health and Safety Act and has provided expert testimony in court proceedings on several occasions. John Ford has been recognized by the Ministry of Labour as a competent person in C.S.A. Code for Punch and Brake Press Operation -Z142-M90 and Safeguarding of Machinery Code Z432-94.

New!

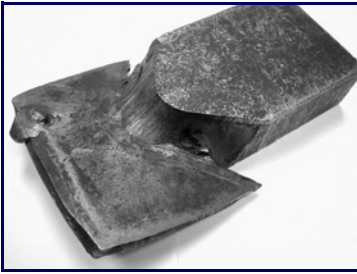
Training Services is providing a new section in this newsletter entitled "**Ask The Expert**".

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

Case History

A few years ago in southern Ontario, a punch press operator was performing a hand-fed operation to flatten round discs about 3" in diameter by about 1/4" thick. The parts were actually slugs from another part and they were being sold as blanks.



Above: Sample of the kind of damage that can occur.

The flattening dies are completely flat, much like two blocks of steel that press the slug flat.

The operator was standing perpendicular to the press and using two-hand controls. While another worker came over to talk, the press operator reached into the die to

remove a flattened slug, but there was no slug there. The operator assumed that in the distraction of talking to the other worker that he must have forgotten to put a slug in before cycling the press. He had not forgotten to put one in and it had stuck to the top die because of the oil coating on the dies and slugs. He then placed a second slug in and cycled the machine.

As the press came down, the 1st slug stuck on top fell on to the edge of the 2nd slug placed on the bottom. The top slug was ejected out of the die and it entered the side of his body about 6" below his arm pit and exited his body on the other side, severing his heart.

In the middle of a sentence and the middle of a word, he fell to floor, dead.

Lessons to be learned:

- Never distract a worker or allow someone to distract you while working on a machine.
- Stay completely focussed on what you are doing when operating machines.
- Never day dream or allow your mind to wonder.
- Before starting to work on a machine, always look for foreign objects that should not be there inside the machine.
- Remember that good housekeeping around and in machines is extremely important. You are more likely to spot something that shouldn't be there if

the work area is clean.

- Always make sure the guards, especially side and back guards are in place to prevent parts or scrap or other machine parts from being ejected out the sides or back.
- Machines should be shielded or guarded, when possible, to prevent the ejection of parts.
- Die design must prevent part ejection.

Questions to ask:

- Has anyone ever heard of a similar problem with parts or scrap being ejected from machines?
- How would you rate the housekeeping around your machines?
- How can the housekeeping around machines be improved?

For more information on Press Safety, please contact our head office: (905) 873-3031 or email: info@cybertrain.on.ca &

ANNOUNCEMENT!

John Ford and William Gow are delighted to once again be guest speakers at the upcoming I.A.P.A. Annual Conference



John Ford has been a guest speaker at many I.A.P.A. conferences across Ontario and is looking forward to participating in this year's I.A.P.A. annual conference in Toronto. John will be speaking on the New C.S.A. Z-142 Punch Press Code on April 15th, 2003.



William Gow has also been a guest speaker at many I.A.P.A. conferences across Ontario and is looking forward to participating in this year's I.A.P.A. annual conference in Toronto. Bill will be speaking on the crucial issues of Due Diligence and Achieving Compliance on April 16, 2003.

Workplace Drug Testing - Avoiding “Friendly Fire”

By Barry D. Kurtzer, B.Sc., M.D., M.R.O

Safety was compromised!

On April 17, 2002, four Canadian soldiers were killed and eight others injured when a U.S. Air Force flight crew bombed a Canadian military unit in Afghanistan in an incident referred to as “friendly fire”. The case investigation learned that the two U.S. pilots took amphetamines one hour prior to the incident in order to combat fatigue and stay awake, and that the amphetamines were provided to the pilots by the Air Force itself.

Initial rhetoric from the U.S. Military implied the drugs didn’t have an impact on the incident. Experts argued otherwise. It is well known that amphetamines are powerful stimulants, and can result in the user exercising poor judgement while under the influence. Upon learning that the Air Force uses amphetamines, a leading drug addiction authority and former White House drug czar was quoted as stating *“This is speed, this is where we got the phrase speed kills.”*

One of the Air Force pilots involved was also a W.S. commercial airline pilot. The use of amphetamines for “stay awake” purposes is strictly prohibited for commercial airline pilots under U.S. Department of Transportation (D.O.T.) Federal Aviation Administration rules. The risk of tragedy is too high.

Yet in Canada, Human Rights Commissions, the Courts, and Government continue to ignore risk factors surrounding drug use in the workplace, and insist the rights of the individual should supersede all else (including by consequences the right of an individual to use illegal drugs provided he/she is not impaired on the job). They argue that a positive urine drug test doesn’t verify a user was, is, or will be impaired while on duty, and, therefore, a urine drug test does not meet the criteria for being acceptable as a Bona Fide Occupational Requirement (B.F.O.R.). As such, they frown upon pre-employment and random drug testing.

I counter-argue that a positive drug test doesn’t confirm that the user wasn’t impaired at work, nor is there any way of

proving that the user of illegal drugs can be trusted to never use or be under the influence of drugs while on the job.

Many Canadian employers have wisely looked beyond the drug testing debate and have implemented comprehensive substance abuse/misuse strategies to protect employees, the general public, and the environment. They have structured their initiatives to include sound program policy development, employee education, supervisor training access to EAP, and reasonable accommodation (including last chance agreements) and lifestyle changes needed to secure a safe and healthy personal life, and workplace.

As part of a comprehensive substance abuse/misuse program, drug testing is used as an identifier and indicator of potential problems which, if caught early, can be corrected before a catastrophe occurs. Drug testing is also a barometer for measuring the success of such a program. This has been well demonstrated in the truck and bus driver testing programs we have provided for Canadian transportation industry employers needing to be in compliance with mandatory U.S. D.O.T. testing rules for drivers crossing the border from Canada into the United States. To those employers who have had the courage, integrity and wisdom to introduce such programs, I extend to you well deserved congratulations. All will benefit from your efforts.



drug testing is used as an identifier and indicator of potential problems which, if caught early, can be corrected before a catastrophe occurs

And to our Human Rights Commissions, Courts and Government, I ask that you please pay close attention to the hard lessons currently being learned by the U.S. Air Force about the risks of drug use in the workplace.

Failure to acknowledge and minimize such risks can only result in more workplace “friendly fire” and serious questions and consequences for those who could have done something before it was too late. ❧

Barry D. Kurtzer, B.Sc., M.D., M.R.O. (AAMRO) Medical Director and Senior Certified Drug Testing Medical Review Officer of HealthStar Enterprises Corporation of Oakville, ON, and Senior Certified Drug Testing Medical Review Officer for the Canadian Motor Carrier Consortium



COMPUTING HISTORY...

- 500 BC The Abacus
- 1642 Pascal's adding machine
- 1820 "Arithmometer", the first mass-produced calculator
- 1889 First printing desk calculator
- 1890 Punch cards record census data
- 1899 "Everything that can be invented has already been invented."
- 1924 IBM formed
- 1931 Binary digital counter
- 1939 Hewlett-Packard formed
- 1943 "I think there is a world market for maybe 5 computers"
- 1943 Colossus
- 1947 Invention of the Transistor
- 1949 EDVAC- 1st computer to use magnetic tape
- 1949 "Computers in the future may weigh no more than 1.5 tons."
- 1950 Floppy disk invented
- 1953 Estimated 100 computers in the world
- 1956 1st conference on Artificial Intelligence
- 1964 Launch of IBM 360
- 1965 Mouse conceived
- 1970 1st RAM chip
- 1972 Pong released
- 1975 Microsoft formed
- 1977 "There is no reason anyone would want a computer in their home."
- 1979 Commodore PET released
- 1980 DOS addresses only 1 Megabyte of RAM "because we cannot imagine any applications needing more."
- 1981 Xerox 8010 Star—1st windowing system
- 1985 CD-ROM
- 1989 World Wide Web invented by Tim Berners-Lee
- 1993-2003 vast improvements happen on an almost monthly basis to give us what we have today
- 2003 more than 56% of the population have a home computer.



A businessman, who was on his deathbed, called his friend and said, "Henry, I want you to promise me that when I die, you will have my remains cremated."

"Yes of course George" The friend replied, "But what do you want me to do with your ashes?"

The Businessman said "Just put them in an envelope and mail them to the Internal Revenue Service. Write on the envelope, *"Now you have everything."*



Middle age is when it takes longer to rest than to get tired.



There's always a lot to be thankful for if you take the time to look for it.
For example I am sitting here thinking how nice it is that wrinkles don't hurt.

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