

# Summer 2023 OH&S & Workers' Comp Educational

Monday, July 17, 2023 to Friday, July 21, 2023, 9:00 a.m. to 4:00 p.m. daily

## WHSC Level I: Basic Occupational Health & Safety Awareness

This foundational occupational health and safety awareness program is an onboarding point for union members and community activists wishing to play a more informed and confident role advocating for safer, healthier work. The entire program is built on lived experiences that workplace hazards left unchecked are responsible for the injuries, illnesses and deaths suffered by workers. Unfortunately, far too many employers and training service providers wrong-headedly offer programs focused on the behaviour of workers as the cause of work-related disability, disease and death.

Each of the seven core modules and additional electives that make up the WHSC Level I program help serve to debunk the myth of worker carelessness and instead offer critical insight into the hard-won rights of workers including the right to know about workplace hazards. Participants will explore common hazards ranging from toxic substances to excessive, repetitive work. Equally important is an extensive look at the workers' legal right to participate in identifying and recommending measures to eliminate or control harmful exposures. This will include a look at the critical role played by joint health and safety committee (JHSC) members or health and safety representatives selected by workers in spearheading the

worker right to participate. Occupational health and safety legislation will also be discussed throughout this program with specific attention paid to the to the significant obligations placed upon employers to take all reasonable precautions to protect workers and the role government regulators should play when they don't.

### Core modules:

1. Staying Alive While Earning a Living
2. The Body in the Workplace
3. Toxic Substances
4. Principles of Control
5. It's the Law
6. The Myth of Worker Carelessness
7. Making Work Fit the Worker

### Elective modules:

1. Indoor Air
2. Personal Protective Equipment
3. Psychosocial Hazards and Workplace Mental Health

## WHSC Level II Law Federal

This program explores how workers have been the catalyst for achieving important health and safety rights and protections. Discussions focus on how the law has been interpreted and used to help safeguard worker well-being including the significant obligations placed on employers to ensure the health and safety at work of every person employed by the employer is protected. Also reviewed, however, are the many inadequacies of health and safety law and enforcement.

Overall, participants come away with the knowledge and confidence to lead prevention efforts at work and to support broader union and community initiatives to secure better regulatory protection and stronger enforcement.

### Chapters:

1. The law and the work place
2. History of federal law
3. How law is made and read
4. Duties of individuals under Part II of the Canada Labour Code
5. Work place committees and policy health and safety committees
6. Duties of health and safety officers
7. Canadian Occupational Health and Safety Regulations
8. Other legislation
9. Changes and interpretations

## WHSC Seven Course OH&S Training Bundle

**Psychosocial Hazards and Workplace Mental Health** offers participants a comprehensive look at the many hazards that can negatively impact workers' mental health ranging from unreasonable job demands and lack of job control to inadequate worker engagement along with lack of civility and respect. Equally important, participants will discuss a host of methods to identify and assess psychosocial hazards including policies and programs, physical and cognitive demands analysis and workplace surveys.

**Workplace Violence and Harassment** is designed to help workplace parties better understand potential sources and the significant obligations to implement steps to prevent violence and harassment. Chief among these obligations is the requirement for employers to develop and implement workplace violence and harassment policies and program(s). Critical elements of these will be explored.

**Critical Incident (CIS) and Post-Traumatic Stress Disorder (PTSD)** training offers insight into how the body responds to stressful situations including major catastrophes, violent situations and a range of other hazardous exposures. Participants will explore measures aimed at eliminating or limiting exposure to critical incidents along with methods for coping with CIS and PTSD such as counseling provided through Employee Assistance Programs. Participants will also discuss the development and implementation of policies and programs dealing with CIS and PTSD.

**Lockdown: A Crisis Response** is designed for workers and others in the education system empowering them with information they can use to review, assess and make recommendations for adjustments to an existing emergency lockdown plan or to play a more informed role in the development an entirely new plan. Discussions focus on the nine principles of an effective lockdown plan and explore many specific aspects of a plan ranging from the use of consistent terminology and planning evacuation routes to

worker education and lockdown drills. Note: If available, participants are encouraged to bring existing plans with them to the training.

**Office Biohazards: Viruses, Molds and Bacteria** explores the potential health impacts and how these biohazards are transmitted throughout the work environment—a critical discussion considering the misinformation promoted with the COVID-19 virus. Participants gain insight into tools and techniques used for identifying and assessing biohazards including regular workplace inspections, illness reports and direct communication with workers along with measures needed to prevent or limit transmission including enhanced ventilation, cleaning and disinfecting along with access to paid sick days.

**Multiple Chemical Sensitivity (MCS)** training introduces participants to exposures that can trigger this disorder ranging from common cleaning products and pesticides to perfumes and fragrances. Also discussed is the fact some workers exposed to a trigger(s) suffer while others are unaffected. Relevant legislation is reviewed along with steps to recognize and assess the exposures responsible for MCS along with policies and specific measures aimed at eliminating or limiting exposures at work.

**Hours of Work** explores the many hazardous aspects of working non-standard or long hours along with the risks to health this poses including sleep and digestive disorders, pregnancy complications, heart problems, and even cancer. The potential impact on mental and psychological well-being is also addressed as workers may have difficulty achieving a satisfactory work-life balance. The program discusses legislation governing hours of work and strategies to minimize the potential risks to health. The importance of input from workers and members of joint committees when exploring effective strategies is also discussed.

## Ontario Federation of Labour Prevention Link's Occupational Disability Response Training (ODRT)

ODRT training programs aim to inspire and empower worker representatives and community advocates with the knowledge and skills to win recognition of work-related injuries, illness and death and justice in the form of fair compensation for workers or their survivors. Of course, recognition can be an important step towards workplace change essential to the prevention of worker suffering in the first place.

### Level 1: Rights and Obligations

This introductory course explores the history of Ontario's

compensation system, the development of legislation and the general principles of the system. Participants will learn the basics of a disability prevention framework, including:

- types of workplace injuries and occupational illnesses;
- legal tests applied by the Workplace Safety and Insurance Board (WSIB) when considering entitlement;
- methods to report an injury/illness;
- steps to initiate a claim;
- reporting strategies, including time limits and potential

penalties; and

- roles and responsibilities of workers and employers regarding return to work (RTW).

### Level 2: Benefits and Services (prerequisite Level 1)

This course digs into the significance of legislation (Workplace Safety & Insurance Act), regulations, and policies, including the history of legislative change. Participants will explore:

- changes to the legislation and their effects on benefits and services;
- benefits and services available under three different eras;
- benefit calculations including Non-Economic Loss (NEL) and Loss of Earnings (LOE);
- the entire claim adjudication process;
- how to prepare and guide a claim from beginning to end;
- communication skills needed throughout; and
- internal and external appeal systems.

### Level 5: Medical Orientation (prerequisites Level 1 and 2 along with 3 or 4)

This course is designed to assist participants in understanding medical terminology, anatomy, diagnostic testing and surgical procedures in order to interpret information in Workplace Safety and Insurance Board (WSIB) files. Special focus will be

placed on:

- common occupational injuries and disorders such as chronic pain and fibromyalgia;
- mental stress related injuries;
- WSIB policies relating to traumatic stress, psycho-traumatic disability and behaviour disorders;
- the legislative authority for health care and the relevant WSIB policies;
- evidence based medicine, medical specialists and Ontario standards in conjunction with specific treatment modalities;
- medical records, independent medical examinations and the use of OHCOW services;
- advantages and disadvantages of diagnostic testing used to determine workplace Injuries and some surgical procedures; and
- how disability and permanent impairment are determined and assessed and when and how redetermination occurs.

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To register complete form below and email to [nrlc.clc@gmail.com](mailto:nrlc.clc@gmail.com)

Registration Deadline: **June 23, 2023**

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WHSC Level I: <b>Basic Occupational Health &amp; Safety Awareness</b>	<b>\$600.00</b>
WHSC Level 2: <b>Federal Law</b>	<b>\$600.00</b>
WHSC: <b>OH&amp;S Training Bundle (consists of seven hazard-specific modules)</b> (This program runs from Wednesday, July 19 to Friday, July 21)	<b>\$550.00</b>
OFL Prevention Link: <b>WSIB Level I and 2</b>	<b>\$650.00</b>
OFL Prevention Link: <b>WSIB Level 5 Medical Orientation</b>	<b>\$650.00</b>

First Name:		Last Name:	
Address:			
City:		Postal Code:	
Cell:	Work:	Ext.	
Email:			
Union:	Local:	Other:	
Course Selection: 1 <sup>st</sup> Choice:		2 <sup>nd</sup> Choice:	

Cheques to be made out to the **Niagara Regional Labour Council** and mailed to:  
**NRLC, Attention: Summer 2023 Educational, P .0. Box 42, Thorold, Ontario L2V 3Y7**

**Registration Deadline: June 23, 2023**

Cancellation after **June 30** is subject to a charge of **\$200 per person per course**.

Cancellation after **July 14** or no shows is subject to the **full course fee**.

Accommodation is available at the **Best Western St Catharines Hotel & Conference Centre** for **\$139.00 plus taxes and fees** (includes hot breakfast buffet daily).

To book please call **1.866.934.8004** and ask for the Niagara Regional Labour Council rate.