



FROM THE ABL TEAM:

OCCUPATIONAL & WELLNESS e-MANAGEMENT Carla Villalta, Occupational Wellness Manager [OWM]

Fall 2018 | ablemployment.com

ALL-INCLUSIVE SUMMER WELLNESS AND SAFETY STRATEGIES

POSTERS, TIPS, TOOLBOX TALKS, FACTS & RESOURCE LINKS

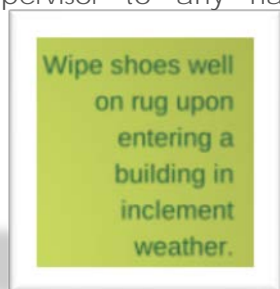


Autumn is an optimal time for organizing your training calendars and preparing for upcoming legislative changes. ABL's Occupational Wellness Manager and staff are committed to working with our clients as partners in injury reduction. Fall is when we can help our workers transition from working outdoors to inside while planning your Safety and Wellness strategies.

Hazard of the Fall Season: Slips, Trips and Falls



- ✓ Display a Slip, trip and fall poster. [Download here a FREE poster](#) for WORKER safety boards
- ✓ Add prevention strategies to pre-shift and toolbox talks before, during and after the blitz. This will encourage people to work safely and alert their supervisor to any hazards they encounter.



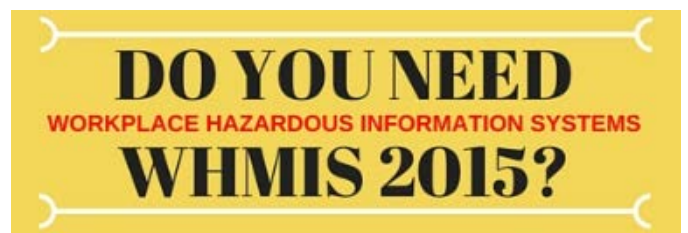
WORKPLACE HAZARDOUS MATERIALS INFORMATION SYSTEM

Canada is transitioning to the international WHMIS standards that are part of the Globally Harmonized System of Classification and Labelling of Chemicals (GHS).

The final transition period (**Sept 1, 2018 to Nov 30, 2018**) to phase out the old requirements, during which time both requirements are still in effect.



ABL Assignment Employees must pass a combined 1989/2015 WHMIS orientation. We work with our clients to provide on-site training for their specific workplace hazardous products



Think About Your Indoor Air Quality

As your workers transition from the fresh outdoors, providing a comfortable, safe and healthy indoor environment is an increasingly important concern for employers. Good indoor air quality can increase workers' concentration and productivity.



How safe is your indoor air quality?

Typical symptoms associated with poor indoor air quality...

- eye, nose and throat irritation
- headache
- nausea
- dizziness
- fatigue

In some cases, exposure can lead to building related illnesses including asthma. Some indoor air quality issues are easy to identify and resolve, while other cases require more in-depth analysis.

[FREE AirAssess App Link](#)

AirAssess is a survey-based APP, designed by the Occupational Health Clinics for Ontario Workers (OHCOW) to gather information about air quality including temperature, humidity and airborne contaminants. APP users will also be asked about asthma-related and other symptoms of ill-health along with work-related stressors.

The APP offers:

- ✓ immediate feedback in terms of potential links between air quality and the reported symptoms
- ✓ workplace actions to address poor air quality issue-specific tip sheets
- ✓ relevant legislation or recognized guidelines

WORKPLACE TRAINING CALENDAR



BENCHMARK YOUR STAFF

As managers it is not only important to ensure product and service standards meet quality control measures. Investing in your employees via training at all levels is worthwhile as your business continues to measure its successes.

As the school year gets underway it is a great time to focus on education and training. Take some time now to review and plan your upcoming training schedule, make lists of who needs training and re-certifications and arrange for training

WHY PLAN to invest in training your staff:

- Boost Employee Retention and Happiness
- Foster a Positive Company Culture
- Be Prepared for the Busy Season
- Hold on to Skilled Talent

FIRST AID TRAINING

ABL's Occupational Wellness Manager can certify your staff in WSIB/OHSA First Aid required courses through The Canadian Red Cross which can be tailored for onsite industry specific group training. Refresher courses can be arranged to ensure the standard of care continues to be met on an ongoing basis. **Contact us today for more information.**

HEALTH & SAFETY MANAGER / SUPERVISORS TRAINING

Common areas of training topics include:

- Safety principles and risk management
- Legislation
- Hazard recognition and control
- Emergency preparedness and fire prevention
- Occupational hygiene
- Ergonomics
- Workplace inspection & accident investigation

SKILL SPECIFIC TRAINING & CERTIFICATIONS

Cross-train all employees including temporary workers during slow times.

PARKING LOT SAFETY IS EVERYONE'S RESPONSIBILITY

Many workers begin and end their workday in parking lots, but they may overlook the potential dangers of the area.



If a worker has a recordable injury during work hours in the company parking area – whether driving, exiting or entering a vehicle or walking – the incident can be considered work-related.

MANAGEMENT CONTROL



Lighting: Outside lighting should be up high, powerful and maintained; one dim area can cause an incident for workers on early and late shifts.



Designated Pedestrian walkways: Minimize interaction between workers and vehicles with ramps walkways & barriers

Trash: Put several trash bins in your parking lot to reduce incidents of trash being thrown out of cars or drinks emptied onto the parking lot.



- **TRASH** attracts unwanted animals.
- **DRINK LIQUIDS** may cause someone to slip if they end up stepping in the liquid.

Traffic Safety Program: Establish and promote safe practices company-wide are effective at reducing incidents.

Posters and Tips are available for [download](#)

TOOLBOX TALK PARKING LOT SAFETY

Best Practices when **walking** in the parking lot:

- Watch for vehicles and check your surroundings
- Never assume a driver can or will see you
- Always look both ways before crossing, and use sidewalks when available
- Refrain from walking in between parked vehicles; instead, walk down the lot's main aisles
- Walk in groups so it's easier for drivers to see you
- Wear appropriate shoes in inclement weather

Best Practices when **driving** in the parking lot:

- Park in spots with less vehicle and foot traffic, and always watch for pedestrians
- Avoid driving in reverse when possible. Instead, pull all the way through a parking spot to avoid backing out and dealing with blind spots
- Drive slowly - no faster than 10 mph. Drive even slower in bad weather, and remember that vehicles tend to skid in wet weather
- Be mindful of tight spaces and low clearance



The **Ministry of Labour** will be visiting worksites across Ontario this Fall 2018 to conduct Occupational Health and Safety Inspections. [Click here](#) for more information on how to prepare

INSPECTION DATES:

October 1 – November 23, 2018

BLITZ FOCUS:

Health and safety in warehouses and "big box" retail



FACT

Consuming **recreational cannabis in the workplace is illegal** and will continue to be after legalization on October 17, 2018. Employees have never had the right to work while impaired, and the Cannabis Act won't change that.

Employers (and supervisors):

- [need to know the rules for cannabis](#)
- will be required to address workplace hazards, under the *Occupational Health and Safety Act* (OHSA)

Employees and workers:

- who are unable or unfit to work safely could be a hazard to themselves or to others in the workplace
- have a duty to perform work safely and to report any hazards to their supervisor or employer under the OHSA

CHALLENGE:

Monitoring Marijuana in the Workplace

Marijuana impairment can be difficult to detect, especially with the rise in popularity of odorless edibles.

Workplace policies may need to be amended. For example, if a workplace policy prohibits employees from drinking alcohol on the job or at lunch, it will also need to prohibit them from using cannabis during work hours or on breaks.

Safety Culture Buzz

Improve your safety culture by analyzing and improving on the below factors:



A strong safety and wellness culture is usually the result of:

- ✓ Positive workplace attitudes
- ✓ Involvement of all employees
- ✓ Mutual, meaningful, and measurable safety and health improvement goals
- ✓ Policies and procedures that serve as reference tools, rather than obscure rules
- ✓ Training at all levels within the company
- ✓ Responsibility & accountability

ABL's Occupational Wellness Culture

At ABL, our relationships developed with employees, clients and business partners are paramount in founding a workforce culture that embraces the importance of establishing safe-work policies that transcend into overall occupational wellness for everyone.