

# **A Worker's Guide**

**The Occupational Health & Safety Act**







# Health & Safety Legal Clinic

180 Dundas Street West, Suite 2000, Box 4, Toronto, ON M5G 1Z8

(416) 971-8832 FAX (416) 971-8834

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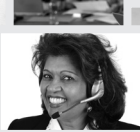
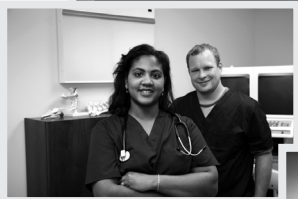
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Abbreviations: t = top; b = bottom; l = left; r = right; m = middle

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## Why

### **Why do workers need a health & safety law?**

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Over 300 workers die every year because of work related accidents and disease. In 2006, more than 341,000 workers made claims to the Workplace Safety and Insurance Board or WSIB (formerly the Workers' Compensation Board or WCB) because they were hurt at work or their work made them sick. Almost  $\frac{1}{4}$  of those workers needed to take at least one day off work. Many more workers would be hurt if there was no law to help protect them.

In Ontario, the law that protects workers is the Occupational Health and Safety Act (OH&S Act). It helps make the workplace safer. The OH&S Act also gives workers three basic rights so they can change unsafe working conditions.

Workers must understand the OH&S Act and know how and when to use it. Such knowledge allows workers to take home not only their pay but their health as well.

## What

### **What does the Workplace Safety and Insurance Board do for me?**

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Workers who miss work due to a workplace injury are eligible to receive financial compensation from the WSIB. Injured workers receive a percentage of their regular wage. Payments will continue until the worker has recovered and can return to work.

Most employers in Ontario pay the WSIB to administer benefits to injured workers. The system can be thought of as a type of insurance for employers. It is important for workers to know if their employer is covered by the WSIB or by a private insurance plan.

#### ***Workers' Compensation***

If you are injured, report it to your employer and visit a doctor right away. Your employer is required to report your injury to WSIB by completing a Form 7 (Employee's Report of Injury) within 3 days. You may report your injury by obtaining a Form 6 from WSIB (416) 344-1000. If the claim is valid, WSIB will send you money until you are able to return to work. If you are unsure, fill out the Form 6 anyway and let the WSIB decide on the validity of the claim. All decisions made by the WSIB can be appealed if the worker making the claim is not satisfied. The appeal must be made within six months of the decision.

## Who

### **Who is covered by the Occupational Health & Safety Act?**

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The OH&S Act applies to all workplaces *except* for

- ✗ domestic workers
- ✗ federally regulated industries such as post offices, airports
- ✗ banks, railways and inter-provincial trucking companies

All other workplaces in Ontario are covered by the OH&S Act.

# 3

## Your Three Basic Rights

The Occupational Health & Safety Act gives you three basic rights. These rights can help you protect yourself at work. These rights are the most powerful tools that the OH&S Act gives to workers to protect their health and safety at work.

Here are your three rights:

- 1 You HAVE THE RIGHT TO KNOW ABOUT HEALTH AND SAFETY HAZARDS;**

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- 2 YOU HAVE THE RIGHT TO PARTICIPATE IN KEEPING YOUR WORKPLACE SAFE AND HEALTHY. YOU CAN GIVE YOUR IDEAS AND COMPLAIN ABOUT PROBLEMS;**

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- 3 YOU HAVE THE RIGHT TO REFUSE WORK THAT YOU THINK IS UNSAFE.**

It is unlawful for your employer to punish you for using your health and safety rights.



**THE RIGHT TO KNOW**

**THE RIGHT TO PARTICIPATE**

**THE RIGHT TO REFUSE**



**The Right to Know**

The OH&S Act says your employer must tell you about all known hazards in the workplace. This includes any type of work or any material which might hurt you. It is against the law for your employer to not tell you this.

**WHMIS**

Thousands of chemical products are used in Ontario workplaces. It would be hard for anyone to know the health effects of all of them. To help you understand these chemicals, there is an information system. The system is called WHMIS, the Workplace Hazardous Materials Information System. Under the law, products which have certain dangerous properties are known as hazardous products. Suppliers and users of these products must then follow what the WHMIS law requires.

There are three parts to WHMIS:

1. **LABELS**—these tell you about the danger of the material and explain how to use it safely;
2. **MATERIAL SAFETY DATA SHEETS OR MSDS**—these give you even more details about the ingredients, health effects and decontamination procedures of the material;
3. **WORKER EDUCATION**—training to help you understand the dangers of materials and how to use them safely.

**Labels**

Companies that make hazardous products must put a label on them. The label must have all of this information:

- ✓ Risk Phrases;
- ✓ Precautionary Measures;
- ✓ First Aid Measures;
- ✓ Name of the Hazardous Material;
- ✓ Hazard Symbol(s);
- ✓ Reference to the MSDS;
- ✓ Name and Address of the Manufacturer.



## **Hazardous Material groups and their symbols**

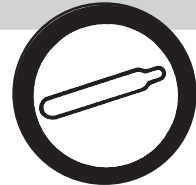
There are eight groups of hazardous materials. Each group has a particular hazard symbol. You will see the symbol on the label. Understanding what these symbols mean will allow you to quickly identify the hazard and then protect yourself against it. The eight groups are as follows:

### **1. COMPRESSED GASES**

These substances are gases when they are at room temperature. They are kept under pressure or compressed. A container with this symbol can explode and take off like a rocket!

#### **Examples include oxygen and acetylene**

which are widely used in industry for cutting and welding metal. These gases are kept in cylinders like the one shown on the hazard symbol. Other examples are the pressurized cans for spray paint and hair spray.



Compressed Gas Symbol

### **2. FLAMMABLE AND COMBUSTIBLE MATERIALS**

These materials will burn easily. Flammable material will burn much more easily than combustibles. Keep flammables away from heat or sparks.

#### **An example of a flammable is gasoline.**



Flammable & Combustible Symbol

### **3. OXIDIZING MATERIAL**

This is a material that will cause another substance to burn or make it burn faster. Keep these materials away from heat and store in well ventilated areas away from reactive chemicals.

#### **An example is chromic acid which will cause paper to burn.**



Oxidizing Material Symbol

### **4. CORROSIVE MATERIAL**

A substance that will easily “eat away” other materials such as steel. Corrosives can seriously harm your eyes and burn your skin.

#### **Examples include most acids such as a car battery acid.**



Corrosive Material Symbol

## 5. DANGEROUSLY REACTIVE MATERIAL

These materials may produce a poisonous gas or explode if the container is heated, pressurized or dropped. Reactive materials must not be mixed with other chemicals, even water.

**An example is a chemical called benzoyl peroxide which may explode when dry.**



Dangerously Reactive  
Material Symbol

## 6. POISONOUS AND INFECTIOUS MATERIAL, CAUSING IMMEDIATE AND SERIOUS TOXIC EFFECTS

These materials may cause serious health problems including death within a short time after a person is exposed to them. When using such materials make sure to wash your hands before you eat, smoke or drink.

**An example would be a substance such as cyanide which can cause immediate death.**



Immediate & Serious  
Toxic Effects Symbol

## 7. POISONOUS AND INFECTIOUS MATERIAL, CAUSING OTHER TOXIC EFFECTS

These are materials which cause harmful effects days, months or years after a person is exposed to them. Materials which can cause cancer are included in this group.

**An example would be asbestos fibers**

which when breathed may not cause a health problem until years later.



Causing Other Toxic  
Effects Symbol

## 8. POISONOUS AND INFECTIOUS MATERIAL, BIOHAZARDOUS AND INFECTIOUS MATERIAL

The materials in this group include living organisms or the poisons they produce that may cause serious disease.

**An example is the virus that causes hepatitis B.**



Biohazardous & Infectious  
Material Symbol

The following newspaper article shows that not understanding the hazards of a material can be fatal!

**INSTEAD OF BECOMING A COURIER, SEAN KELLS, 19, TOOK ANOTHER JOB.  
3 DAYS LATER, AN EXPLOSION KILLED HIM.**

*By Tracy Nesdoly, Toronto Sun*

A month before he was killed by a chemical explosion, Sean Kells' family urged him not to take a job as a bike courier because it was too dangerous, his dad told a coroner's jury yesterday. Instead, last fall Kells, 19, took a job at a company owned by the father of one of his best friends.

About an hour into his third day on the job, the toluene liquid the Toronto teen was pouring from a 45-gallon drum into smaller containers ignited, engulfing him in a burning chemical cloud. Kells died at Wellesley Hospital the next day, on November 19.

"I saw a huge ball of fire...I ran into the lobby area. and there was a wall of fire moving forward," said Douglas Wass, who also worked at Pro-Shield Corp. in Mississauga. "I knew we had to get out of there." He said Jarred Mandel, the son of one of the owners, was labelling containers a few feet away from Kells.

Wass testified he had no safety or emergency training and no idea "the product was capable of doing" prior to the fire, though he's worked at automotive supply companies 10 years.

Kells' family declined to look at pictures of the charred warehouse where Sean, 19, was engulfed in flames, and where a scorched belt and fragment of a jeans waistband lay on the pavement outside the building. They left the room when a videotape of the scene was shown. Gary Mandel, who with his brother Mel owns and operates Pro-Shield, said he had no idea the chemical Sean was pouring was so dangerous.

He testified he, his brother and their children had all poured the chemical themselves. Mandel testified he didn't realize the barrel of toluene Kells was using, known as Chip Shield and meant to protect the paint on cars, should be grounded to prevent it from igniting from static electricity built up by pouring. He said he didn't realize it was so sensitive to sparks. "One of the reasons I had comfort ... is that I can walk into a Canadian Tire, and there it is sitting on the shelf," Mandel said. "When you see a product in a retail store for the general public, you don't assume it's a very dangerous product."

Mandel also testified he hadn't been fully trained in the province's Workplace Hazardous Materials Information System (WHMIS) or on how to read safety documents on various chemical products. He said there was no safety committee at Pro-Shield. Kells' father Paul, who has standing at the inquest, asked Mandel if he learned a lot about safely and chemicals because of his son's death. "Tragically, yes", Mandel said.



*Tragedy... Sean Kells, 19, was killed in a chemical explosion on the job last November.*

*Toronto Sun — March 14, 1995. Reprinted with permission.*

## ***Material Safety Data Sheet or MSDS***

The MSDS is a more detailed version of the label. It is so detailed that workers must get special training to understand the language. Firefighters, doctors and engineers often use the MSDS to understand important technical details of the material.

However, even if you are not a firefighter, doctor or engineer, your employer must give you this detailed information if you ask for it. For example, if you are worried that a product you use at work is making you sick, you can ask your employer to give you the MSDS. Then you can take the MSDS to your doctor, your union or your Joint Health and Safety Committee. Or, you can call the Toronto Workers' Health and Safety Legal Clinic at (416) 971-8832 and ask them what the MSDS means.

If the material is making you sick, your employer must make changes or you can refuse to work with the material.

## ***Worker Education***

An important but often ignored part of the WHMIS law is worker education. Employers must develop a worker education program which deals specifically with the hazardous materials used at that workplace.

Workers who work with or near a hazardous material must have the meaning and importance of the information on the material's label or MSDS explained to them. They must also be taught the procedure for safe use, storage, handling and disposal of the material.

The law requires that the employer review the worker education program every year. The program must be able to give workers the ability to use the WHMIS information to protect their health and safety.



## The Right to Participate

You have the chance to make the workplace safer by giving your ideas and complaints about unsafe working conditions to your employer, health and safety representative or committee member.

The OH&S Act says that every workplace with five or more workers must have either a health and safety representative or a member on a Joint Health & Safety Committee (JH&SC). It depends how many people are in your workplace. If there are less than five full time workers neither a representative or a committee are required.

### **Health & Safety Representative**

If there are between 6 and 19 full time workers, the workers must select a health and safety representative. The representative must be a worker and not a part of management.

### **A HEALTH & SAFETY REPRESENTATIVE'S ROLE**

- The representative inspects the overall health and safety of the workplace at least once a month.
- The representative tells the employer, workers and union (if there is one) about unsafe conditions, and recommends changes.
- The employer must give the representative a written response within 21 days.
- The representative can ask the employer for any information about the health and safety of the workplace.
- A representative receives their regular pay for the time spent on health and safety matters.





### **Joint Health & Safety Committee or JH&SC**

If a workplace has 20 or more workers then a JH&SC must be formed.

- At least half of the committee must be workers who are chosen by other workers.
- If there are between 20 and 50 workers, the JH&SC will have at least two or more members.
- If there are 50 or more workers, the JH&SC will have at least four or more members.

In 2004, changes were made to the Criminal Code of Canada. Supervisors, owners, members of health and safety committees and representatives and co-workers can now be criminally charged. There is now a greater degree of responsibility attached to all these positions. If you are serving as a member of a joint health and safety committee or health and safety representative be sure that you are satisfied with any training that you receive and in the event of serious accident or a fatality be sure to seek legal counsel immediately. The Toronto Workers' Health & Safety Legal Clinic can be reached at (416) 971-8832.

### **JOINT HEALTH & SAFETY COMMITTEE'S ROLE**

- Check for dangerous work situations.
- Tell the employer and workers about ways to improve health and safety.
- Tell the employer about ways to measure the safety levels in the workplace.
- Get information from the employer about dangerous materials, equipment or ways of doing things.
- Get information about what equipment has been tested and whether the quality of the air in the workplace has been tested.
- Whenever the workplace is tested, a worker from the JH&SC must be there.
- Plus all the powers a health and safety representative has.

### ***What is a Certified Member?***

At least one worker and one management member of the JH&SC must get special training in health and safety paid for by the employer.

When they have completed this training, they become the certified members of the committee.

### ***What is the Ministry of Labour's Role?***

The Ministry of Labour, or MOL, is the part of the provincial government that enforces the OH&S Act and regulations. This is done mainly by the MOL inspectors. They have the power to inspect workplaces and investigate health and safety concerns. Inspectors can order employers to make changes if they find problems. Workers, supervisors and employers are required to help the inspectors in their investigations.

Inspectors can order people to stop doing dangerous work. This is probably the most effective way to get employers to make necessary changes to keep a workplace safe.

A person who breaks the law set by the OH&S Act may be fined or sent to jail. The maximum fine is \$25,000 for a person and \$500,000 for a company.





## Refuse

### The Right to Refuse Unsafe Work

You can refuse to do work if you think that the work you are doing might hurt you or another worker. There is a certain way to refuse work so that you are protected under the OH&S Act. If you refuse unsafe work in this way, your employer cannot punish you.

You can refuse work if:

- you think the equipment or machines you are using are unsafe or are being used in a way that might hurt you or another worker;
- the physical condition of the workplace is a danger to you.

#### *This is the way to refuse unsafe work:*

1. Tell your supervisor or employer why you think the work is not safe. You could say to your supervisor or employer “I feel that this work that you asked me to do is unsafe because:
  - ✗ of the things I work with;
  - ✗ something in my workplace is not safe;
  - ✗ of the way you have asked me to do the work”.

#### HEALTH AND SAFETY



2. Stay in a safe place near your work area until your employer has decided what to do about the problem. If your employer tells you to leave the workplace, phone the Ministry of Labour right away.

3. If you are still not satisfied that the work is safe, you can keep on refusing to do that work. Say to your employer, “I still think this work is not safe. Please call the Ministry of Labour to have an inspector look at this problem.

4. If your employer does not call an inspector, you have the right to call one yourself. Contact the Ministry of Labour at (416) 326-7160.

5. An inspector will investigate. During the investigation, the worker must be given other work if available and not just sent home. If the inspector decides the work is unsafe, he or she will order your employer to make changes.

(continued on page 14)

# WORK REFUSAL

Illustrated by Kevin Tree

Worker refuses to work because ...



She believes the work to be unsafe.



Worker reports problem to supervisor.



Worker representative called in.  
Supervisor investigates in the presence  
of worker and the representative.



Does the supervisor agree that the work is unsafe?



**DISAGREES**

Supervisor disagrees with worker and concludes it is safe. Worker still believes that the work is unsafe and continues to refuse to work.



A Ministry of Labour Inspector must be called in. Either the worker or the supervisor can make the request.



Inspector investigates in the presence of worker, supervisor and worker representative.



Inspector prepares a written decision. Worker may be given other work to do until the inspector makes a decision.



Corrective action taken if so ordered by the MOL inspection. Worker returns to work.



**AGREES**

Supervisor agrees with worker that the work is unsafe.



Corrective action taken.



Worker returns to work.



(continued from page 14)

6. If the inspector says the work is safe and you disagree, you can appeal. You have 30 days after your refusal to make an appeal in writing. You should call the Ontario Labour Relations Board at (416) 326-7500 to obtain the appeal forms.

### ***Can your employer punish you?***

It is against the law for your employer to punish you for refusing to do unsafe work. The OH&S Act says your employer cannot:

- fire or threaten to fire you;
- punish you, suspend you, or threaten to do these things;
- harass or pressure you;
- send you home if there is work available in a safe area;
- make someone else do the unsafe work unless they are told about your refusal.

If your employer punishes you for refusing to do unsafe work, you can file a grievance if there is a union at your workplace, or make a complaint to the Ontario Labour Relations Board (OLRB). They can be contacted at (416) 326-7500.

If you win your case before the OLRB, you can get your job back and get paid for any lost wages as a result of a wrongful dismissal.

If your employer punishes you, call the Toronto Workers' Health & Safety Legal Clinic (416) 971-8832 to get legal help.

The following article appeared on the front page of the Toronto Star on September 14, 1994. It tells of a worker who was fired for refusing unsafe work and how she got her job and lost wages back.



## MOTHER OF SIX GETS JOB BACK AND LOST WAGES

By Tony Van Alphen, Labour Reporter

Maria Raposo has won back her cleaning job plus lost wages. And she doesn't have to wear a bow tie any more.

The 32-year-old mother of six is scrubbing and polishing downtown office floors again after a labour board ruled Hurley Corp. couldn't force her to wear a bow tie because it endangered her health.

Raposo, a Portuguese immigrant who doesn't speak English, was suspended indefinitely in late June after she refused to wear the company's standard blue bow tie. Raposo had previously submitted two medical notes saying anything tight around her neck aggravated a thyroid condition.

"The company has told me I can leave (the tie) at home from now on," Raposo said in an interview yesterday, through an interpreter "I'm pleased with that and with the decision. I'm happy."

Raposo, who has worked at Hurley for eight months and earns \$7.60 an hour, will likely get more than \$1,000 in backpay.

Representatives for both the company and Raposo believe it is the first time the Ontario Labour Relations Board has upheld an employee's work refusal on the grounds that an article of clothing endangered his or her health on the job because of a medical condition.

Before suspending her indefinitely, the company had sent disciplinary memos and suspended Raposo twice, for either not wearing the tie or for loosening the top of her blouse to the third button and clipping the tie there.

Raposo sought help and an acquaintance referred her to the Toronto Worker's Health & Safety Legal Clinic, which took her case to the labour relations board.

The board ruled the company contravened the Occupational Health and Safety Act, which gives an employee the right to refuse work where equipment, a device or "thing", used in operations can endanger anyone on the job.

Hurley, one of the biggest downtown cleaners, was ordered to reinstate Raposo at the Sun Life building on King St., pay her more than a month's back pay and allow her to clip the tie above the third button.

The company had earlier compromised by allowing Raposo to open the top button of her work blouse and clip the bow tie

to the second button. But the cleaner felt her throat was only comfortable when two buttons were undone and the tie was clipped to the third button.

The cleaner's conditions for wearing the bow tie were "reasonable," board vice-chairperson Laura Trachuk said in a written decision.

But Manny Silva, the company's manager of human resources, said the firm won't enforce the wearing of a bow tie any longer in Raposo's case because attaching it to a lower button just makes her uniform look worse.

"In hindsight, this should have been handled much differently," he acknowledged. "It should have been settled a lot earlier internally."

Although Silva said Hurley still disagrees with the decision on the grounds that the legislation shouldn't apply under the circumstances, the company won't apply for judicial review.

Evidence before the board showed that when the company initially suspended Raposo in May for not wearing the tie, she produced a doctor's note explaining her medical problem.

Later, she submitted another doctor's note that advised her not to wear a bow tie.

The company then gave Raposo the option of wearing a larger blouse loose enough to clip on the bow tie or of transferring to another building at lower pay where there was no tie requirement.

Trachuk said it was surprising that her labour board had to hold a hearing on whether a worker with a medical condition had to wear a bow tie at her second or third button. The two sides should have resolved the issue themselves, she said.

But Trachuk said while the issue may have been trivial, the consequences were potentially serious for Raposo. Daniel Ublansky, the legal clinic's executive director, said the decision means employers have an obligation to accommodate people with disabilities.

"This case should show people what can happen when they exercise their rights," Ublansky added.

*The Toronto Star — September 14, 1995. Reprinted with permission.*

It is everyone's duty to keep the workplace safe. The OH&S Act says employers, supervisors and workers each have certain duties called General Duties.

### ***General Duties of a Worker***

The OH&S Act says workers have certain duties. For example, you must:

- use the safety equipment your employer says to use;
- tell your employer if you see any broken equipment or safety devices;
- report any violations of the OH&S Act to the employer.

You must always:

- treat safety equipment with care and respect;
- avoid using equipment or machinery that could harm another worker;
- act responsibly in the workplace.

### ***General Duties of a Supervisor***

Supervisors play a very important role in protecting worker's health and safety. Just like employers, supervisors must take every reasonable step needed to protect workers.

Supervisors must also make sure that workers:

- use safety equipment and obey the OH&S Act;
- tell workers about any existing or potential dangers.

### ***General Duties of the Employer***

Employers must take every reasonable step to make sure workers' health and safety is protected. Employers must also do these things:

- give workers the information, training and supervision they need to protect their health and safety;
- make sure safe work procedures are followed and equipment is used properly;
- co-operate with the health and safety committee and representative;
- keep safety equipment in good shape.

### ***Who Must Supply Safety Equipment?***

The OH&S Act does not say an employer must supply safety equipment. Some employers supply safety equipment and some do not. Sometimes the Ministry of Labour orders a certain employer to provide safety equipment if the danger is great enough.

## Summary

### Summary

The OH&S Act can be a powerful tool for workers to keep a workplace safe. The most important thing for workers to remember is the three basic rights. Having the knowledge to use them will allow a worker to keep not only their jobs, but more importantly their health and safety.



## Glossary of Health & Safety Terms

**CARCINOGEN:** a substance which has been identified as having the ability to cause cancer either in laboratory animals and/or humans.

**COMPLIANCE:** an action which is not against the law, in this case the Occupational Health & Safety Act and the regulations under it.

**ERGONOMICS:** the science which studies the interactions between the worker and the total work environment. The aim is to design work and work processes for the worker and thereby reduce as much as possible the likelihood of that worker suffering a repetitive strain injury .

**EXPOSURE:** a person or workplace coming in contact with a chemical substance or a physical agent such as noise or radiation.

**GRIEVANCE:** a workers' complaint about a workplace condition or situation which the worker makes to the union.

**INSPECTORS:** the Ministry of Labour appoints people to inspect workplaces and enforce the OH&S Act and regulations.

**JOINT HEALTH & SAFETY COMMITTEE (JH&SC):** an organized group of workers and management who get together on a regular basis to discuss the health and safety of their workplace and recommend changes to management.

**MATERIAL SAFETY DATA SHEET (MSDS):** detailed information of a specific chemical product used at the workplace. The focus is the description of the chemical and its physical characteristics and how it should be used safely.

**MINISTRY OF LABOUR (MOL):** the government body, which administers and enforces the OH&S Act and regulations.



**OCCUPATIONAL HYGIENIST:** an individual who is trained to recognize, evaluate and control health hazards in the workplace such as chemical, physical or biological agents.

**OCCUPATIONAL ILLNESS:** when a worker gets sick because of something in the workplace.

**OCCUPATIONAL PHYSICIAN:** a doctor who has received special training in workplace health and illness.

**ONTARIO LABOUR RELATIONS BOARD (OLRB):** if a worker has been disciplined for complying with a provision of the OH&S Act, they have the right to complain to the OLRB.

**REFUSAL TO WORK:** most workers have the right to refuse to work if they believe it will endanger themselves or another worker.

**REPRISALS:** it is unlawful for employers to punish workers because they have acted in compliance with the OH&S Act or an order made under the Act, or because they requested enforcement of one of its provisions (e.g. refusing unsafe work).

**TOXIC SUBSTANCE:** a poisonous material, which might injure or kill a person.

**WORKPLACE SAFETY AND INSURANCE BOARD (WSIB):** the board which administers the Workplace Safety and Insurance Act. You apply to the WSIB if you have been hurt at work.

**WORKPLACE HAZARDOUS MATERIALS INFORMATION SYSTEM (WHMIS):** a Canada-wide communication system designed to ensure that workers understand the hazards of the materials they may be exposed to at work. The system involves product labels, material safety data sheets (MSDS) and worker education.

## Your Workplace Health

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- Did you know that your work and health are connected?
- When was the last time you talked to your doctor/nurse about your job?
- Does your doctor/nurse know about your exposures at the workplace?
- Do you think that your current health symptoms may be related to your exposures at work?



You and your doctor should be having these conversations.

To help begin this conversation, you can fill out the “Work-Health-Exposures Screening Tool” in this Worker’s Guide and give it to your doctor/nurse for your file.

If you or your doctor have any questions about this and/or the resources available in your community related to workplace health, you can refer to page 23, Occupational Health Resources.

If you and your doctor think that your health may be related to your exposures at work, you can file a Form 6 (Worker’s Form) and Form 8 (Doctor’s Form) at WSIB for further assessment and investigation.

Ending workplace disease can start with your health care provider.



# Current Work / Health / Exposure Screening Tool



Name \_\_\_\_\_

Date \_\_\_\_\_

1. Job title/occupation \_\_\_\_\_  
Industry sector \_\_\_\_\_

2. Employment status (*check all that apply*):

- Full-time                       Part-time                       Shift work  
 Modified duties                       Regulator duties

3. Do you feel any aspect of your health is aggravated by work?

- Yes     No

If yes, how? \_\_\_\_\_

4. Are you currently exposed to any of the following?

	Yes	No		Yes	No
Biologic agents (moulds, viruses)	<input type="checkbox"/>	<input type="checkbox"/>	Loud noise	<input type="checkbox"/>	<input type="checkbox"/>
Chemicals	<input type="checkbox"/>	<input type="checkbox"/>	Metal	<input type="checkbox"/>	<input type="checkbox"/>
Dust or fibres	<input type="checkbox"/>	<input type="checkbox"/>	Psychological stress	<input type="checkbox"/>	<input type="checkbox"/>
Extreme heat/cold	<input type="checkbox"/>	<input type="checkbox"/>	Radiation	<input type="checkbox"/>	<input type="checkbox"/>
Fumes	<input type="checkbox"/>	<input type="checkbox"/>	Repetitive movement	<input type="checkbox"/>	<input type="checkbox"/>
Heavy lifting	<input type="checkbox"/>	<input type="checkbox"/>	Vibration	<input type="checkbox"/>	<input type="checkbox"/>

5. Is personal protective equipment (PPE) worn?     Yes     No

- If yes,*
- |                    |                          |                |                          |
|--------------------|--------------------------|----------------|--------------------------|
| Coveralls          | <input type="checkbox"/> | Respiratory    | <input type="checkbox"/> |
| Glove              | <input type="checkbox"/> | Safety Glasses | <input type="checkbox"/> |
| Hearing Protection | <input type="checkbox"/> | Safety Shoes   | <input type="checkbox"/> |
| Mask               | <input type="checkbox"/> |                |                          |

Other: \_\_\_\_\_







### Occupational Health Clinics

#### St. Michael's Hospital, Occupational Health Clinic

A community based occupational health clinic, utilizing a multidisciplinary team approach in the provision of specialty clinical services, education and research for occupational disease, with a specialized focus on occupational skin disease, occupational lung disease, allergy/immunology, toxicology and Hand-Arm Vibration Syndrome.

St. Michael's Hospital  
4th Floor, Shuter Wing  
30 Bond Street  
Toronto, Ontario M5B 1W8

*For General Inquiries:*  
Tel: 416.864.5074  
Toll Free : 1.877.877.6781  
Fax: 416.864.5421

#### Occupational Health Clinic for Ontario Workers (OHCOW)

A free service at five non-profit clinic in Ontario, a team of nurses, hygienists, ergonomists and physicians see workers and identify work-related illness and injuries, promotes awareness of health and safety issues, and develops prevention strategies for workers, workplaces and the community.

##### Hamilton

848 Main Street East  
Hamilton, Ontario  
L8M 1L9

*For General Inquiries:*  
Tel: 905.549.2552  
Toll Free: 1.800.263.2129  
Fax: 905.549.7993  
Email: [hamilton@ohcow.on.ca](mailto:hamilton@ohcow.on.ca)

##### Provincial Office

15 Gervais Drive, Suite 601  
Don Mills, Ontario  
M3C 1Y8

*For General Inquiries:*  
Toll Free: 1.877.817.0336  
Email: [info@ohcow.on.ca](mailto:info@ohcow.on.ca)  
Website: [www.ohcow.on.ca](http://www.ohcow.on.ca)

##### Sarnia-Lambton

171 Kendall Street  
Point Edward, Ontario  
N7V 4G6

*For General Inquiries:*  
Tel: 519.337.4627  
Fax: 519.337.9442  
Email: [sarnia@ohcow.on.ca](mailto:sarnia@ohcow.on.ca)

##### Sudbury

1300 Paris Street, Suite 4  
Sudbury, Ontario  
P3E 3A3

*For General Inquiries:*  
Tel: 705.523.2330  
Toll Free: 1.800.461.7120  
Fax: 705.523.2606  
Email: [sudbury@ohcow.on.ca](mailto:sudbury@ohcow.on.ca)

##### Toronto

970 Lawrence Ave. West, Suite 110  
Toronto, Ontario  
M6A 3B6

*For General Inquiries:*  
Tel: 416.449.0009  
Toll Free: 1.800.596.3800  
Fax: 416.449.7772  
Email: [toronto@ohcow.on.ca](mailto:toronto@ohcow.on.ca)

##### Windsor

3129 Marentette Ave., Unit #1  
Windsor, Ontario  
N8X 4G1

*For General Inquiries:*  
Tel: 519.973.4800  
Toll Free: 1.800.565.3185  
Fax: 519.973.1906

## Occupational Health Clinics (continued)

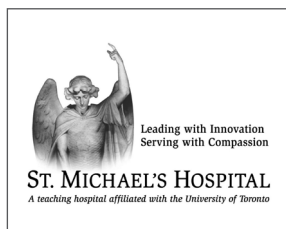
### LAKESHORE AREA MULTI-SERVICES PROJECT INC. COMMUNITY HEALTH CENTRE (LAMP CHC)

A not-for profit centre that provides a variety of programs and services for the South Etobicoke Lakeshore community, and provides occupational health services to workers, workplaces and the community.

**Website:** [www.lampchc.org](http://www.lampchc.org)

185 Fifth Street  
Etobicoke, Ontario  
M8V 2Z5

*For General Inquiries:*  
Tel: 416.252.6471  
Fax: 416.252.4474



## Occupational Health & Safety

### WORKERS HEALTH AND SAFETY CENTRE

An Ontario government program that develops and delivers occupational health and safety information and training that empowers workers and workplace representatives to improve the work environment and worker well-being.

**Website:** [www.whsc.on.ca](http://www.whsc.on.ca)

Central Ontario (Don Mills)

*For General Inquiries:*  
Tel: 416.441.1939 / Toll Free: 1.888.869.7950  
Fax: 416.441.2277

Eastern Ontario (Ottawa)

*For General Inquiries:*  
Tel: 613.232.7866  
Fax: 613.232.3823

Northern Ontario (Sudbury)

*For General Inquiries:*  
Tel: 705.522.8200  
Fax: 705.522.8957

South Central Ontario (Hamilton)

*For General Inquiries:*  
Tel: 905.545.5433  
Fax: 905.545.3131

South Western Ontario (Sarnia)

*For General Inquiries:*  
Tel: 519.337.6083  
Fax: 519.337.6807

## Health Information

### MOTHERISK

A service that provides information over the telephone to pregnant and working women.

**Website:** [www.motherisk.org](http://www.motherisk.org)

*For General Inquiries:*  
Motherisk's Home Line:  
Tel: 416.813.6780

**Website:** [www.worker-safety.com](http://www.worker-safety.com)

*For General Inquiries:*  
Tel: 416.971.8832  
Fax: 416.971.8834

## Health Information (continued)

### THE ONTARIO COLLEGE OF FAMILY PHYSICIANS (OCFP)

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The OCFP provides a family physician referral service.

**Website:** [www.ocfp.on.ca](http://www.ocfp.on.ca)

357 Bay Street, Mezzanine  
Toronto, Ontario  
M5H 2T7

*For General Inquiries:*  
Tel: 416.867.9646  
Fax: 416.867.9990  
Email: [ocfp@cfpc.ca](mailto:ocfp@cfpc.ca)



## Research & Information

### CANADIAN CENTRE FOR OCCUPATIONAL HEALTH AND SAFETY (CCOHS)

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Services as a national centre for information relating to occupational health and safety. Makes a vast scope of occupational health and safety information readily available, in clear language that is appropriate for all users, from the general public to the health and safety professional.

**Website:** [www.ccohs.ca](http://www.ccohs.ca)

135 Hunter Street East  
Hamilton, Ontario  
L8N 1M5

*For General Inquiries:*  
Tel: 905.572.2981 or 905.572.4400  
Toll Free: 1.800.263.8466  
Fax: 905.572.4500

## Advocacy and Community Education

### TORONTO WORKERS' HEALTH AND SAFETY LEGAL CLINIC

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Provides free legal and technical advice and representation to non-unionized workers who face health and safety problems at work. The clinic also conducts community education and outreach.

**Website:** [www.worker-safety.com](http://www.worker-safety.com)

180 Dundas Street West  
Suite 2000  
Toronto, Ontario  
M5G 1Z8

*For General Inquiries:*  
Tel: 416.971.8832  
Fax: 416.971.8834  
Email: [kaufmanc@lao.on.ca](mailto:kaufmanc@lao.on.ca)

### OFFICE OF THE WORKER ADVISOR (OWA)

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Provides free services to non-unionized injured/ill workers and survivors of injured/ill workers in workers' compensation matters. Call to contact OWA office closest to you.

**Website:** [www.gov.on.ca/LAB/owa/home/htm](http://www.gov.on.ca/LAB/owa/home/htm)

Head Office  
123 Edward St., Suite 1300  
Toronto, Ontario  
M5G 1E2

*For General Inquiries:*  
Tel: 416.325.8570 / Toll Free: 1.800.435.8980  
Fax: 416.325.4830  
Email: [webowa@mol.gov.on.ca](mailto:webowa@mol.gov.on.ca)

