

# Young Workers Awareness

[youngworker.ca](http://youngworker.ca)

WSIB  
ONTARIO

*Mourn for the Dead.  
Fight for the Living.*



**28 April  
Workers'  
Day of Mourning**



# INTRODUCTION

## How are young workers getting hurt?

- ▶ You name it, and it happens. Young workers are injured by slips and falls, by over exerting themselves, by objects that hit them, by exposure to hazardous chemicals, and by contact to hazardous materials.
- ▶ In 1999, 14 young workers were killed, 12 of them at small employers with less than 20 employees
- ▶ In 1999, 254 young workers suffered the loss of a body part when it was torn off (avulsion) or cut off (amputation).



# Laws and Regulations

- ▶ Both the Ontario Government and the Government of Canada have laws to protect the health and safety of workers under their jurisdictions. These laws are called *Acts*.
- ▶ An **Act** is general. It sets out what the law is about, whom it applies to and the penalties for disobeying it.
- ▶ Some Acts have also have *Regulations*.
- ▶ **Regulations** are specific. They spell out all the details that you need to know in order to obey the law



# The Occupational Health & Safety Act

- ▶ Most, but not all, Ontario workers are protected by the province's Occupational Health and Safety Act or OHSA. (We'll just call it the Act.)
- ▶ The Act sets out general health and safety requirements for every workplace it applies to. Ontario's Ministry of Labour (MOL) enforces the Act, and MOL inspectors have strong powers to inspect workplaces and investigate accidents. They can also issue orders requiring changes to meet the Act's requirements and can order that a machine process be stopped until it complies with the Act.
- ▶ MOL inspectors can also lay charges against companies or people breaking the law. If convicted, the person or company can be fined and/or put in jail.



# The Act's Regulations

- ▶ The Occupational Health and Safety Act has many Regulations that apply to specific occupations, types of workplaces and/or workplace hazards.
- ▶ For instance, there are specific regulations for occupations like firefighters, teachers and university academics.
- ▶ And there are regulations for specific workplaces such as health care facilities, industrial establishments, construction and mining.
- ▶ Then there are regulations to deal with certain kinds of hazards like biological agents and x-rays.
- ▶ Finally, there's a Regulation that covers most hazardous materials and there are Regulations covering eleven especially dangerous materials called Designated Substances.
- ▶ These Regulations are very detailed and they have the same legal force as the Act itself. The same penalties apply. You should know which, if any, of these Regulations apply to your job and workplace.

# Workers Three Basic Rights

## **You have the Right To Know**

- ▶ You have the right to know the hazards in your job. Your employer or supervisor must tell you about anything in your job that can hurt you. Your employer must make sure you are provided with the information you need so that you can work safely.

## **You have the Right to Participate**

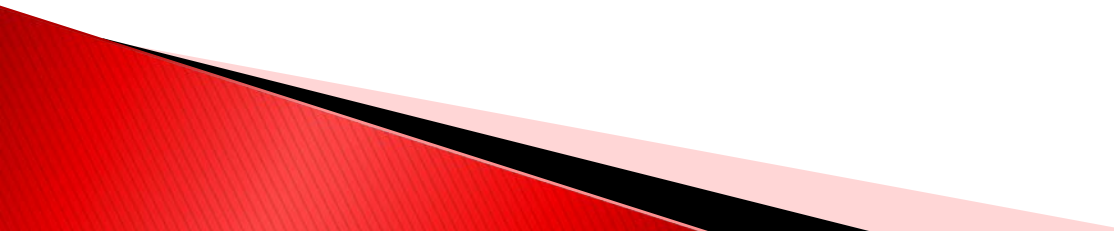
- ▶ You have the right to take part in keeping your workplace healthy and safe. Depending on the size of the company, you can be part of the Joint Health and Safety Committee (JHSC), or be a Health and Safety Representative.

## **You have the Right to Refuse Unsafe Work**

- ▶ If you believe the job is likely to endanger, you can refuse to do it in most situations.

**Remember: Young workers who understand these rights and know how to use them are better able to protect themselves on the job. And remember, you can't be disciplined for exercising a right or responsibility.**

## Employers shall...

- ▶ Make sure that required health and safety training is given to you;
  - ▶ Make sure that you are provided with proper equipment and trained to use it safely;
  - ▶ Make your supervisors and you aware of any known hazards in the workplace;
  - ▶ Take every precaution reasonable in the circumstances to protect you;
  - ▶ In workplaces with more than 5 workers, have a written health and safety policy and program, and post it where you can read it;
  - ▶ Post the names of the Joint Health and Safety Committee members or Representatives where you can see them;
  - ▶ Post the Act and the WSIB *In Case of Injury* poster where you can read them;
  - ▶ Post any Ministry of Labour orders where you can see them.
- 

## **Supervisors (the boss) shall...**

- ▶ Make sure that you (the worker) follow the law and the company safety rules;
- ▶ Make sure that you work safely and use any required safety equipment;
- ▶ Advise you of the existence of any potential or actual danger to your health and safety that they are aware of;
- ▶ Take every precaution reasonable in the circumstances to protect you.





## Workers (that's you) shall...

- ▶ comply with the Act, any applicable Regulations and the company health and safety rules;
- ▶ use all machines and equipment the way you were trained to use them;
- ▶ use any required personal protective equipment (such as hard hat, goggles, gloves and safety glasses) the way you were trained. Don't change them in any way;
- ▶ report any hazards you see to the boss as well as anything you think may contravene the Act, its Regulations or company safety rules;
- ▶ always work safely and not fool around.



# Types of Training

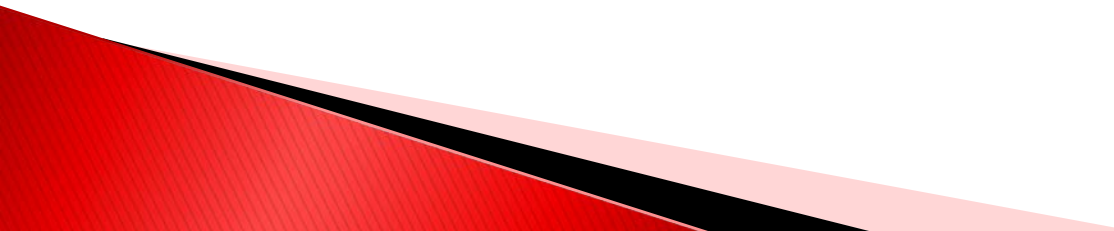
## 1. **General workplace safety information and/or training.**

Alerts you to basic safety concerns and procedures in your workplace, for instance:

- company safety rules
- emergency procedures
- first aid locations and procedures

## 2. **Specific safety training.**

Teaches you how to do your job safely and how to use any machines your job requires, for instance:

- procedures - how to do the job
  - how to use protective guards and safety features
  - lockout procedures
- 

# PPE

## Personal Protective Equipment

The type of *personal protective equipment* you need will depend on the job you are doing.

A few of the most common:

- ▶ Hard hats, Safety glasses and Safety Boots are required at all construction sites and may be required in factories.
- ▶ Respirator's are required when working in dusty environments.
- ▶ Suitable protective gloves are required in workplaces that deal with biological and chemical hazards.
- ▶ Hearing protection is required in *noisy* workplaces.



# Hygiene and Emergency Facilities

- ▶ A part from personal protective equipment, some jobs will require you to use hygiene facilities such as hand wash stations and disinfectant soaps. This reduces the chance of toxic substances being absorbed or ingested into the body.
- ▶ In some other jobs, you will need to know how to use emergency facilities such as first aid kits and eye wash stations.

**Make sure you know where these facilities are, such as first aid kits and eye wash stations and how to use them.**



# Age of 25 and under

- ▶ Workplace Safety and Insurance Board (WSIB) studies show that young workers under the age of 25 are **37%** more likely to be injured on the job than those over 25.



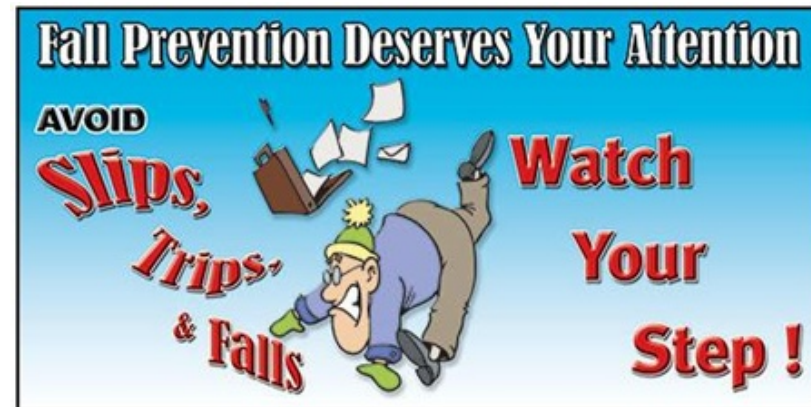
Did you know that most young workers are injured during their first 3 months of work?



# CAUSES OF INJURY

## Top 5 causes of injury to young workers 1996-1999

- a. Struck against, struck by an object
- b. Overexertion
- c. Falls
- d. Bodily reaction excluding over exertions and repetitive motion
- e. Caught in or compressed by equipment or objects



# COMMON INJURIES

## The most common injuries to young workers 1996-1999

- a. Sprains and strains
- b. Loss of body part by amputation or avulsion
- c. Abrasions, blisters, contusions & fraction burns
- d. Fractures
- e. Chemical, electrical and heat burns



**Sprains, Strains & Tears are**  
**100% PREVENTABLE**

# It'll never happen to me

- ▶ How many of you are thinking  
“It'll never happen to me”  
“It happens to other families, not mine”



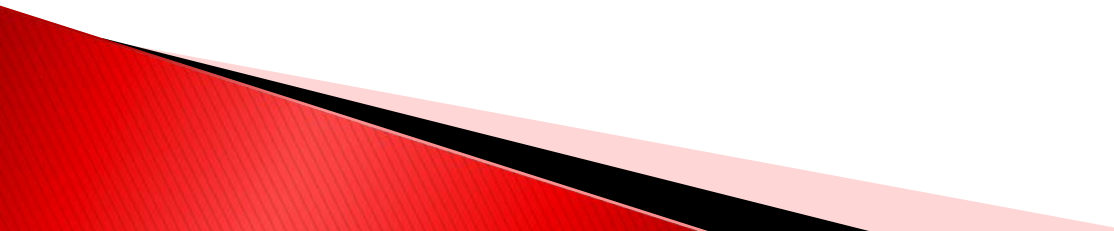


# It'll never happen to me

- ▶ Assuming same stats from previous years, eight (8) young people who head off to their jobs this year will never return home to their families.



# Real Stats

- ▶ An average of 42 young Ontario workers are injured, or killed on the job every day. That's almost 2 young workers injured every hour of every day and every night, seven days a week, and it's often because of *what they didn't know*.
  - ▶ Every year more than 50,000 young workers that report injuries to the WSIB.
- 

# Why don't young workers report injuries?

- ▶ Your employer may be a family friend and you're afraid they may be insulted if you report on injury.
- ▶ You might be afraid the boss will think you can't do the job properly if you report the injury.
- ▶ You might think the injury is not very serious.
- ▶ You might be afraid your co-workers will think less of you.



# Why should you report any injury or illness

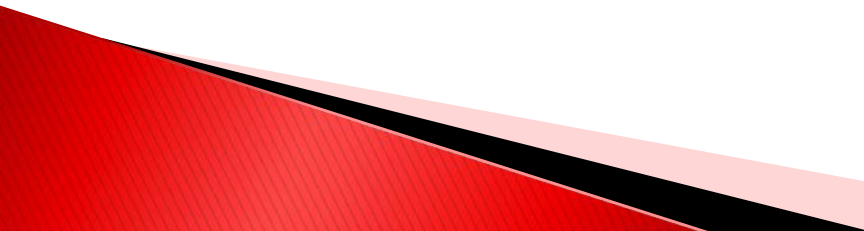
- ▶ To make sure you get the correct medical treatment right away.
- ▶ To make sure you receive the appropriate compensation for your injury or illness without delay.
- ▶ So the cause of the injury or illness can be investigated and corrected to prevent it happening to someone else or causing a more serious injury.



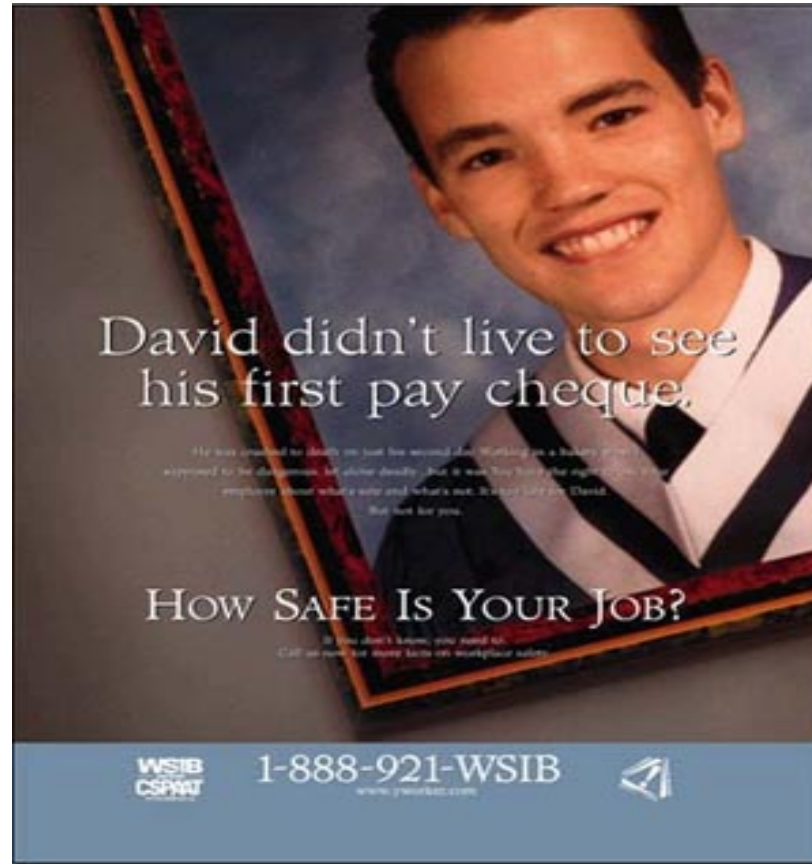
# In all cases of injury or illness at the workplace.

- ▶ Get first aid treatment right away.
- ▶ Tell your boss about any injury *as soon as possible*, no matter how small.
- ▶ Tell your boss about any illness or condition (like skin rash, for instance) that you believe happened because of work.
- ▶ If you lose wages or require health care treatment because of the injury or illness, you and your boss must file a claim (it's called a *Form 7*) with the WSIB. If you are less than 16 years old, a parent or guardian will have to sign part of the form.
- ▶ You can choose your own doctor, but you cannot change doctors without the WSIB's approval.
- ▶ Your doctor will send a report on your injury or illness (it's called a *Form 8*) to the WSIB.
- ▶ The WSIB will contact you once your claim has been filed. You have to follow any instructions from the WSIB, fill out any forms promptly, and cooperate in your health care treatment and safe return to work.
- ▶ If your claim is denied, you have the right to appeal

# Got questions or a concern but don't know who to talk to?

- ▶ Your supervisor (boss) is the first person you should see. By law, your employer is responsible for your workplace health and safety, including making sure you know about the hazards in your job.
  - ▶ Talk to the worker member on the company's Joint Health and Safety Committee (or the Health and Safety Representative in a small workplace).
  - ▶ If your company has a health and safety department (many large companies do), see one of their health and safety professionals. It's part of their job to answer questions and give advice.
  - ▶ If there's a union, there will be a health and safety unit or representative to advise workers and monitor health and safety concerns.
- 

# David Ellis will never see his family again



David didn't live to see his first pay cheque.


He was crushed to death on his first day working on a bakery floor. Approved to be dangerous, but also deadly. But it was his first day right? You know, employees don't want a job and what's not to like? Call the OSHA. But not for you.

HOW SAFE IS YOUR JOB?

If you don't know, you need to. Call us now for more facts on workplace safety.

WSIB  
CSPWA

1-888-921-WSIB  
[www.yourjob.com](http://www.yourjob.com)

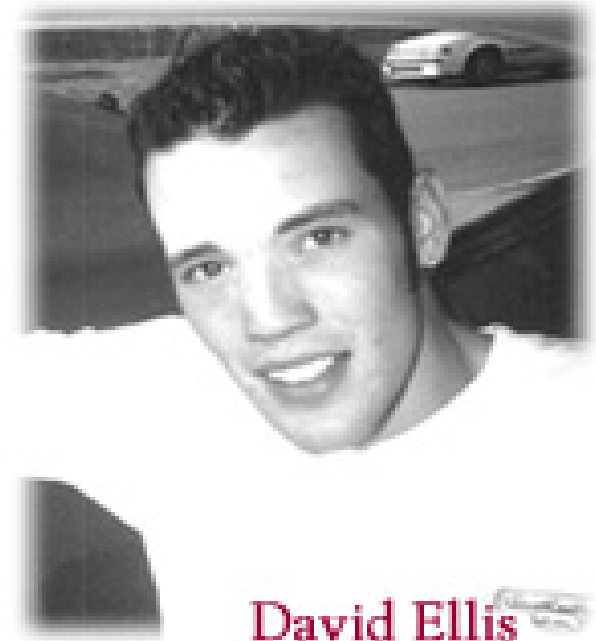




# David Ellis - 18 years old

## Killed by being pulled into an industrial dough mixer

- ▶ David played drums in a rock band. He also liked to play baseball. He enjoyed working with the underprivileged. He was a great brother for his two younger sisters and younger brother. He was a wonderful son to his parents. He had just finished high school and was planning to go to university in the fall. On his second day of work at a temporary position in a bakery, David was killed on the job. He was pulled into an industrial dough mixer. He was eighteen.





# Chad Lamond, 20, Sudbury, Ontario Fell over 800 feet down a mine shaft

- ▶ Chad fell over 800 feet to his death in a mine, on March 7, 2002. Chad, from the time he could talk, always wanted to be a miner and nothing else. Just as his grandfather and father. He always woke up every morning before the alarm. Chad's life was just about perfect. He met the girl of his dreams, Carrie McKee, and they were soon to be expecting their first child. Evan-Chad was born on June 25 of 2002 and will never know his father.



**Chad Lamond**

# It'll never happen to me

Think Again!!!!!!

- ▶ The young workers in the previous slides could be you, a family member or a friend this year if you are not properly trained, use the proper PPE, know your rights and follow the rules and regulations of your workplace.

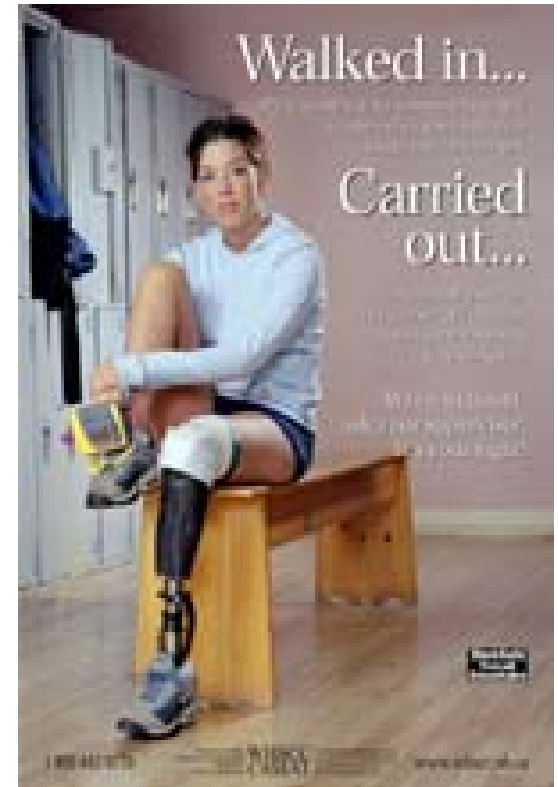
# It'll never happen to me

- ▶ **S**pot the hazard
- ▶ **A**ssess the risk
- ▶ **F**ind a safer way
- ▶ **E**veryday



# Candace Carnahan – 1999 Accident

- ▶ My life was changed forever in a moment. One day at my summer job at a paper mill, I took an often-used short cut that would result in a journey of another kind. I crossed over a conveyor belt system that ran through the mill and my left foot got caught at the point where the belt system intersected. There was no emergency stop on the machine, and the lower part of my left leg was crushed beyond repair. Amputation was the only option.



# James Wright – 18 years old (Ottawa)

- ▶ It seemed like one hell of a good opportunity. I got a job as an apprentice tinsmith and was earning high school credits. Two weeks into the job, I fell fifty feet -five stories- off a ladder and now I'm paralyzed from the waist down. I was eighteen when it happened.
- ▶ As it stands now, I'll be in a wheelchair for the rest of my life. The fall shattered my lower spine and six years later I'm still in a lot of pain. Usually, I can only get three to five hours of sleep a night.
- ▶ Getting hurt like I did, there are lots of things you miss out on. I was very active, I played a lot of sports, and now what I think I miss most is being able to go out and live free- I find that I'm always dependant on somebody.
- ▶ After all that's happened, I don't feel resentful. I have a better understanding of what I lost and what I still have. I feel grateful to be still alive. An accident like that can happen so easily, at the snap of your fingers. So if you don't feel safe, tell your boss and ask for training. I never received any proper safety training, if I had, I might not have fallen off that ladder.

**"I don't remember hitting the ground."**

James Wright plummeted five stories when a ladder broke at work. The impact broke his back. Now he lives and works in a wheelchair.

His injury should have been prevented.

In Ontario, over 17,000 young workers were injured last year. We all have the right to a safe workplace and the shared responsibility to keep it that way.

**How safe is your job?**

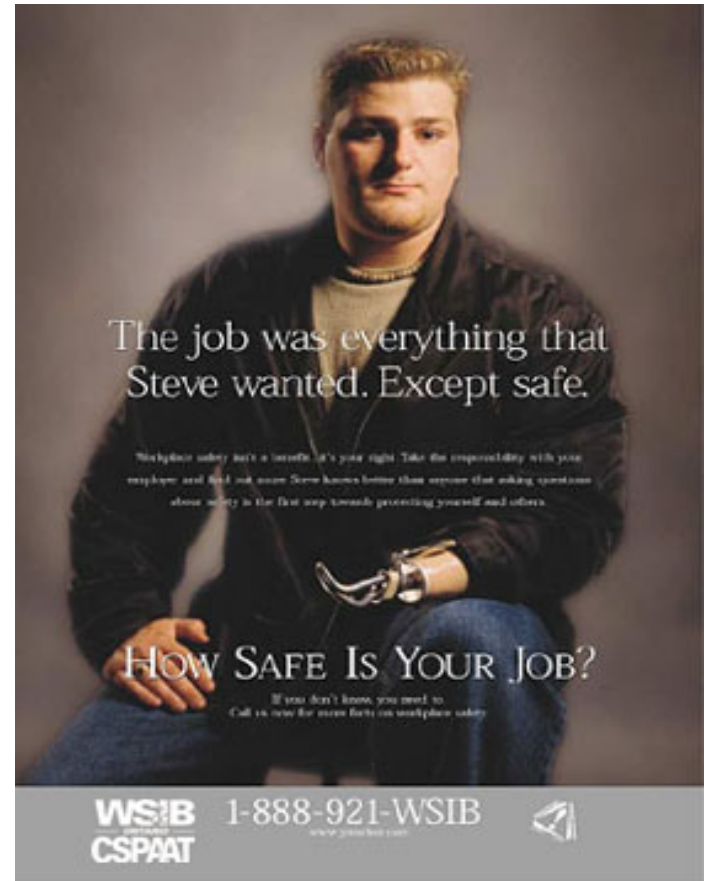
If you don't know, you need to. For more details on James' story and the facts on workplace safety, go online or call.

[www.youngworker.ca](http://www.youngworker.ca)  
1-888-921-WSIB

**WSIB** Workplace Safety & Insurance Board  
Safety starts with you.

# Steve Mace – 20 years old

- ▶ Steve lost his lower left arm while attempting to clear material out from a shredding machine.



The job was everything that Steve wanted. Except safe.


Workplace safety isn't a benefit, it's your right. Take the responsibility with your employer and find out more. Some homes better than others that require that asking questions about safety is the first step towards protecting yourself and others.

**HOW SAFE IS YOUR JOB?**

If you don't know, you need to.  
Call us now for more facts on workplace safety.

**WSIB**  
CSPAAT

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www.goinforit.com

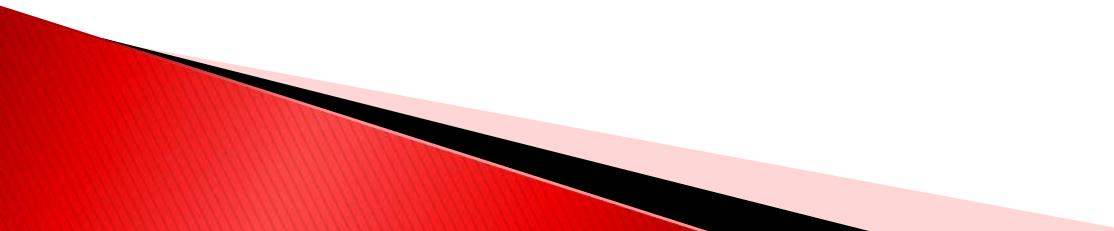


# Kevin Tremblay – 17 years old (Debreuilville)

- ▶ In April 2000, Kevin Tremblay was 17 and working in a local sawmill when he became entangled in some ropes, falling and breaking his leg. He fell onto a conveyor belt, which dragged him 75 feet, aggravating the already severe injury to his leg. Kevin was in a wheelchair for several months and used crutches for six more months. He hopes to one day be able to play hockey again.



# What is a hazard?

- ▶ A hazard is anything that can hurt you or make you ill.
  - ▶ We deal with hazards everyday - walking across busy streets, driving to school or work, playing sports we enjoy.
  - ▶ We take it for granted that nothing will happen to us. But the hazards you face at work are different. **Why?**
  - ▶ Because you've been *trained* how to deal with everyday hazards by your parents and teachers. You haven't been trained how to *recognize, assess and control* the hazards you may find in the workplace.
- 



# What are the Hazards

There are four main types of workplace hazards

- ▶ Chemical Hazards
- ▶ Physical Hazards
- ▶ Biological Hazards
- ▶ Ergonomic Hazards



# Chemical Hazards

- ▶ liquids like cleaning products, paints, acids and solvents
- ▶ vapours and fumes like welding fumes and solvent vapours
- ▶ gases like acetylene, propane, carbon monoxide and helium
- ▶ flammable materials like gasoline, solvents and explosive chemicals



# Physical Hazards



- ▶ Electricity
- ▶ Unguarded moving machinery parts like saw blades and conveyor belts
- ▶ Constant loud noise
- ▶ High exposure to sunlight/ultraviolet rays, heat or cold
- ▶ Ladders and scaffolds
- ▶ Liquids/spills on the floor

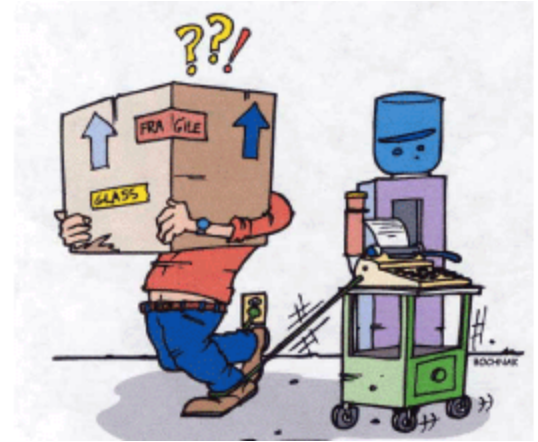


# Biological Hazards

- ▶ Blood and body fluids
- ▶ Fungi
- ▶ Bacteria and viruses
- ▶ Plants
- ▶ Insect bites
- ▶ Animal and bird droppings



# Ergonomic



- ▶ Poor lighting
- ▶ Poor workstations and chairs
- ▶ Constant lifting
- ▶ Poor posture
- ▶ Repeating the same movements over and over
- ▶ Having to use too much force



"It is too expensive for business to follow ergonomic regulations."

# How to identify a Hazard

- ▶ Before you begin a new task ask yourself “*What If?*” questions.
- ▶ Learning to spot a hazard before an incident happens is the first step to staying safe!!
- ▶ Hazards are different for every workplace and task being performed.



# Kenneth Barrett, 20, Whitby, Ontario

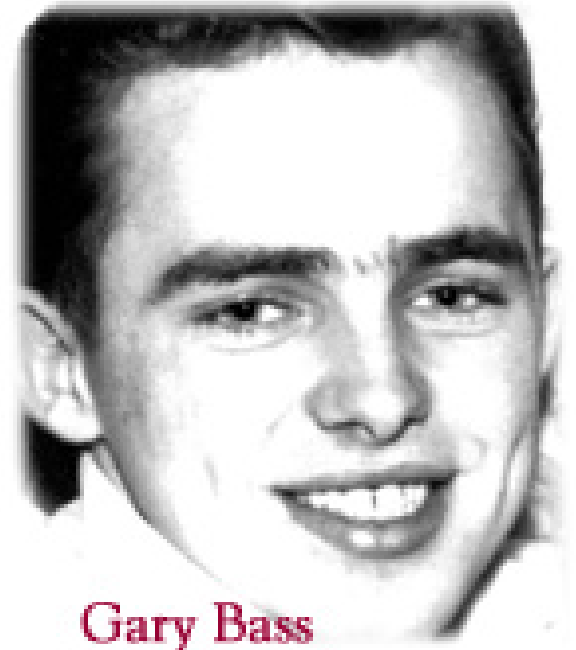
- ▶ Kenny was killed on May 15, 2002 in a construction incident while working for a paving company. He had been on the job for just three weeks. He was killed when a construction vehicle reversed, running over him. Kenny's determination to work impressed his employer. Living at home with his mother and sister, he was very eager to contribute to the family and help financially. Kenny was very well liked by everyone who knew him.



**Kenneth Barrett**

# Gary A. Bass, 20, Sudbury, Ontario

- ▶ **G**ary died after falling 100 feet while working in an underground mine on April 9, 1969. Police were not notified until the following day, hampering investigation efforts. An inquest into Gary's death found that the hole through which he fell was not properly guarded. The inquest also recommended that work should cease, the police should be called immediately and a proper investigation should take place following a workplace incident.

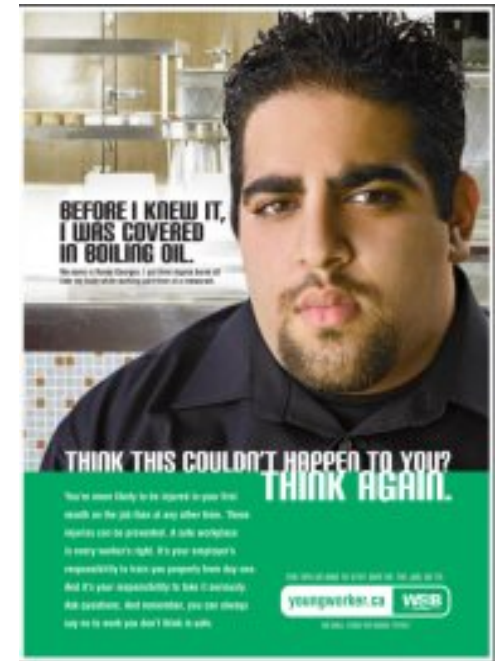


Gary Bass



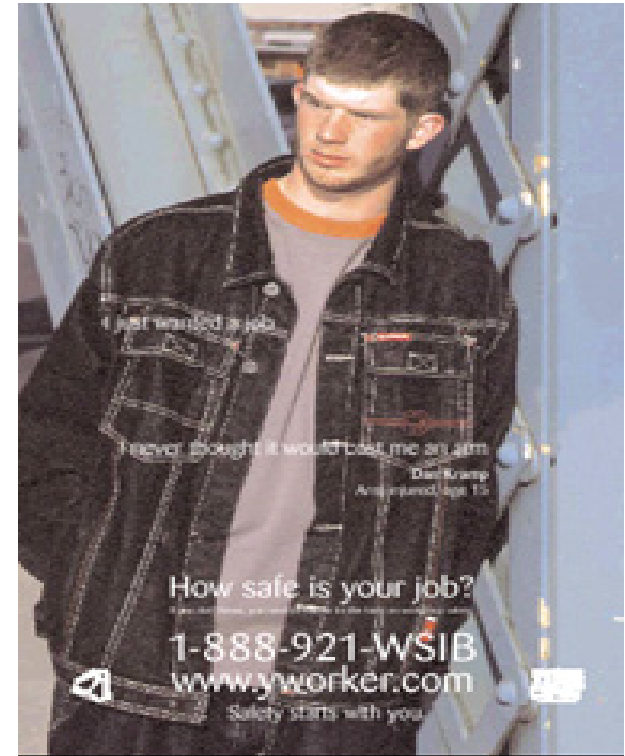
# Randy Georges – 18 years old

- ▶ Eighteen-year-old Randy Georges never dreamed how his life would change on that day in 2002. He had just started a new part-time job at a popular restaurant where he worked in the kitchen.
- ▶ Randy was asked to pour cooking oil through a filter in order to clean it, something he hadn't done before. Before starting to pour the oil he asked for a safety apron and gloves but was told they weren't necessary.
- ▶ Unfortunately the boiling oil spilled and splashed all over him. He suffered third degree burns on his neck, chest, hands, stomach, groin and feet. He still suffers pain today as a result of this incident.
- ▶ Randy's injury was completely preventable. He didn't know at the time that he had the right to refuse unsafe work.
- ▶ It is Randy's hope that all young workers know their rights and that no one ever has to learn this in the painful way that he has.



# Dan Kramp – 15 years old (Guelph)









- ▶ In August 1999, Dan Kramp was just 15 years old and working as a summer student at a meat processing plant. Dan's arm was caught in a meat auger, pulling him in from his fingertips to his shoulder. He is very lucky just to be alive and even after major restorative surgery has only limited use of his arm and hand. Dan is currently finishing high school.



# Workplace Hazardous Materials Information System (WHMIS)



**WATCH FOR THESE HAZARD SYMBOLS**

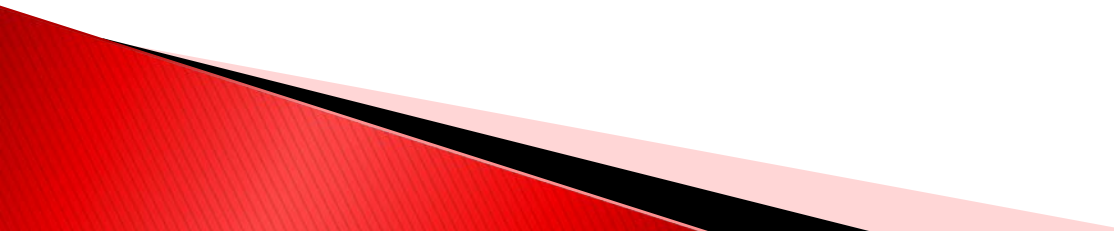
	<b>CLASS A</b> Compressed Gas	<b>CLASS D2</b> Materials Causing Other Toxic Effects	
	<b>CLASS B</b> Flammable and Combustible Material	<b>CLASS D3</b> Biohazardous Infectious Material	
	<b>CLASS C</b> Oxidizing Material	<b>CLASS E</b> Corrosive Material	
	<b>CLASS D1</b> Materials Causing Immediate and Serious Toxic Effects	<b>CLASS F</b> Dangerously Reactive Material	

# Communication

One of the most important part of your job will be to communicate with your Supervisor or Boss.



# Question to ask your employer

- ▶ What are the hazards of my job?
  - ▶ Will I receive job training?
  - ▶ Is there protective equipment that I will be expected to wear?, if so will I receive training?
  - ▶ Do you have a Joint Health and Safety Committee or representative?
- 

# Question to ask your employer

- ▶ Will I be trained in Emergency Evacuation?
- ▶ Who do I report to if I get injured?
- ▶ Who is my Supervisor?
- ▶ Where is your Health and Safety Board located?

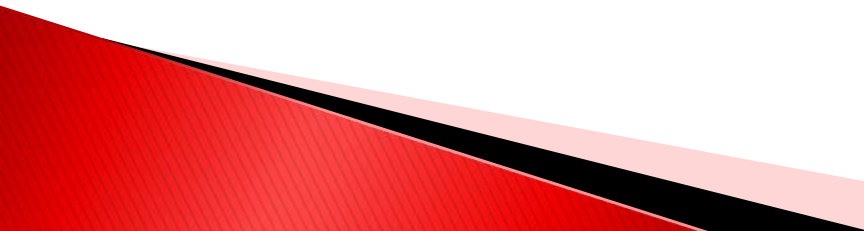


# How do I refuse unsafe work?

- ▶ It may be awkward but most employers want to keep their workers safe and are open to hearing suggestions.
- ▶ Your Supervisor might not see what you see on the front line, pointing out safety concerns will make his job easier (great way to gain respect).



# How do I refuse unsafe work?

- ▶ Follow the chain of command – Supervisor, Manager, Owner (Boss)
  - ▶ It is all in how you deliver the information; have a positive attitude and be respectful
  - ▶ Express your desire for doing the job right safely
  - ▶ Have a co-worker that you trust go with you to talk to the Boss
- 



# How do I refuse unsafe work?

- ▶ If you're the employer still insists that you do unsafe work then you can say something like;

"I've been taught that it is against the law for me to do a task that I believe could be dangerous to my health and safety. I really like my job but I can't do this task until I receive training to do it safely

OR

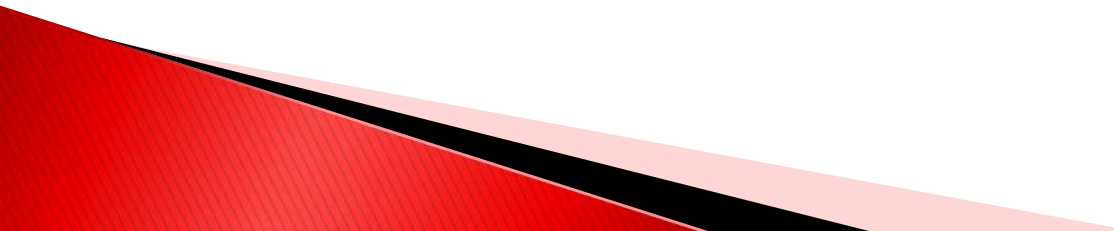
...until we're both certain that I can do this job without getting injured

OR

?????

**you always have the**  
**RIGHT TO REFUSE**  
**unsafe work**

# How do I refuse unsafe work?

- ▶ If you have tried everything to work things out with your boss and your health and safety is still at risk then you might have to quit.
  - ▶ You can always replace a job, you cannot replace a limb or your life!!!
  - ▶ Although it is against the law to fire someone for refusing unsafe work, some employers do handle these types of situations improperly.
  - ▶ If this happens, you have the right to take legal action against the employer and also to report him.
- 

# Why do young workers get injured

- ▶ Lack of confidence or understanding of their rights as a worker
- ▶ Lack of training
- ▶ Lack of work experience
- ▶ Thinking that they are invincible



# Why do young workers get injured

- ▶ Unwillingness to ask questions

*There is no stupid questions...*

*There is only stupid actions!!!*

- ▶ Being distracted by others or mind not on the job
- ▶ Pace of work





# Surviving in the Workplace

- ▶ Know and exercise your rights as a worker
- ▶ Make sure you are comfortable with and trained for the task at hand
- ▶ Wear the proper PPE for the task
- ▶ Think before you act...is it safe!!!

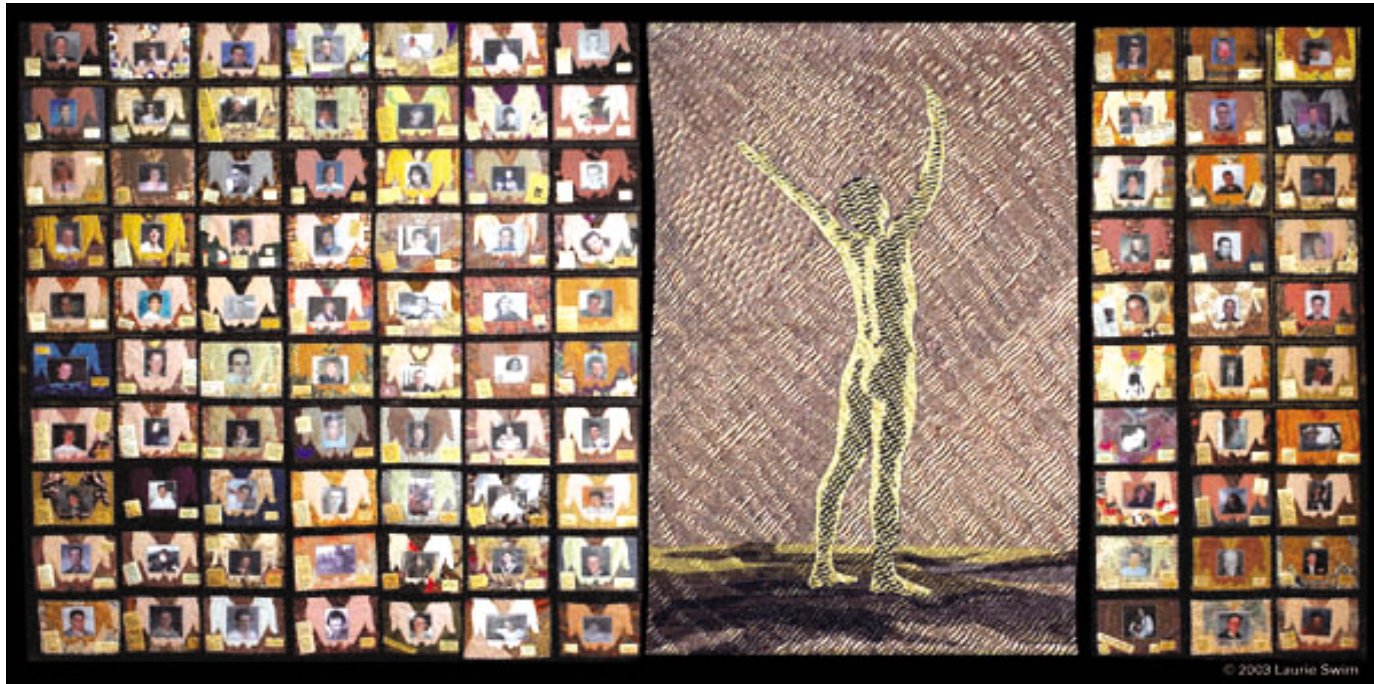
# Surviving in the Workplace

- ▶ Don't pretend you know it all...ask questions
- ▶ There is no need to show off !!

**You are not INVINCIBLE or BULLETPROOF!!!!**

# Surviving in the Workplace

- ▶ You have the right to return home at the end of every shift injury free.



# There Life Depends On It





# Where to Get More Information

- ▶ WSIB - Young Workers Awareness Program
- ▶ Occupational Health and Safety Act (OHSA)
- ▶ Ministry of Labour (MOL)

If you have any questions regarding this training session, please contact us,

**Northern Academy of Transport Training**  
**705-692-9222**

