



**On April 28**

**REMEMBER**

National Day of Mourning for workers who have been killed, injured or made ill on the job.

**Our movement for change.**  
**TRAIN FOR IT. WORK FOR IT.**

“From the right to know and the duty to inquire flows the obligation to act.”

Sandra Steingraber, *Living Downstream*, 2<sup>nd</sup> edition.



**TRAINING**

▶ THE RIGHT THING. THE RIGHT WAY.

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

1-888-869-7950

For more information



### Learning for action

“Mourn for the Dead, Fight for the Living.” On April 28, international Day of Mourning, this slogan will echo worldwide. An essential part of our “fight for the living” is quality occupational health and safety education. Workers and their representatives have long understood its value, indeed its necessity. For them health and safety education is no ivory tower pursuit. For them education best comes in the form of real life, quality training.

### Securing a lifeline

Equipped with sufficient knowledge and skills workers and their representatives can:

- Exercise hard-won rights
- Recognize workplace hazards
- Evaluate and/or apply hazard information
- Help develop safe work procedures
- Operate equipment/tools safely
- Contribute to workplace policies and programs
- Recommend solutions to address health and safety concerns.

In short, if properly trained, workers and their representatives can act to help protect their own health and well-being and the health and well-being of others.

***On April 28, let's remember the tragedies suffered.***

***On April 28 and every day after, let's work to prevent further suffering.***

***We know workplaces need to change. Quality training shows us how.***



### Waterloo Regional Labour Council

invite you to join them

**Monday, April 28, 2014, 10:30 a.m.**

Waterloo City Hall, 100 Regina St. S., Waterloo



### Guest Speakers:

- Brenda Halloran, Mayor
  - Catherine Fife MPP Kitchener Waterloo
  - Greg Bobier Business Manager
- Waterloo Wellington Dufferin & Grey Building Trades Council

### Contact:

Kim Valliere or Derek Ferguson,  
WRLC Health and Safety Co-Chairpersons

(519) 743-8301

RSVP online at [www.wrlc.ca](http://www.wrlc.ca)



# Training for learning

**Canadian law** recognizes the need for health and safety training. One would be hard pressed to find a piece of occupational health and safety legislation federally or provincially that does not include provisions for training. Workers and their representatives have demanded as much.

According to Ontario's *Occupational Health and Safety Act*, employers have a general duty to provide information, instruction, and supervision to workers to protect their health and safety. Training is a key way employers meet this obligation. A constructor or employer must also ensure that at least one member of the joint health and safety committee representing the employer and at least one member representing workers receive special Certification training.

More specifically, employers must provide training as prescribed by regulations such as WHMIS, confined spaces, and safe operator training. Also pending are regulations in Ontario requiring mandatory introductory training for workers as well as supervisors.

***Not all training is created equal, however.***



## The Good

Workers know and even research tells us what good health and safety training looks like. Good training:

- Embraces proven adult teaching techniques
- Builds on workers' experiences
- Is delivered by a trusted and qualified source
- Provides opportunity to apply what is learned
- Provides opportunity for an instructor to observe and confirm learning has taken place
- Avoids band-aid solutions, addressing root problems — the hazards themselves.

## The Bad

Some of what passes for occupational health and safety training is not training at all. Workers' experiences have told us this much too. They report employers:

- Offering one way lectures of 30 minutes and less
- Providing videos instead of training
- Substituting training with information such as posters and brochures
- Pushing online resources to be reviewed on the worker's time.

*And*

## The Ugly

No matter the so-called training format, workers also report widespread use of content aimed at:

- Downplaying worker health and safety rights and employer responsibilities
- Blaming workers for their own demise, rather than the working conditions that gave rise to worker injury, illness or death.

## Working for change

Workers deserve the highest quality occupational health and safety training. When they get the training they need, safer, healthier work follows. When they don't, workers remain vulnerable and tragedy often results. Knowing this, workers and their representatives will continue leading our movement for change. They will **train for it** and then **work for it**.

The Workers Health & Safety Centre is Ontario's only government-designated, labour-endorsed health and safety training centre. We provide the highest quality training to workers and their representatives employed in workplaces of every size and sector. To learn more contact us today.

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