

THE safety mosaic

connecting people with health and safety news

GETTING STARTED WITH WORKPLACE SAFETY

Registration a Vital Element in New Business Compliance

No doubt about it. Setting up a new business can be a demanding and often stressful time. With so many things to remember — leases to sign, advertising to place, and utilities to set up — it's easy to let some things fall through the cracks. One task you won't want to forget is registering your business with the Workplace Safety and Insurance Board (WSIB).

If you hire workers or apprentices, you must register within 10 days of employing your first part-time or full-time worker. Seems straightforward. So why, then, are the numbers of convictions for non-compliance and fraud increasing? Mary Grace Borges, a Program Analyst with the Office of the Employer Advisor (OEA), monitors the WSIB system on an on-



going basis for developing trends. "We're seeing a definite increase in charges and a focus on zero tolerance towards employer registration by the WSIB," she notes. "And the impact on employers is starting to show. We've had employers call us who just found out that

they had to register, and they want independent advice and assistance in resolving the situation."

"With fewer available resources, the government sector is switching the onus of compliance onto the employer," notes lawyer, Kevin Coon of Baker and McKenzie.

"As part of due diligence, employers must treat registering with the WSIB as an integral part of setting up their business, in the same way they apply for a GST number or a permit. Ensuring your status with the WSIB is just as important — and just as necessary."

Many employers don't realize at the outset that they are obligated to register. Once a business is up and running, the situation is often compounded by confusion about "who" needs to register, according to WSIB customer service representative, Salma Kassam. "I've had small business owners tell me that they already have enough insurance. What we try to do is show them why they must register for WSIB coverage, and the impact on their business of doing nothing."

Jodi Higgins, WSIB's Director of Small Business Services, Toronto District, lists the benefits of registering. "By registering, you get protection against lawsuits from workers

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who experience work-related injuries or illnesses. Any employer conscious of the bottom line knows that a single lawsuit has the potential to wipe out your business.

"As part of due diligence, employers must treat registering with the WSIB as an integral part of setting up their business, in the same way they apply for a GST number or a permit. Ensuring your status with the WSIB is just as important — and just as necessary."

— KEVIN COON
BAKER AND MCKENZIE

Secondly, there are major advantages for your employees. If they are injured on the job, they get insurance benefits that cover lost wages, payment of health care costs and help in returning to work."

As an employer, small businesses have the same legal obligations as their larger counterparts. Under the *WSI Act*, vast changes occurred within the compensation system, including the provision of an enforcement system of "zero tolerance" for those who failed to meet their obligations or committed fraud. With these anti-fraud provisions in place, the Act currently allows the WSIB enforcement powers and access to tough penalties when taking action against non-compliance and fraud in the workplace safety and insurance system.



Last year, the WSIB charged over 290 employers under the *Provincial Offences Act* for non compliance and fraud. If convicted, those same employers face fines of up to \$25,000 per offence, and/or six months imprisonment for an individual and up to \$100,000 per offence for a corporation.

So, is the WSIB all take and no give? Not according to Ms. Higgins. "Employers who register with us get

COMMON WSI ACT PENALTIES

- **Failure to inform WSIB within 10 days of hiring a full-time or part-time worker.**
- **Failure to submit statements of earnings or other information required.**
- **Failure to notify the WSIB within 3 days of learning of a worker's injury/disease.**
- **Making a false statement or representation to the WSIB.**
- **Failure to inform the WSIB within 10 days of material change.**

access to a province-wide network of health and safety training and resources," she says. "They're designed to help business owners and their workers avoid injuries and illnesses. We've put an entire business service team behind each small business owner to help them minimize lost productivity and contain costs."

For employers, there are steps to follow in order to protect themselves

"Our role is to take the fear out of talking to the WSIB, with the goal of reducing accidents and costs to the employer. We recognize the issues and, as I like to tell my customers, 'we're here to help you, not haunt you.'"

— SALMA KASSAM
CUSTOMER SERVICE REPRESENTATIVE
WSIB

and their companies from charges, penalties and prosecutions. Ms. Borges notes that one of the biggest problems employers face is failing to notify the WSIB within 10 days of hiring their first workers. "Don't make the WSIB come to you," she advises. "Get proactive and make registering a priority."



Failure to maintain accurate payroll statements is another common *WSI Act* offence. "Submission of accurate records should become part of the everyday business process," says Ms. Borges. "If the employer has an accountant or bookkeeper, make sure they keep accurate records, and submit what the WSIB needs — on time."

Employers have also been prosecuted for failing to report accidents or occupational diseases. "In these cases, the employer is often uncertain about how the incident will affect his or her safety record," says Ms. Borges. "We encourage employers to contact us if they're in doubt. We'll do everything we can to assist them." ☺

WORKING OUTDOORS

Shedding Light on the Damaging Effects of the Sun

As the summer changes to autumn, it's easy to relax our attitudes about sun safety when outdoors. However, while it is true that the sun's rays are not as strong during the fall and winter months, the sun's effects can be just as damaging if care is not taken.

For people who work outside for much of the year, at golf courses, ski resorts and groundskeeping operations, spending too much unprotected time in the sun is not only bad, it can, in fact, be deadly. The harmful effects of the sun can be felt almost anywhere. Surfaces like water, snow, sand or cement reflect up to 85% of the sun's harmful rays. The sun's rays can penetrate light cloud cover, fog and haze. Some drugs, like antibiotics, can also make people more sensitive to the sun.

So what can be done to protect the thousands of Canadians who work outside and are exposed to the sun? According to the experts, a good skin protection program should include three components: awareness, prevention and early screening.

Awareness

Under the *Occupational Health and Safety Act*, all employers are required to provide their employees with a safe workplace. For outdoor workers, this includes protection from ultraviolet rays. As owner of golf course properties and resorts

across Ontario, ClubLink hires a large percentage of young, seasonal workers each year. Spreading the sun awareness message with this group is an important part of their orientation. "We provide new employees with tip sheets about sun safety and heat stress, and we conduct training on how to work safely," says Brenda Norwich, ClubLink's Coordinator, Occupational Health and Safety. "Our goal is to make sure that all staff are informed and recognize danger signs in both themselves and their customers."

Prevention

Once they have learned about the potential danger of sun exposure, outdoor workers have to be able to protect themselves. At Paramount Canada's Wonderland, a 350 acre theme and water park located north of Toronto, care is taken to ensure that sun safety remains top-of-mind with all employees. "In our water park, it is mandatory for lifeguards to wear T-shirts, Tilley-style hats and sunglasses," says Heather Hill, the park's Manager of Occupational Health and Safety. "We also make sure that 30 SPF sunscreen is available to all employees at the park's work stations." Employees can protect themselves by:

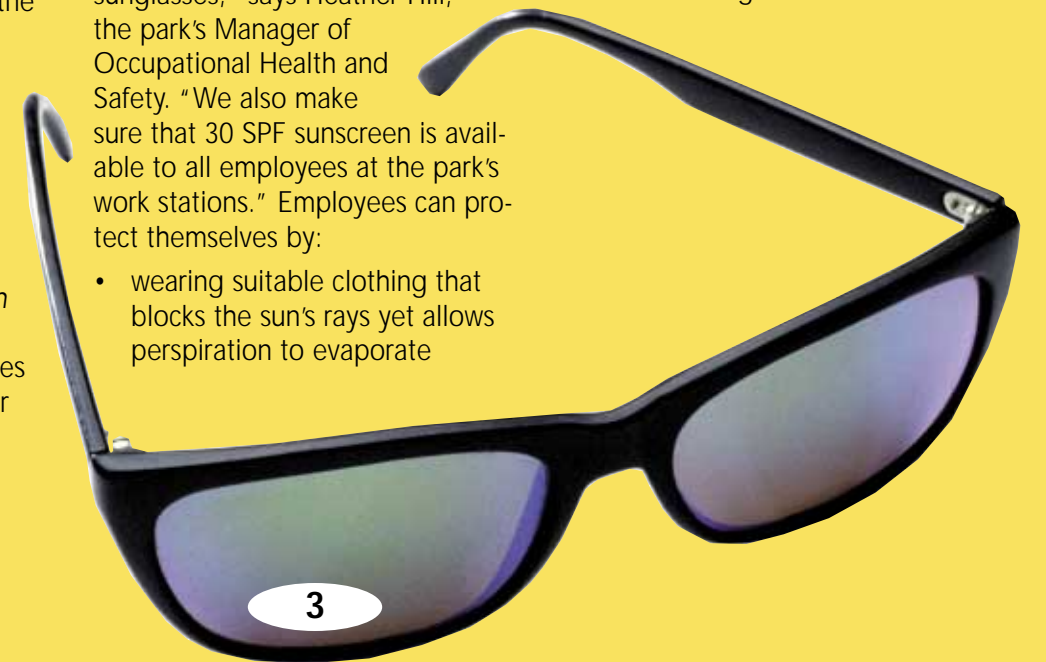
- wearing suitable clothing that blocks the sun's rays yet allows perspiration to evaporate

- using sunglasses that protect against ultraviolet rays (UVA and UVB)
- using effective sunscreens or sunblocks during periods of exposure.

"One of the topics that continually comes up within our joint health and safety committee is the effect of the sun on our employees," says Ms. Hill. "We've tried to deal with the situation by making sure that employees have water on hand, are given sufficient breaks, and provided with shade in as many areas of the park as possible."

Screening

The earlier skin cancer is detected, the greater the chances of it being cured. The cure rate for some types of cancer can be as high as 95% if the disease is caught in time. Regular self-examination, such as looking for changes in moles or other spots on the skin, is therefore very important, especially for people who are at greater risk.



Hazardous Materials in the Workplace

Almost every sector of the retail industry handles hazardous materials, including department and bulk stores, gas stations, plant nurseries, supermarkets, variety, paint, hardware and electronics stores.

The material hazards facing these workers can be wide ranging. Bleaches, detergents, cleaners, gases, anti-freeze, pesticides, and paints can all be hazardous to an employee's health. Even seemingly harmless products like nail polish remover and liquid paper can be a concern. When used incorrectly, these materials have the potential to burn skin or eyes, damage lungs if breathed in, or explode under stress.

Retail sector employees often perform a wide range of work activities involving hazardous substances as part of their duties. Warehousing, stock

distribution and pricing tasks can include waste disposal and cleaning up spills. Customer service and check-out functions can involve handling leaking containers, opening and mixing materials such as paint, sorting products and wrapping.

Under the Occupational Health and Safety Act, employers in the retail sector have a responsibility to ensure that a safe working environment is provided. Important issues that need to be considered include:

Awareness of the potential hazards – At Sears Canada, the company's 40,000 employees are provided with on-going awareness to the effects of hazardous products. "WHMIS has been around since 1988, so it's easy to push it into the background," says Carolyn Homes, Sears Health, Safety and Environment

Manager." We work hard to keep the information fresh by coming up with new ideas such as regular health and safety contests, and refresher training sessions to keep hazardous materials top-of-mind with our employees."

Education and training of staff – At Sears, employees complete hazardous materials training as part of their initial orientation. "We develop customized programs based on the person's specific job function," says Ms. Homes. "Our training focuses on educating employees about the health effects of the individual products they work with."

Spill control procedures – One of the most common risks encountered is exposure to leaks and spills of hazardous materials. "Spills are a real concern in our paint and automotive department," notes Ms. Homes. "We make

sure employees are aware of the safety provisions in case of an accident by providing them with safe handling information."

Correct labelling and storage procedures – All containers of hazardous substances should be appropriately labelled with WHMIS labels. This includes the product package and any in-house process for decanting products. Obtain a material safety data sheet for all hazardous substances used in work activities, including retail products which are opened in a store or retail warehouse facility, such as paint tins. Ensure that all MSDSs are readily available to all employees.

For more information about controlling hazardous materials in your workplace, please contact an OSSA health and safety consultant at 1-888-478-6772.

Partners in Development: Dylex and the OSSA

Sometimes, a project's evolution comes down to timing. Such is the case with "Steering Clear of Hazardous Materials", a training package developed for the retail industry through a partnership between the OSSA and Dylex, a retail organization operating over 630 stores across the country under the BiWay, Fairweather, Thriftys, Braemar and Tip Top banners.

In the fall of 1998, the OSSA was ready to begin revamping its retail hazardous materials training product. At the same time, Dylex was investigating the possibility of streamlining its provincial hazardous materials program into one that would reflect national standards. "We wanted to develop a program that addressed legislation in a practical, simple and straightforward manner," says Catherine Decarie, Company Development Manager, Dylex. When Dylex contacted OSSA to find out if there was a retail hazardous materials product available, it seemed a natural fit to share expertise, resources and cost-efficiencies by partnering on the development of a new product.

Over the course of the project, Dylex provided filming locations, focus and pilot groups, as well as consulting and editing assistance. Partnering with OSSA was "a definite 'win-win' scenario," says Ms. Decarie. "We were able to access a much needed product, and had the opportunity to collaborate with a safety organization on the program's development." Dylex was also able to realize significant savings on production costs, while gaining unlimited rights to re-brand the product and distribute it to all of their stores.

From the OSSA's perspective, the focus groups and pilot testing provided a wider window into the types of issues facing the retail environment. Susan Kamin, OSSA Product Manager notes that, "Through this partnership, OSSA and Dylex have created a high quality product that is of great value to the retail industry as a whole. It is a contemporary product which is representative of the industry and its employees."



Hazardous Materials Training for the Retail/Wholesale Sector

This video-based program provides workers with insight into handling chemicals which can cause health hazards. It also outlines steps employees can take to protect themselves.

- Flexible design for facilitated presentation or self-study
- Suitable for employee orientation, first time and refresher training
- Training kit includes: video, leader's guide, 10 participant handbooks, overhead templates, poster, 10 pocket cards (additional kit material available on re-order)
- Unit price per kit: \$ 80.00

To order, please call OSSA at (416) 250-9111 or toll free 1-888-478-6772



See our Winter issue for exciting news on next year's OSSA Health and Safety Conference!

wrap-up

The 1999 OSSA Health and Safety Conference

On May 19th, the Ontario Service Safety Alliance hosted an exciting and informative day of health and safety presentations, new directions and opinions, developed specifically for the service sector. Conference delegates were treated to a unique mix of speakers, workshops, the OSSA annual general meeting, and the opportunity to network with other industry professionals.

Order Your Conference Tapes Now!

Audio tapes are available for the following conference sessions:

Safety by Objectives:

What Gets Measured and Rewarded Gets Done

Due Diligence:

Doing the Minimum Can Cost You the Maximum

Workshop Sessions

Vehicle Sales and Service

Identifying Priorities for Prevention: Inspecting Your Workplace

Office and Related Services

Conducting a Workplace Audit

Retail and Wholesale Distribution

Roles and Responsibilities of the Supervisor

Restaurant and Foodservice

Contingency Planning for the Year 2000

Tapes are \$3.00 each or \$25.00 for the set, plus GST. To order, please call OSSA at 1-888-478-6772.



OSSA General Manager and C.E.O., Elizabeth Mills, welcomes conference delegates to the 1st annual OSSA Health and Safety Conference.



Trinity Studio leads off the conference with a witty and humorous look at workplace health and safety issues.



Guest speaker, David Law, McCarthy Tétrault, Barristers and Solicitors, leads a discussion on due diligence within the service sector.



From left: Guest speaker, Dan Petersen, Elizabeth Mills, OSSA Program Director, John Baker and Wayne Weatherbee, General Manager, Small Business, WSIB



OSSA's Elizabeth Mills and INCA Group partner, Paul Kells



There's plenty of time to exchange information and ideas between workshop sessions.



Elizabeth Mills thanks departing Board member, Tom Kroeger, for 15 years of tourism health and safety representation within two associations.



Incoming Chair, OSSA Board of Directors, Mario Bellizzi, delivers speech for out-going Chair, Nancy Oldroyd



Robert Ellis presents a touching tribute to his son, David, who lost his life as a result of a workplace accident.



Conference delegates choose from five concurrent workshop sessions as part of the afternoon program.



OSSA Client Development Manager, Marylynn Colasanti, facilitates the "Conducting a Workplace Audit" workshop session.



Conference delegates take the opportunity to network.

Letter to the Editor

After hearing Robert Ellis speak at your conference, I wanted to share some of my thoughts on the importance of health and safety in the workplace with others. I know a lot of people who think health and safety is too costly. I've worked for a few. At times, I've even been one of them.

I never personally met David Ellis, but I have met lots of kids just like him. They have so much planned to do. So much planned to see. In the blink of an eye, a healthy happy kid, full of promise and wonder, is killed in a preventable workplace accident.

You and I are the problem. How many times have you brought in a co-op student and not shown them where the fire extinguishers are? How many times have you watched a fellow worker pour gasoline or paint thinner into a plastic pail? How many times have you seen the safety lock on the hoist wired off so it doesn't get in the way of making money? By allowing these negligent acts to go unchecked, we are condoning unsafe workplace habits that eventually are going to injure or kill our fellow workers or us.

You and I are also the solution. We can teach the co-op student the right way. The safe way. We can start to check the fire extinguishers and educate employees about how to use them. We can encourage questions. We can reward workplace safety. We can start to implement safety with the same importance we implement other routine tasks, and we can do it today!

Every day in Canada, more than one worker is killed on the job or dies from a work-related injury or disease. So what are you waiting for? Start your health and safety policy today. Tomorrow could already be too late.

Peter Steele
 Area Manager, Active Green & Ross

Raising Safe Lifting Awareness

AUTOMOTIVE LIFTS

Learning the right way to use and maintain automotive lifts is an important part of any automotive safety program. Several recently reported accidents involving pinch points and cars falling have highlighted the need to ensure that employees understand how to safely operate and maintain a lift.

According to Garry Crossman, Occupational Health and Safety Officer, Ministry of Labour, automotive shops should focus their safety

efforts on three main areas — training, inspections and markings. “An inspector is going to look, first and foremost, for competently trained staff,” says Mr. Crossman. “Employers should keep operator training log sheets to demonstrate that their staff has been trained.”

Regular inspections are another important part of an automotive shop’s safety efforts. “Under the Industrial Regulations, employers must complete a full inspection of their lifts on a yearly basis,”

says Mr. Crossman. “In addition, regular, daily checks ensure that things get fixed right away, and that the equipment is safe to use on a day-to-day basis.”

MOL inspectors will also look at the lift equipment to ensure all necessary markings are in place. “Each lift comes with warning labels that should be on the equipment,” says Mr. Crossman. “The maximum load capacity should also be clearly marked on the equipment and adhered to by everyone in the workplace.”

Daily Inspection Checklists

For the auto service technicians who make their living repairing vehicles, operating in-ground and surface-mounted lifts safely and effectively requires awareness, training and attention to maintenance procedures. A daily circle check of your lift is an important step in determining whether your lift is safe to use.

Contact Pads — ensure flip-ups are securely in position before you spot them under the vehicle. Check that all four contact pads are adjusted properly. Clean the contact pads if oil or grease is present. Inspect each arm and contact pad for cracks or other signs of damage.

Lifting points — check the condition of the vehicle’s lifting points for signs of damage, rust or anything else that could cause slippage.

Cables — check for signs of fraying or other damage.

Levers — move the hoist up and down to ensure that levers are working properly.

Labels — ensure that all safety labels affixed to the lift are readable. If they have peeled off, or have been painted over, call the manufacturer to have them replaced.

Stress cracks — have your hoist checked, at least annually, for signs of stress cracks by a hoist maintenance company.

Hydraulic lifting — check all accessible piping, tubing, hoses, valves and fittings for signs of hydraulic leaks.

Lubricants — check all points requiring lubrication to ensure cleanliness, integrity of fittings and presence of lubricant. Report points in need of lubrication, as well as damaged or missing fittings.

Any problems discovered during the inspection should be reported to management right away. The daily pre-inspection checklist should be reviewed by management on a weekly basis. In addition, a regular maintenance schedule for hoists should be implemented and followed within the workplace.

CREATING SAFE WORKPLACE ONTARIO:

The Autobody Sector Pilot



Call it the beginning of a safer workplace, and the opportunity to improve a situation of increasing concern to the autobody industry. That’s how the Safe Workplace Ontario: Autobody Sector pilot project, currently underway in Hamilton, Ontario, is being viewed by those involved in its development.

Safe Workplace Ontario is a health and safety training and audit program that sets out minimum health and safety standards for the autobody sector. Originally developed

for the forestry industry, this program was adapted by the OSSA and the Ministry of Labour, with input from the autobody industry.

John Norris, Executive Director of the Hamilton Autobody Repair Association, is one of the project mentors. “The Safe Workplace Ontario concept was quickly recognized as something that could be of great assistance to Association members,” he says. “As a trade association, we were seeing a lot of autobody shops that were having trouble when it came to

health and safety. Compensation payments differed from shop to shop. Many were non-compliant with existing legislation. Some were facing stiff fines for not meeting up to minimum health and safety standards.”

Under the program, participating employers work towards designation as a Safe Workplace Ontario shop by completing a training program and participating in a workplace audit. That designation could become vital to the province’s autobody industry if the Collision Industry Standards Council of Ontario (CISCO), a proposed accreditation and self-managed licensing agency, has its say in the matter. CISCO proposes that only Safe Workplace “certified” shops be allowed to perform collision repair work in Ontario, and lists compliance with government regulations and WSIB registration as required standards for all shops in the province. “This project will assist local shops in meeting the standards outlined by CISCO, and gives us the tools to help shops across the province meet both licensing requirements and reduce costs with fewer accidents,” notes Mr. Norris.

Safe Workplace Ontario Project participants receive two binders that describe the steps an autobody shop must take to ensure a safe workplace, and outlines the training that is required. Topics such as policies, procedures, personal protective equipment and confined spaces are covered in the training material. The binder also contains a basic kit of compliance legislation that should be kept on-site,

including a copy of the Act, First Aid Regulations, and Emergency Procedures. As training is completed, materials are transferred to a “log book” which is kept on file to be shown to an inspector, should they receive a visit from the Ministry of Labour.

The designation process represents a long term commitment, says Garry Crossman, Occupational Health and Safety Officer, Ministry of Labour, and a Safe Workplace Ontario mentor. “For some, it may take two or three years before they receive their designation. However, throughout that process, an OSSA consultant stays involved to offer on-going help.”

A pilot project of the Safe Workplace Ontario: Autobody Sector is currently underway in Hamilton with plans to eventually include the entire industry. At the same time, discussions are being held with the Workplace Safety and Insurance Board (WSIB) to explore the possibility of reducing WSIB premiums for those collision repair shops that are part of the program and lessen their accident and injury rates.

“For small business, a reduction in their costs through better health and safety is a sure seller in encouraging higher levels of participation,” says Mr. Norris. “I think this program sends out the message that we are serious about reducing injuries and their associated costs in the autobody sector.”

The Silent Killer

Frequently asked questions about preventing carbon monoxide incidents

This is the first in a series of articles that will focus on personal safety issues affecting people at home and in the community

carbon monoxide is the leading cause of death by poison in North America, and is responsible for hospitalizing ten thousand people annually. While awareness is rising and the facts are becoming more accessible, there is still some confusion about what it is, how it poisons and how it can be effectively detected.

What is carbon monoxide (CO) and what are some examples of carbon monoxide-producing devices?

Carbon monoxide is a colourless, odourless, tasteless and toxic gas produced as a by-product of combustion. Any fuel burning appliance, vehicle, tool or other device has the potential to produce dangerous levels of carbon monoxide gas. Examples of carbon monoxide producing devices include:

- Fuel fired furnaces (non-electric)
- Gas water heaters
- Fireplaces and woodstoves
- Gas stoves
- Gas dryers
- Charcoal grills
- Lawnmowers, snowblowers and other yard equipment
- Automobiles

What are the medical effects of carbon monoxide and how do I recognize them?

Carbon monoxide kills by suffocating its victim. Carbon monoxide molecules attach themselves to human hemoglobin and prevent an efficient transfer of oxygen to body tissues, including vital organs such as the heart and brain.

The symptoms of carbon monoxide poisoning can vary widely based on exposure levels, duration and the general health and age of an individual. Recurrent symptoms of poisoning

at all levels include “flu like” symptoms such as headaches, dizziness and nausea.

What are the different types of carbon monoxide detectors and how do they work?

There are a number of different types of carbon monoxide detectors on the market today. Most operate on household current or batteries. Detectors using household current typically use some type of solid-state sensor which purges itself and re-samples for CO on a periodic basis. Detectors powered by batteries typically utilize a passive sensor technology which reacts to prolonged exposure to carbon monoxide gas.

How many carbon monoxide detectors should I have and where should I place them?

It is recommended that you have a detector on each floor of a residence. At a minimum, a single detector should be placed on each sleeping floor with an additional detector in the area of any major gas burning appliances such as a furnace or water heater. In general, carbon monoxide detectors should be placed high, near the ceiling, for the most effective use. Detectors should not be placed within five feet of gas fuelled appliances or near cooking or bathing areas.

Can all causes of an alarm be prevented?

While many causes of an alarm can be prevented, others may occur unexpectedly. Not only are these problems harder to predict but they also tend to be more serious in nature, and may indicate a:

- Cracked furnace heat exchanger
- Malfunctioning furnace or water heater
- Blocked chimney

What should I do when my carbon monoxide detector goes off?

First and foremost, stay calm. Most situations resulting in activation of a carbon monoxide detector are not life threatening and do not require calling 911. To determine the need to call 911, ask the following question of everyone in the household: “Does anyone feel ill? Is anyone experiencing the ‘flu-like’ symptoms.

If the answer is “yes”, evacuate the household to a safe location and have someone call 911. The best initial treatment for carbon monoxide gas exposure is fresh air. If the answer is “no”, you probably do not need to call 911. Instead, turn off any gas burning appliances or equipment, ventilate the area and attempt to reset the alarm.

Special thanks to Peter Mills, Vice President, Strategic Utility Management, for his contribution to this article. For more information on this topic, contact Strategic Utility Management at (416) 493-3050 or the OSSA.

The Most Common Causes of Carbon Monoxide Detector Alarms

There are many conditions which can cause a carbon monoxide detector to alarm. Most are preventable and few are actually life threatening.

CAUSE	PREVENTIVE ACTION
Inadequate fresh air venting of the home.	Have a heating contractor install a fresh air makeup system in the home.
Running gas powered equipment in a home, or automobiles in a garage.	Gas powered equipment should never be operated in a home. Automobiles should never be left running in a garage, even if the garage door is open.
Charcoal grilling in the home or garage.	Charcoal grilling is a tremendous producer of carbon monoxide gas. Charcoal grills should never be operated in the home.
Malfunctioning appliances or equipment in the home.	Periodically inspect all fuel burning appliances or equipment in the home.
Malfunctioning or overly sensitive alarm.	Buy only UL Listed alarms conforming to the latest revision of UL standard 2034. This revision includes new requirements to minimize nuisance alarms.

Upcoming Industry Events

The following is a listing of upcoming trade shows and conferences of interest to the service sector.

VENUE	DATE	LOCATION
IAPA Forklift Truck Awareness Training & Hands on Evaluation	September 22 to 24	Waterloo, On.
Hostex '99 Canadian Restaurant and Foodservice Association	October 17 to 19	International Centre, Mississauga, On. Visit us at Booth #6216, Hall 6
Canadian Association of Chain Drugstores	October 17 to 19	Toronto, On.
IAPA Management Brief Contractor Safety	October 20	Halton/Peel, On.
Employers' Council of Canada — Executive Dialogue	October 21	Toronto, On.
IAPA New Dimensions Health and Safety Conference	October 21	Holiday Inn, Sarnia, On.
IAPA 12th Eastern Ontario Health and Safety Conference	October 26 - 27	Ottawa, On.
IAPA Awareness '99	October 27	Waterloo Inn, Waterloo, On.
Grocery Showcase Canadian Federation of Independent Grocers	Oct. 31 to Nov. 2	Metro Toronto Convention Centre, Toronto, On. Visit us at Booth #917
Forum North Ontario Safety Association Health and Safety Conference	November 2 to 4	Thunder Bay, On.
Connecting Occupational Health & Safety Research to the Workplace (WSIB)	November 16	Metro Toronto Convention Centre, Toronto, On.
Ontario Marine Operators' Association	November 23 to 25	Toronto, On.
ACCEX/Ontario Accommodation Association	November 30	Delta Meadowvale, Mississauga, On.

Let us know about your upcoming show or event.
Forward your event information to:



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