

JOB NOT DONE

WHY ONTARIO WORKERS NEED A MANDATORY ENTRY LEVEL CONSTRUCTION TRAINING STANDARD NOW

THE PROMISE

- Ontario government committed to implementing [46 recommendations](#) made by an Expert Panel's review of the province's occupational health and safety system in 2010.
- Expert Panel Recommendation 16: **The Ministry of Labour and new prevention organization should develop mandatory entry level training for construction workers as a priority and consult with stakeholders to determine other sectors that should be subject to mandatory training for workers.**
- Expert Panel recommended this training be implemented as a priority within 12 months.

THE IMPORTANCE

Expert Panel case for Recommendation 16:

- Workers in mines and forestry have benefited from comprehensive entry level training; workers in other sectors would too.
- Construction should be the first priority, as the sector has more traumatic injuries and illnesses than any other.
- Submissions from the sector "highlighted a desire and need for [this] comprehensive mandatory minimum training standard."
- Construction workers in Australia, U.S. and Quebec are protected with mandatory training standards – Quebec's construction Safety Code providing for a [30-hour OHS course](#).

Research and experience also show:

- [MLTSD OHS Annual Report 2018-19](#) reports the construction sector accounts for one-third (32%) of traumatic fatalities and more than one-quarter (28%) of all occupational diseases allowed.
- [Five Ontario construction workers lost their lives](#) in December 2020 alone.
- 2017 government-mandated [Construction Health and Safety Action Plan](#) again recommended enhanced training and education in the sector.
- Research on the [union safety effect](#) confirms unionized construction sites in Ontario are safer. Better training is thought to be a factor in improved work site OHS.
- Coroner's Inquests are mandatory for worker deaths on Ontario construction sites. Recent recommendations from inquest juries consistently support mandatory training for entry level construction workers.

PROGRESS STALLED

- Considerable work to develop a standard has already been completed. After 18 months of consultations, consensus on a standard was reached, which included a minimum 2-day duration, key hazards and adult education principles in the delivery.
- Then-Chief Prevention Officer unilaterally declared the standard will be a 1-day minimum.
- Public consultations ended in August 2016. With no action since, the draft standard remains a proposal only.

ENTRY LEVEL CONSTRUCTION TRAINING NOW. HOW YOU CAN HELP

WORKERS CAN:

- Look around. Report all hazards to the supervisor and ask for training
- Introduce yourself to a H&S rep and the union and seek their support to get training
- Support efforts at work to seek entry level training for all new workers
- Listen to your gut. Refuse to work in dangerous circumstances without training
- Call the Ministry of Labour – it could save your life
- File or sign on to a group grievance if necessary

COMMITTEE/HEALTH AND SAFETY REPRESENTATIVES CAN:

- Identify all actual and potential hazards in the workplace and press for entry level training
- On every monthly inspection, talk to workers and identify all dangers that require controls and training
- Enlist the support of workers and union reps about the need for entry level training
- Write a recommendation for a formal entry level training program for all new workers. Use your statutory rights to insert yourself into discussions about workplace training programs
- Ensure that the Health and Safety Policy mandates systemic review of development, maintenance, and review of the entry level training program as well as training records
- Use your rights to stop work if necessary—entry level workers are vulnerable
- Make sure all new workers receive entry level training before starting on a jobsite
- Report to the union and the Ministry of Labour, Training and Skills Development any identified gaps or deficiencies in the workplace training program for entry level workers

UNIONS CAN:

- Build worker support for efforts to get a rigorous entry level training program
- Create strong links, communications, and interactions between workers, union, and H&S reps
- Post flyers on union boards/share at local meetings/newsletters, write articles on the absolute necessity of entry level training standards
- Negotiate with employer and provide rationale for a workplace entry level training standard where no worker starts a job without the training first
- File union and group grievances if necessary
- Join with other unions at area council/labour councils to call for mandatory entry level construction training standards

**JOIN THE
MOVEMENT:
JOB NOT DONE**

Do you work in construction and face dangers?

Do you have a story to tell?

Why is training important for you?

