

# JOB NOT DONE

## WHY ONTARIO WORKERS NEED THE LONG-PROMISED MANDATORY TRAINING STANDARD FOR WORKER HEALTH & SAFETY REPRESENTATIVES IN SMALL WORKPLACES 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 13: **The Ministry of Labour should create a mandatory requirement for training of health and safety representatives.**
- Expert Panel recommended this training be implemented as a priority within 12 months.

### THE IMPORTANCE

Expert Panel case for Recommendation 13:

- Mandatory training standards to support Joint Health & Safety Committees (JHSCs) and worker health and safety representatives (H&S reps) need to be more effective.
- H&S reps legal powers are designed to help safeguard workers in small workplaces (employing 6-19 workers).
- H&S reps legal powers are similar to JHSCs' in larger workplaces (employing 20 or more workers)
- JHSCs benefit from mandatory Certification training, H&S reps do not. H&S reps deserve similar training.

Research and experience also show:

- Small businesses mostly [ignore the worker perspective in OHS](#).
- Workers in small workplaces are [more likely to suffer](#) work-related traumatic deaths and lost-time injuries.
- Size matters. Workers on small unionized construction sites [do not benefit from a safety effect](#) as do workers on larger unionized sites.
- [Enforceable and enforced OHS standards](#) support greater employer compliance and reduced worker injuries.
- [Training works](#), as does mandatory training of workplace representatives.

### PROGRESS STALLED

- Changes to the *Occupational Health and Safety Act* requiring H&S reps be trained to a standard were passed in 2011, but have not been called into force [s.8 (5.1-5.3)].
- H&S reps training standard was developed, detailing content and delivery (supporting adult education principles) and a minimum time for delivery.
- The Ministry of Labour declared this a "voluntary standard", but it's unenforceable by inspectors; this leaves workers in small workplaces unsupported and more vulnerable to injury and death.

# MANDATORY H&S REP TRAINING NOW. HOW YOU CAN HELP

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## WORKERS CAN:

- Report hazards at work and reinforce the value of knowledge and training
- Provide input and engage in dialogue with your workplace H&S rep
- Volunteer to be an H&S rep and ask to be trained
- Support efforts at work to seek training for H&S reps
- File or sign on to a group grievance if necessary

## COMMITTEE/HEALTH AND SAFETY REPRESENTATIVES CAN:

- Request training to equip yourself for the role of H&S rep
- Raise awareness and enlist the support of workers and union reps about the need for H&S rep training
- Write a formal recommendation that the H&S rep should receive training. Use your statutory rights to be consulted about training to back your recommendation
- Seek a clause in the H&S Terms of Reference or Health and Safety Policy that training shall be provided to the H&S rep
- Write up proposal language for H&S rep training and submit it during demand-setting for collective bargaining

## UNIONS CAN:

- Build worker support for workplace efforts to obtain mandatory H&S rep training
- 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 value of training
- Negotiate with employer and provide rationale for higher training standards (training through Workers Health and Safety Centre)
- File union and group grievances if necessary
- Raise the issue of mandatory training for H&S reps at membership meetings/ area council/labour councils

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MOVEMENT:  
JOB NOT DONE**

How has training helped you?

Do you have a need-for-training story?

How can training save lives?

