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An aerial, high-angle photograph of a multi-lane highway. A large white semi-truck is visible in the lower-left lane. The road surface is dark asphalt with white lane markings. To the right of the road is a grassy shoulder. Overlaid on the right side of the image is a grid of orange chevrons (V-shapes) pointing both up and down, creating a pattern that suggests movement or a steering mechanism.

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THE HUMAN ELEMENT

What your inspections may be missing

You inspect equipment. You inspect work sites. You even audit procedures and policies. But are you still missing something important?

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Inspections and audits are often used synonymously... But should they be? Find out how knowing the difference can improve your workplace.

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Inspections don't need to be feared or dreaded. Learn how embracing inspections can help you get the most out of them.

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Work Site Staples

They are an enduring and integral part of the health and safety of every organization. They help protect workers and employers and can contribute to a company's bottom line. Every day, they help identify hazards and save lives. What am I talking about? Inspections.

Few people stop to consider how critical inspections are to work site operations. Accordingly, in this issue of The SafetyNET Magazine, I asked our contributing writers to feature workplace inspections by explaining how companies can better understand, implement, and approach them. In his article, "Inspections vs. Audits," Mark Taylor explains the key similarities and differences between these two work site staples to help you better understand and leverage them in your workplace. In her article, "The Human Element," Donna Kaluzniak highlights the type of inspection that companies most often overlook: behavioural inspections. In the final article of our inspection series, "Inspections: Making a Friend of a Foe," Robin Brunet interviews Ted Lane, former technical advisor for the Government of Alberta, to discuss, among other things, the importance of an employer's attitude and outlook toward inspections.

In addition to providing you insight into inspections, this issue covers two topics on the forefront of our changing times. In "The Connected Highway," Aalyssa Atley explains how new technology could soon make our roadways safer. In response to the forthcoming change in Canadian marijuana legislation, in her article, "The Cannabis Revolution," Alison McMahon discusses how employers can prepare.

As you read this issue, my hope is that you enjoy learning new ways you and your company can benefit further from inspections and you come away more informed about changes on the horizon.



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THE CONNECTED HIGHWAY:

How Technology Is Improving Driver Safety

By Aalyssa Atley

It's not easy being a driver. The road demands your full attention—to traffic signals, road conditions, pedestrians, and other vehicles. If your attention lapses, even momentarily, it can have potentially fatal consequences for you, other drivers, passengers, and bystanders. In Canada, vehicle collisions result in approximately 1,800 deaths and 150,000 injuries each year.

With the introduction of self-driving cars, it may be possible to reduce these figures; however, it'll be a while before these cars become mainstream. Consequently, it's much more likely that the next major technology-related safety improvements will come from the increasing use

of "connected" vehicles—vehicles that use wireless connections to the Internet, roadside infrastructure, and even other cars to deliver important information to drivers.

Apps already exist that can be used hands-free with smartphones to provide drivers with route information such as heavy traffic areas, speed limit changes, school zones, and high-risk collision locations. But imagine driving a car that is intelligent enough, without a smartphone, to not only provide route information, but warn you when a pedestrian is about to cross the street! Major vehicle manufacturers are already working on incorporating the necessary technology into vehicles to accomplish this, and many cities around the

world are already installing the roadside equipment needed to enable wireless communication between vehicles and infrastructure.

In Canada, Edmonton is the first city to have an on-road test bed for this kind of connected technology and currently hosts three sites. Another test site is in Vancouver. Together, these sites form the ACTIVE-AURORA Connected Vehicle Test Bed Network, which is supported by Transport Canada, Alberta Transportation, the City of Edmonton, the University of Alberta, and the University of British Columbia. In these test environments, cars are learning to “talk” with each other and with roadside infrastructure to provide important information to drivers, such as pedestrian warnings, following-too-close alerts, recommended driving speeds based on road conditions, and notifications when approaching high-collision areas.

Connected vehicle technology can also be applied to commercial vehicles, emergency vehicles, and public transit. For example, connected vehicle technology could allow semi-trailer trucks to send information to

government agencies wirelessly rather than having to stop at weigh stations, saving companies time and money. Ambulances containing the technology could send out a signal requesting other vehicles clear a path so that paramedics can get to a person in need more quickly. And when city buses are turning into or pulling away from a bus stop, this information could be sent to other vehicles to allow them ample time to slow down or stop.

As a subset of intelligent transportation systems, connected vehicle technology has the potential for a broad range of applications that will use real-time data to help drivers travel more safely and efficiently. It may sound like science fiction, but the technology to connect vehicles is available now, and the process of making it happen is underway.

Connected vehicles have the ability to move people smarter than ever before, and the time when our roads are filled with fully connected vehicles will be here sooner than you think. ■



Aalyssa Atley is the Communications Coordinator for the Centre for Smart Transportation (CST) at the University of Alberta. She holds a Bachelor of Applied Communications in Professional Writing from MacEwan University and is currently pursuing a Master of Arts in Communications and Technology at the University of Alberta.

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INSPECTIONS vs. AUDITS:

DO YOU KNOW THE DIFFERENCE?

By Mark Taylor

After working for 15 years in the areas of health, safety, environment, and quality, I've found that people are often confused about the differences and similarities between inspections and audits. Many believe that they are one and the same, while others believe they are not related to each other in any way. As inspections and audits are both key tools in health, safety, environment, and quality management, individuals in these fields should have a basic understanding of how audit and inspection processes work as well as their similarities and inherent differences. This knowledge helps to facilitate clear communication among industry peers and the workforce.

An inspection is generally defined as an examination, measurement, comparison, and/or evaluation of materials, equipment, facilities, or any other part of business operations. This check verifies if the items are functioning as intended and meet legislative requirements or manufacturer specifications. Common types range from a visual inspection to a radiographic inspection.

When inspection criteria are not satisfied, hazards (or nonconformance) could exist. These hazards are then addressed by applying control measures, which are steps taken to eliminate or reduce exposure to hazards. These are generally applied using the following hierarchy:

- Elimination controls: removal of a hazard from the workplace
- Substitution controls: substitution of a hazardous piece of equipment or substance for a less hazardous option
- Engineering controls: equipment designed to reduce the presence of a hazard
- Administrative controls: safe work practices and procedures developed to educate how to avoid hazards when completing work
- Personal protective equipment: equipment worn by workers to reduce exposure to hazards



In comparison, an audit is used to evaluate different types of evidence (for example, documentation, observations, and interviews) to determine how closely an audit standard is being met. The type of audit performed will depend on the specific industry in which the organization is involved. For example, those organizations that wish to operate commercial vehicles must first meet the audit standard associated with the National Safety Code, while organizations that want to be certified by the International Organization for Standardization (ISO) must first meet the specific audit standard in their area of health, safety, environment, or quality. When audit criteria are not satisfied, the system deficiency is generally transferred to a corrective action plan, where a decision can be made on how

to best address the deficiency.

The linkage between audits and inspections is that inspections are one of the

types of evidence reviewed as part of the audit process. Audits and inspections also share a number of similarities. They are both key components of Health, Safety, and Environmental (HSE) programs, and they both use established criteria to document findings. When audits and inspections are completed, both provide the opportunity to identify areas for improvement. Audits and inspections can be completed by individuals who are either internal or external to an organization.

Despite these similarities, audits and inspections also have a number of differences. Audits tend to evaluate the level to which a system or process meets an established audit standard, whereas inspections verify compliance to a manufacturer's specifications.

WHEN AUDITS AND INSPECTIONS ARE COMPLETED, BOTH PROVIDE THE OPPORTUNITY TO IDENTIFY AREAS FOR IMPROVEMENT.

Audits also require extensive planning and can involve teams of individuals. These individuals are generally certified by the organization that maintains the audit standard. Inspections, however, are scheduled on a routine basis and are generally completed by individuals most familiar with the item being inspected. Typically, they are employees of the organization where the inspections are taking place.

Another difference is that, in general, audits are completed on a less frequent basis than inspections. The frequency of audits is determined by the organization that maintains the audit standard, whereas the frequency of inspections is set by the organization, manufacturer specifications, or legislative requirements. Audits are also graded on a pass or fail scenario, meaning that, if you do not meet the requirements of the audit standard, you cannot receive that certification. This may have significant implications for businesses, as contractual agreements may require an organization to maintain compliance to an audit standard, and failing an audit could negate contract terms. While inspections are also graded, their grading focuses on the individual performance of a piece of equipment, materials, or an individual item. The implications of a failed inspection can have similar consequences for businesses. For example, a failed final inspection on a manufactured item could also result in loss of business.

Both audits and inspections give organizations the opportunity to measure health, safety, environment, and quality compliance. However, it's important to remember that they are not the same thing, with the key difference being their scope. While inspections look at a single activity, an audit looks at an organization's entire scope of activities, which include inspections, to evaluate compliance to a standard. Understanding this distinction could be the difference between confusion and clear communication in your workforce. 🍷



Mark Taylor is a safety and training specialist, Canadian Registered Safety Professional, and MBA graduate. He is currently working as an HSE and training professional in the pipeline construction industry.



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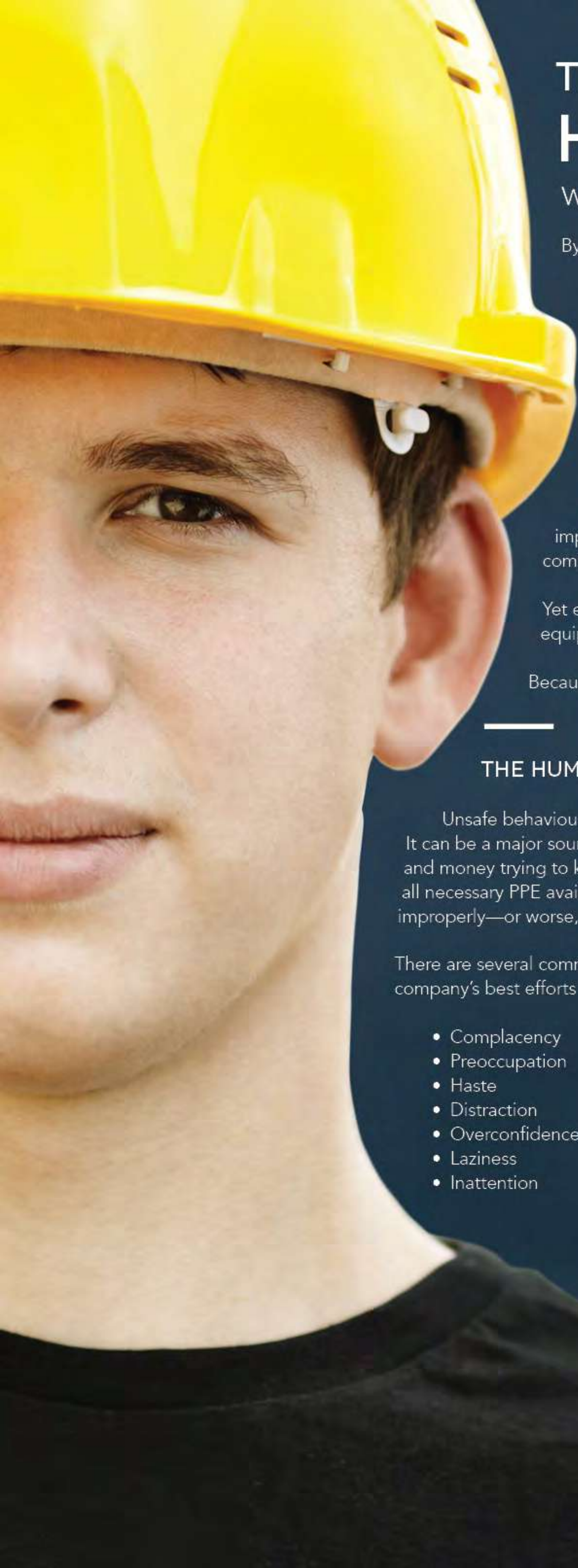


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THE HUMAN ELEMENT:

WHAT YOUR INSPECTIONS MAY BE MISSING

By Donna Kaluzniak

Comprehensive safety programs are designed by companies seeking to, among other things, help ensure everyone makes it safely through each workday. Accordingly, these companies ensure important safety policies are put in place, thorough documentation is available for all equipment and procedures, and frequent worker training is provided. Additionally, safety committees meet regularly, personal protective equipment (PPE) is always available for workers to use, and scheduled inspections are completed as planned with all recommended changes implemented. But, most importantly, upper management is fully committed to providing a safe workplace.

Yet even at these companies, which have all the right safety programs, equipment, and policies in place, incidents and injuries still occur. Why?

Because workplaces are made up of people.

THE HUMAN ELEMENT

Unsafe behaviour is the root cause behind many workplace incidents and injuries. It can be a major source of frustration for companies that invest considerable time and money trying to keep their workers safe. For instance, even if a company makes all necessary PPE available to its workers, safety incidents will still occur if PPE is used improperly—or worse, not at all.

There are several common behaviours that can result in serious incidents, despite a company's best efforts to prevent them. These include:

- Complacency
- Preoccupation
- Haste
- Distraction
- Overconfidence
- Laziness
- Inattention

Take complacency as an example. As people grow accustomed to performing a task, they can become complacent. Complacency is often exhibited by long-time workers or in situations where tasks are repetitive. Over time, workers become oblivious to the task-related hazards they face on a daily basis and may begin to work as if on “autopilot,” leading to inattention. Though a worker may get away with these behaviours in the short term, in the long run there is a higher chance of an incident occurring that could result in injury or death.

Other unsafe behaviours that are major concerns in the workplace include abusing drugs or alcohol, using prescription and over-the-counter drugs with known potentially hazardous side effects, hiding an illness or pre-existing injury, and working while extremely fatigued. These behaviours are accompanied by physical impairments, which can include loss of motor function and coordination, drowsiness, dizziness, anxiety, rapid heartbeat, and hallucinations. When workers engage in these behaviours, they’re placing themselves and their co-workers at significant risk of a major incident, injury, or death.

“INSPECTING” HUMAN BEHAVIOUR

To help ensure equipment is safe, companies routinely perform inspections. Similarly, to help ensure workers are safe, companies can inspect the behaviours of their workers. The ultimate goal, as with equipment, is to identify potential problems so they can be addressed before a tragedy occurs.

So, how do you inspect the human element of a company? Fundamentally, inspecting human behaviour involves assessing the way workers perform their job tasks. More specifically, it can involve actions such as recording observations; reviewing written reports; looking at trends; or contacting a worker’s union, trade association, or former employer to acquire the worker’s safety history. This process usually begins before the worker even joins the company—at the pre-employment stage.

AS PEOPLE GROW ACCUSTOMED TO PERFORMING A TASK, THEY CAN BECOME COMPLACENT. COMPLACENCY IS OFTEN EXHIBITED BY LONG-TIME WORKERS OR IN SITUATIONS WHERE TASKS ARE REPETITIVE.

PRE-EMPLOYMENT INSPECTION

Many companies use pre-employment screenings to help determine if an applicant is likely to perform job tasks safely. These checks can include:

Reference checks. By speaking with past employers, a potential employer may be able to assess the probability that the applicant will adhere to safety policies.

Licences and certifications. Verifying the applicant’s credentials may help to establish whether the applicant has sufficient experience and training to perform work safely.

Pre-employment drug testing. Testing workers who hold safety-sensitive positions, such as jobs where the public could be placed at risk, may help reduce the likelihood and frequency of drug-related accidents.

Driving record checks. For positions where driving is an essential part of the job, a clean record can provide initial support that the applicant may be a safe driver.

Police record checks. Requesting a criminal record check may help an employer minimize situations where the company and workers could be put at risk. Due to privacy and discrimination issues, criminal record checks can only be done if there is a valid occupational reason to do so.

Social media and Internet review. By looking at information that a worker has made publicly available, employers may be able to get a sense of whether an applicant engages in unsafe behaviours.

Pre-employment medical exam. Medical examinations may be useful in determining if a worker will be physically capable of performing the requirements of a job. However, it's important to realize that medical exams are only allowed by law if they meet certain occupation-related requirements.

Bear in mind that Canadian law only allows many of the aforementioned pre-employment checks to be undertaken after a written conditional offer of employment is provided to the applicant. It's advisable to obtain legal advice before conducting pre-employment inspections.

ON-THE-JOB INSPECTIONS

Once all pre-employment checks have been passed and successful applicants are either about to start work or have been working for some time, how can you ensure they are committed to safety? Several inspection strategies can be used, either alone or in combination, to accomplish this goal.

Safety Training, Testing, and Records

Before performing their first job task, all new workers should receive initial safety training. This training should include an overview of the company's safety program and policies, followed by training tailored to their specific jobs or tasks. Additionally, companies should require worker participation in periodic scheduled training, such as annual safety reviews or weekly tailgate meetings.

To inspect the effectiveness of the training, include a written or practical test. By requiring the worker to pass a written test or physically demonstrate how to perform a procedure safely, the employer can observe whether the training is yielding positive results.

All training and test results should be recorded, noting the date, time, worker's name, and trainer's name. Training and test records should be reviewed by a safety officer or supervisor at least once a year to ensure training is complete and unexpired. If a worker is missing required safety training or a ticket has expired, the training should be completed as soon as possible—and before he or she performs any task for which the training is required.

Management by Walking Around

Management by Walking Around (MBWA) is a technique that gives managers an opportunity to observe how well and how safely workers do their jobs. As part of MBWA, it's useful to have questions in mind when making observations.

MBWA not only gives supervisors a chance to provide positive reinforcement to workers who follow safety procedures, but also offers opportunities to correct any individual or systemic problems found.

Managers should keep a logbook to record their findings, such as "Workers in the laboratory were all wearing appropriate eye and hand protection," or "The worker did not properly secure the ladder before use." Managers should note any actions that were taken, such as complimenting workers on following safe procedures or providing verbal feedback to a worker who demonstrated an unsafe behaviour. If a worker was provided feedback, managers should take note during the next MBWA as to whether the feedback had a positive impact: "The worker who was counselled about ladder safety was using proper procedures today."

Behaviour-Based Observation

Behaviour-Based Observation (BBO) is a peer-to-peer safety program that allows workers to observe and record each other's safety practices. Workers also coach and counsel each other to encourage safe behaviour and are empowered to stop unsafe work if they perceive an immediate danger.

Safety compliance is often recorded on observation cards. These cards can be specific to the workplace, and usually have a checklist on the front (for noting points such as the proper use of tools, PPE, and ergonomics), as well as space to note critical errors, such as "Eyes or mind not on task." On the back, the cards usually have a place to note what was observed as well as any counselling or encouragement that was given.

Co-workers are encouraged to provide positive reinforcement by complimenting others who are working safely. Unless an imminent danger exists that requires immediate intervention, co-workers privately talk to anyone not following safety standards, treating the occasion as a training moment rather than a reprimand.

Incident and Near Miss Reviews

All incidents and near misses should be documented. These documents should be reviewed and discussed in safety committee meetings to identify behaviour-related issues that need to be addressed. Additionally, management should compile data over time to identify any behavioural trends and resolve any ongoing problems.



IT'S IMPORTANT FOR COMPANIES TO BEAR IN MIND THAT INSPECTING HUMAN BEHAVIOUR IS JUST AS IMPORTANT AS INSPECTING EQUIPMENT—LIKELY EVEN MORE SO.



Donna Kaluzniak is a former utility director with over 30 years' experience in the water/wastewater industry.

Donna is a Certified Environmental Professional and owns a commercial writing business.

THE CHALLENGES—AND ULTIMATE BENEFITS—OF HUMAN INSPECTIONS

Pre-employment and on-the-job inspections offer the potential to drastically improve safe practices in the workplace. However, certain challenges can make implementation difficult. Laws in some jurisdictions may prohibit pre-employment screening. Even if it is allowed, pre-employment checks cost money and can lengthen the hiring process; in addition, their mere presence may discourage potential job applicants. From the employment perspective, workers may complain about loss of privacy or potential discrimination during observation and testing; and testing, record retention, MBWA, BBO, documentation, and data compilation can cost a company a significant amount of time and money.

Despite these challenges, it's important for companies to bear in mind that inspecting human behaviour is just as important as inspecting equipment—likely even more so. Taking the necessary steps to ensure a safe workplace may seem costly in the short term, but will ultimately result in long-term financial savings, such as lower insurance costs, less frequent equipment replacements, and a decrease in incident-related spending.

In addition to the financial benefits, there are also significant human benefits as well. When workers perform their jobs safely and feel safe, they tend to have higher morale, which has a positive impact on the company as a whole. They also tend to be more productive and have a positive attitude, because they know their employer cares about their safety. But most importantly, they are able to go home to their loved ones at the end of each workday, and that is priceless. 🍷



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THE CANNABIS REVOLUTION

The times they are a-changin', and Canadian companies need to be ready

By Alison McMahon



Canadian attitudes and laws toward marijuana use are shifting, which could result in employers facing new challenges in their attempts to provide a safe workplace for their employees.

It's important for employers to prepare themselves—sooner rather than later—for changes in marijuana legislation and begin planning how to adapt to the implications of increased marijuana use throughout the country.

BACKGROUND

The first step toward the legalization of cannabis in Canada occurred in 1999 through exemptions allowed under the Controlled Drugs and Substances Act (CDSA). Under section 56 of the act, individuals were granted the right to legally access dried marijuana for medical purposes. In 2001, under the federal Marijuana Medical Access Regulations (MMAR), individuals were, under the authorization of their medical practitioner, granted the right to access dried marijuana through one of three means: producing their own plants, designating someone to produce plants for them, or purchasing plants through Health Canada.

These regulations were subsequently amended in June of 2013 by the Marijuana for Medical Purposes Regulations (MMPR). The MMPR set forth the requirements for creation of a commercial industry to ensure people with medical needs could access quality-controlled marijuana that had been produced and distributed under secure and sanitary conditions. In July of 2015, following a Supreme Court of Canada decision that found access to only dried marijuana unconstitutional, the Minister of Health issued further exemptions under the CDSA to allow licensed producers to produce and sell marijuana in multiple forms, including dried, oil, and fresh, and to enable authorized users to possess and alter the various forms.

Just seven months later in February of 2016, a Federal Court of Canada case ruled that requiring individuals with medical needs to only obtain their marijuana from licensed producers violated the individual's right to "reasonable access," a right protected under Canada's Charter of Rights and Freedoms. This decision led to the development of the Access to Cannabis for Medical Purposes Regulations (ACMPR). The ACMPR calls for the continuance of quality-controlled, licensed, commercial marijuana production as introduced in the MMPR while at the same time allowing individuals with medical needs, or their authorized designate, to produce small amounts of marijuana for medicinal purposes. Health Canada will play a key role in administering the ACMPR

IT'S LIKELY THAT RECREATIONAL
USE OF CANNABIS WILL NOT ONLY
BECOME MORE WIDESPREAD,
BUT WILL ALSO BECOME A MORE
**TOLERATED AND ACCEPTED
BEHAVIOUR.**

through licensing the commercial industry and registering individuals who are legally entitled to produce a limited amount of cannabis either for their own medical use or as an authorized designate for someone else.

Currently, a proposed Cannabis Act is moving through the legislative process. If approved, people 18 years of age or older will be allowed to possess up to 30 grams of legal dried cannabis or its fresh equivalent, share up to 30 grams of legal cannabis with other adults, purchase dried or fresh cannabis oil from a provincially licensed retailer, grow up to four cannabis plants per household for personal use that are no taller than 100 centimetres and are grown from licensed seeds or seedlings, and make organic solvent-free cannabis products at home, including food and beverages. As part of regulating the new act, provinces and territories will have the legislative power to increase the minimum age, lower possession limits, implement additional restrictions around growing cannabis at home (including reducing the number of plants permitted), and restrict where cannabis can be consumed. Additionally, restrictions, comprehensive public awareness programs, and criminal penalties will be introduced to prevent use by youth, and surveillance activities and criminal penalties, including jail time of up to 14 years and fines of up to \$5 million, will be aimed at anyone acting outside of the legal framework. The Cannabis Act, if approved, could become law before July of 2018.

If the Cannabis Act is passed, it's likely that recreational use of cannabis will not only become more widespread, but will also become a more tolerated and accepted behaviour. The prospect of recreational marijuana use becoming a "new norm," in addition to the expansion of medical cannabis prescriptions from just over 30,000 in September of 2015 to almost 130,000 in December of 2016, means that cannabis-related impairment in the workplace may soon become a pressing issue in light of its potential impacts on worker safety and productivity.



MAJOR CONCERNS

So, how exactly does marijuana impact worker safety and productivity?

Even if marijuana was used the day before a shift, impairment can last more than 24 hours depending on the dose. In addition to the commonly known impairment effects, documented negative effects also include decreased attention and concentration, compromised judgement and decision-making capabilities, increased impulsivity, distortions in sensory perception, and decreased working memory, among others. All of these effects can put the health and safety of the individual and others in jeopardy.

In a survey of participants who took part in a Managing Medical Marijuana in the Workplace online course, 85% cited “increased safety incidents and injuries” as a risk facing their company if cannabis was to be legalized. In addition, 61% were concerned about occupational health and safety violations. Both these concerns stemmed from fears that companies would be powerless to address cannabis impairment due to its legalized status.

However, it’s important to note that the legalization of cannabis would not give people a licence to be impaired in the workplace. Although employers have a duty to accommodate an employee’s medical needs to prevent undue hardship, they also have the right to restrict cannabis use for safety reasons, in the same way that alcohol consumption or prescription drug use can be restricted.

PRUDENT EMPLOYERS WILL IMMEDIATELY BEGIN ALLOCATING ADEQUATE TIME AND ATTENTION TOWARD DRAFTING NEW COMPANY POLICIES IN PREPARATION FOR THE IMPENDING CHANGE IN MARIJUANA USE AND LEGISLATION.

RESETTING EXPECTATIONS

To prepare for the anticipated changes to the legal status of cannabis, employers should begin planning how to address potential increases in workplace cannabis use and abuse. A layered approach that combines education and policy implementation is recommended.

EDUCATION

- Managers and employees should receive education on responsible cannabis use and the dangers of impairment.
- Managers should be trained on reasonable suspicion methodologies and how to manage medical cannabis disclosures.
- Employees should be made fully aware of company policies and expectations regarding cannabis use.

DRUG POLICIES

- Drug policies should be reviewed and updated to reflect changing cannabis laws.
- The distinction between medical and recreational cannabis use should be considered when drafting policies.
- Employers should require the disclosure of impairment-causing prescription drugs, including medical cannabis, and clearly state the consequences of non-disclosure.

It’s important to note that, while putting drug policies in place is an important part of preventing impairment, these policies will only carry weight if they are enforceable. Companies usually enforce drug policies through employee testing programs. However, if your company decides to test for drugs as part of its enforcement strategy, it’s important to be aware of the special considerations and limitations of drug testing.

THE RISKS OF INACTION

It should be evident by now that prudent employers will immediately begin allocating adequate time and attention toward drafting new company policies in preparation for the impending change in marijuana use and legislation. By doing so, employers can minimize the likelihood of being subject to human rights complaints and legal grievances that could result if well-conceived cannabis policies are not put into place.



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IT'S IMPORTANT THAT EMPLOYERS MAKE THEMSELVES **FULLY AWARE OF WHAT IS ALLOWED**, AND WHAT ISN'T, IN TERMS OF DRUG TESTING AND ENFORCEMENT POLICIES.



Alison McMahon is an entrepreneur, Certified Professional in Human Resources, and university instructor. She is the founder of Cannabis At Work, Canada's only firm specializing in providing employers with education and strategies on managing cannabis in the workplace.

As part of the policy review, it's important that employers make themselves fully aware of what is allowed, and what isn't, in terms of drug testing and enforcement policies.

So, what does all of this mean for you? If your company hasn't yet considered the likely statutory and cultural changes that are coming with regards to cannabis use, now's the time to start preparing. Plan to update your drug and alcohol policies. Educate supervisors and employees about the distinctions and issues surrounding medical and recreational cannabis use.

Reset employee expectations, and make it clear in what situations cannabis use is acceptable. Follow through on disciplining employees who don't comply with company drug policies, and accommodate those who require accommodation through the Human Rights Act. And lastly, make sure to monitor developments and watch for emerging precedents from case law, so that your company's policies stay relevant and up to date.

The cannabis revolution is coming. Make sure your company is ready. 🌱

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INSPECTIONS: MAKING A FRIEND OF A FOE

AN IMPORTANT PARADIGM SWITCH

By Robin Brunet

Few words cause anxiety among employers—even those who pride themselves on their high safety standards—like the words “OH&S inspection.” Although health and safety inspections are routine and a legal component of the Occupational Health and Safety Act, undergoing the process and following through afterwards can be a major source of stress.

But when asked to give advice about what to do after receiving inspection results, Ted Lane, senior consultant at Edmonton-based Vectis Safety Services Ltd. and former technical advisor for the Government of Alberta, prefaces his comments by noting that, first and foremost, an employer’s attitude and outlook on inspections is what influences the outcome and steps to take afterwards.

He explains, “Assuming you are a responsible and conscientious employer, instead of regarding an OH&S inspection as an ordeal, you should regard it as a free examination of your operational systems and procedures, something that can ultimately improve your business and bottom line.”

Lane adds that too many times, employers give off a vibe “that tells the inspector you would be glad if he departed—in which case he will dig in his heels and go over your work site with a fine-tooth comb.”

Another must-do for employers is to follow their own safety rules. “I can’t remember the number of times managers took me for a tour of their site while wearing their Gucci shoes and office shirts,” says Lane. “But if you don your safety gear and also offer this gear to the inspector, along with any safety orientations or other initiatives that are a part of your business, you’re developing a good rapport as well as demonstrating how professional you are.”

Adopting positive and professional attitudes and behaviours is crucial because, as Lane explains, “As important as a safety inspection is in determining if a company is compliant with regulations, what happens after that is entirely the responsibility of the employer.”



Lane goes on to explain that an inspector's orders during an inspection further influence the steps an employer takes afterwards: "Based on the conditions of the workplace, a stop work order can be issued immediately, or a stop use order for equipment that's observed to be unsafe. Compliance orders that require action to be in compliance by a specific date can be issued, as can assurance of voluntary compliance

"NOT COMPLYING AFTER AN INSPECTION IS A BAD IDEA, AS YOU RISK ACTION UNDER THE CRIMINAL CODE AND COULD EASILY WIND UP AT THE COURT OF QUEEN'S BENCH."

in cases of minor infractions that don't constitute a danger."

Given these parameters, one thing

an employer doesn't necessarily have to do following a safety inspection—contrary to what those who are unfamiliar with the process assume—is suspend all activity until corrective action is taken—unless of course a stop work order is issued. "Quite often, operations can continue during the time it takes to address the inspection results," says Lane.

The first step to take following an inspection is to post any compliance orders at the job site after they are received. "Usually they come several days after the inspection is conducted," says Lane. "You should also determine if you can achieve compliance during the time allotted. If not, then contact the inspector and ask for an extension. Granting extensions is fairly common as long as the employer has a legitimate reason for not being able to comply within the timeframe and explains it accordingly."

Lane stresses, however, that compliance must ultimately be achieved. "Not complying after an inspection is a bad idea, as you risk action under the Criminal Code and could easily wind up at the Court of Queen's Bench," he says.

But what about when conscientious employers are faced with baffling or unfair compliance requests? In these cases, employers need not feel powerless. "OH&S inspectors make mistakes like everyone else, and, yes, their decisions may have even been influenced by a foul mood. So it's entirely in your right to bring in a third-party consultant to determine if the inspector's recommendations are valid," says Lane.

Follow-up visits by an OH&S inspector will occur when compliance deadlines are due. Assuming these visits are successful, Lane says one of the most useful steps an employer can take is to prepare for future inspections. "Given that so many businesses in Alberta and many other provinces are 10 employees or less with no resources to hire safety officers, it will greatly benefit employers if they gain a general awareness of OH&S regulations."

"Also, remember that, in many situations, inspections happen due to complaints filed by staff. Often, these staff members are motivated to complain due to bad feelings they have toward their boss. So improving your relationship with your workers by addressing their wants and needs should be a priority."

Many employers accomplish this by creating policies to better ensure future compliance and ward off any further corrective orders, but Lane advises against this practice: "Most policies are written to achieve regulatory compliance, and that's the wrong approach," he says. "You should start by auditing your operations and then compare your results to what is required by law, and then modify your procedures wherever necessary. This will save you a lot of time and money compared to trying to impose the law on your operations without having a forensic understanding of those operations."

Health and safety inspections may seem daunting, but they are an inevitable part of doing business in Canada. "Residential and commercial construction is always on OH&S's radar due to the high number of lost time claims and accidents, and, in Alberta, the oil and gas sector is earmarked simply because it's such a huge part of the provincial economy; however, no business should expect to be exempt from an inspection," concludes Lane. "So, be prepared. If you don't get upset when you find out you're about to receive a visit from OH&S, you're on the right track." 🐾



Robin Brunet has been a full-time writer, editor, and journalist since 1982. He has been published in over 100 magazines across Canada and the US including BCBusiness Magazine, The Hollywood Reporter, and Award Magazine. He is the author of the bestselling *Red Robinson: The Last DeeJay* (Harbour Publishing, 2016) and is often spotted near his Langley, B.C. home with his wife, Wendy, or riding his horse, Razado.



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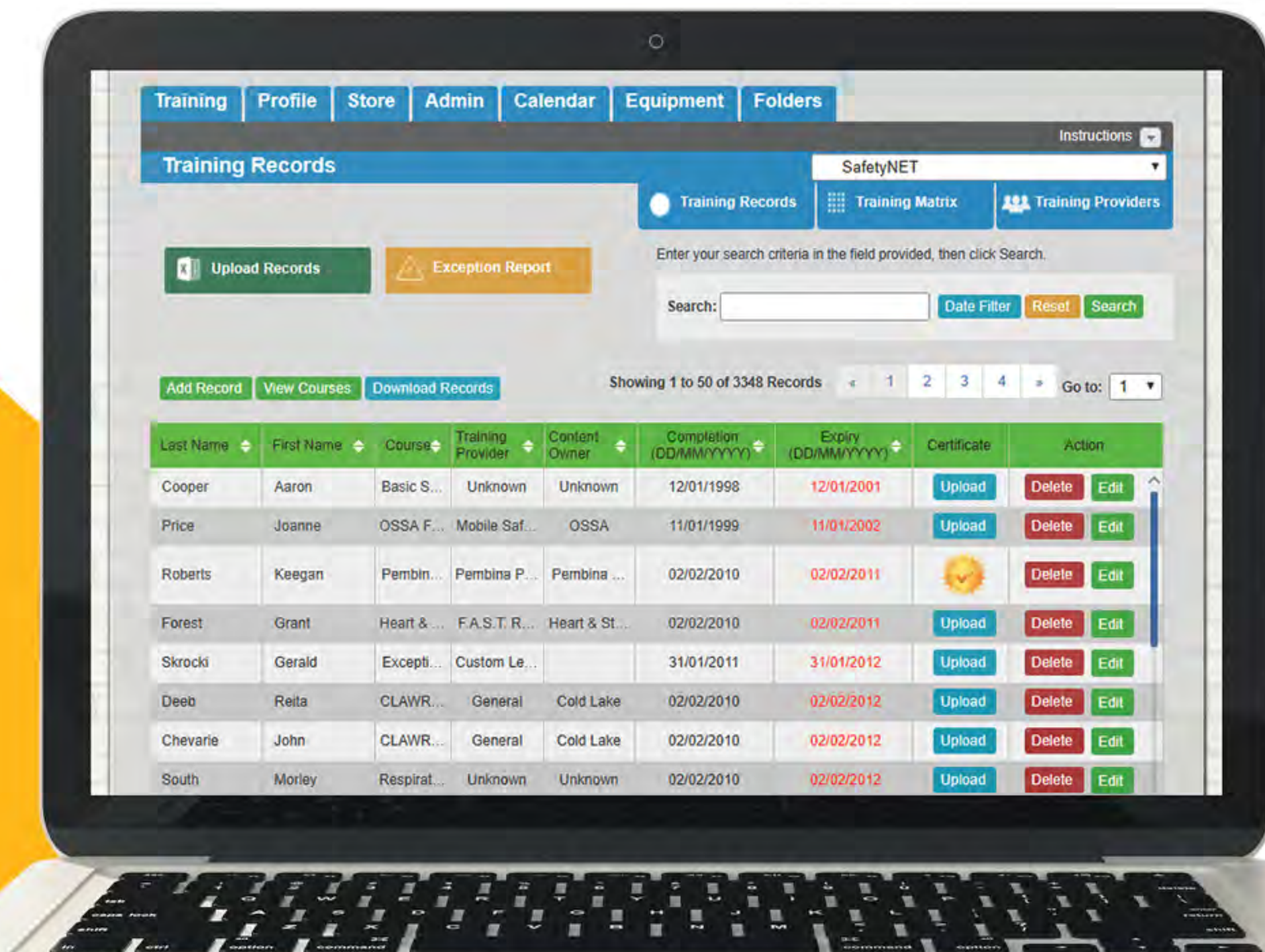
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Wish you could automatically assign training to employees based on their company role and location? It's easy with the integrated training matrix. This dynamic management tool enables you to quickly assign customized training to thousands of employees with a few clicks. It also allows you to:

- ✓ Upload your organization's unique company roles and training topics
- ✓ Specify which third-party training satisfies your company's requirements
- ✓ Generate training-gap analysis reports by location, company role, or employee

Transportation Inc.

View Matrix For: Transportation Inc.

Legend

R - Required training

O - Optional training

L - Location specific training

Edit Roles and Topics

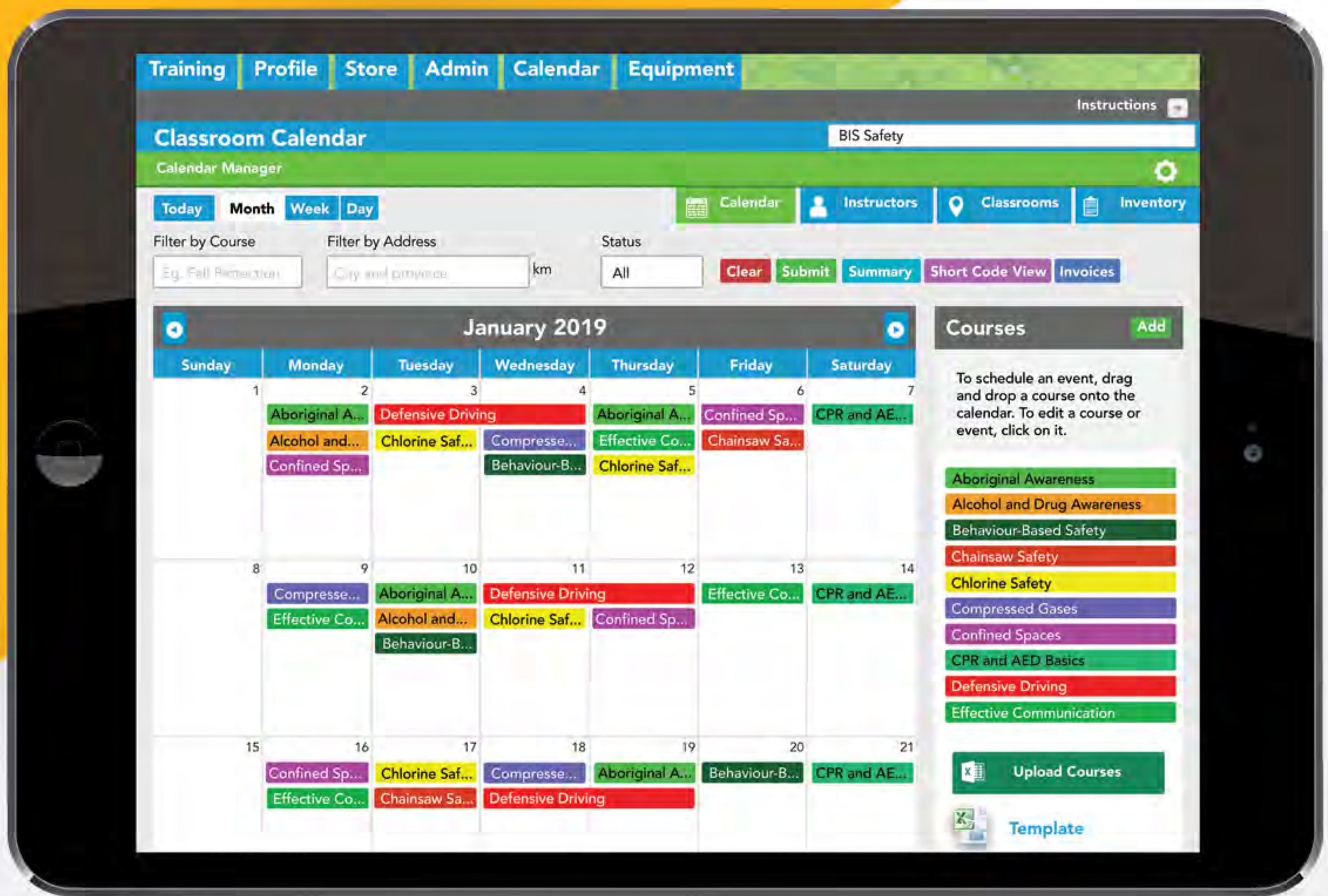
	Air Brakes	Alcohol and Drug Awareness	Backing Safety Fundamentals	Confined Spaces	CPR and AED Basics	Daily Trip Inspection	Defensive Driving	Driver Fatigue	Effective Communication	Emergency First Aid	Emergency Response	Ethics	Gas Detection	H2S Alive	Hazard Assessment	Hours of Service	Journey Management	Load Securement	Standard First Aid	Weights and Dimensions	Wildlife Awareness
Crane Operator							R							R	R	R		R			
Driver							R					O			R					O	
EMT		R																			
Engineer		R			L							O	R			O				L	
Inspection Manager		R											R		R						
Janitor		R	R	R	R	L	R	L	O	O	O	O	R	R	R	R	R	O	R	R	
Labourer - Asphalt						O		L	O				R					R			
Labourer - Concrete													R							O	
Maintenance Manager	R	R					R						R		R						
Maintenance Supervisor	R	R					R			O					R						
Mechanic		O	O				R								O	O	O		L		
Operations Manager				O			R			O			O						L		
Operator - Forklift							R									O		L			
Operator - Snow Plow							R				L	L									
Sawmill Superintendent	R	R					R														
Welder	R	R																			

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Apply Changes

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- ✓ Manage and track classroom equipment and inventory

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Form Builder

Dropdown

Signature

Date

Time

Text Entry Field

Image Uploader

Video Uploader

Approval

Score

Chart

Calculated Field

Single Line Text

Hidden Field

Column

Data Group

Hours Mileage

Information Field

Form Title

Company Logo

Personal Information

Text Field

Video

Image

Formatting

Page Break

Section

Row

Menu Item

Output Information

Instructions

Clear Form

Daily Trip Inspection Form

The purpose of this document is to provide guidance when completing your pre-trip inspection form.

Inspection and Sign Off

	Pass	Fail	N/A
Air Brakes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fluid Levels	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Signal Lights	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Signature

Drag and drop an image of your signature below, upload one using the Browse button, or click the pen icon to capture your signature now

Choose File

Images must be 4 MB or smaller and in .jpg or .png format.

Inspection Video

Please record your walk-around pointing out any key areas of concern.

Drag and drop a video into the area below, upload one using the Browse button, or click the video camera icon to upload one

Choose File

Confirmation

Field Settings (LS_2)

Basic

Title

Inspection and Sign Off

Description

☐ Show description as Tooltip

Statements

Air Brakes

Fluid Levels

Signal Lights

Responses

Pass

Fail

N/A

Daily Trip Inspection Form

The purpose of this document is to provide guidance when completing your pre-trip inspection form.



1 INSPECTION AND SIGN OFF

	Pass	Fail	N/A
Air Brakes	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Fluid Levels	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Signal Lights	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

Signature *

Drag and drop an image of your signature below, upload one using the Browse button, or click the pen icon to capture your signature now



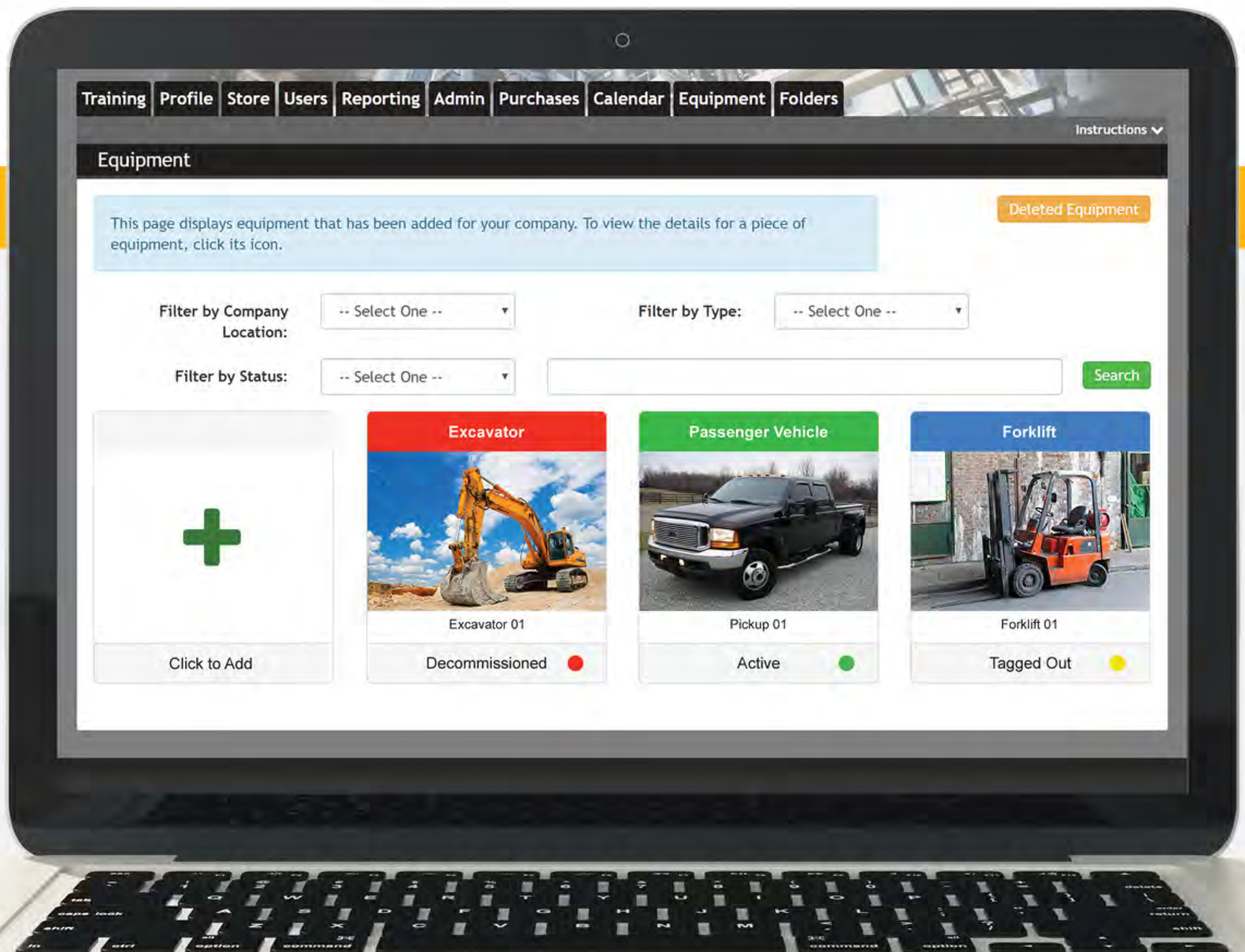
Clear

Save

EQUIPMENT MAINTENANCE

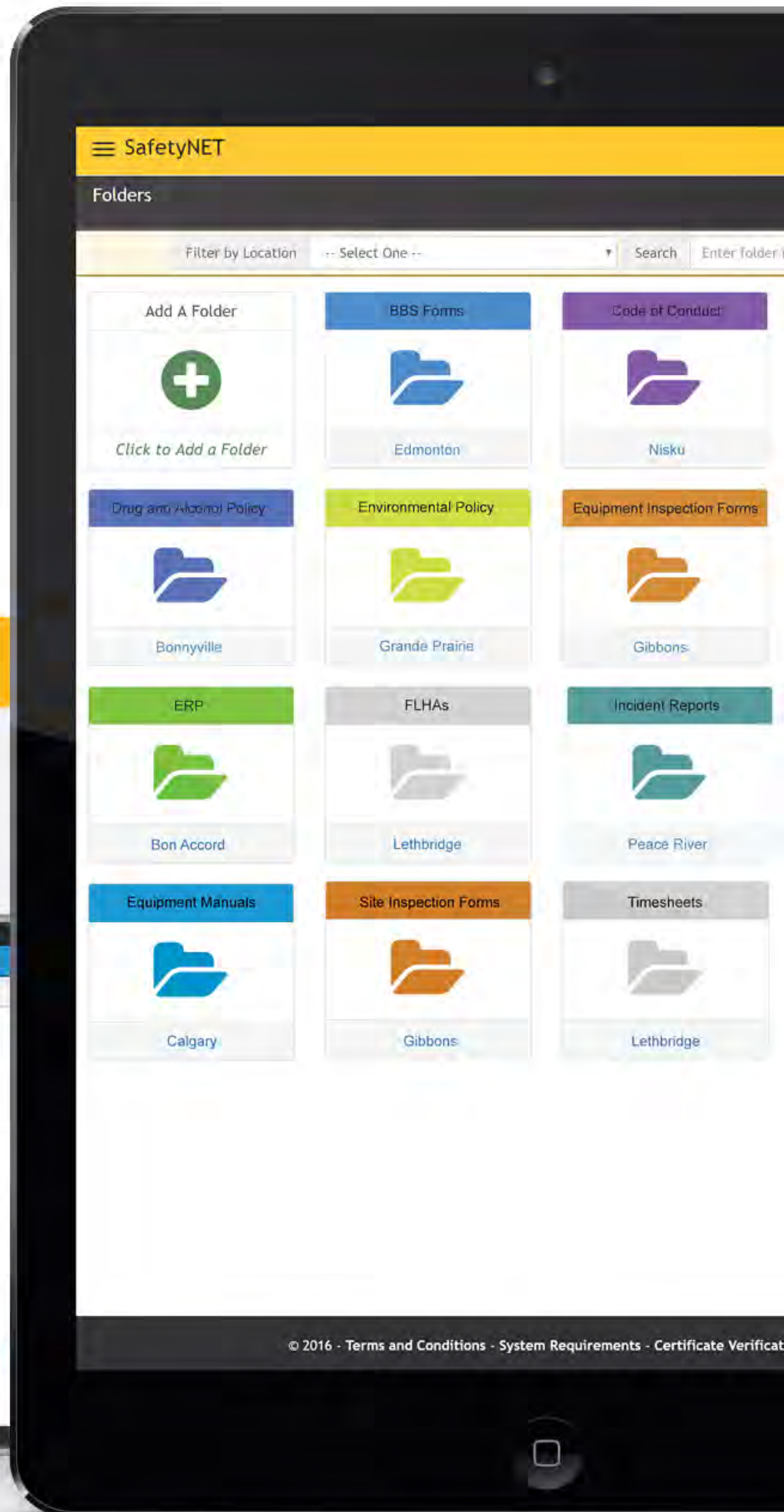
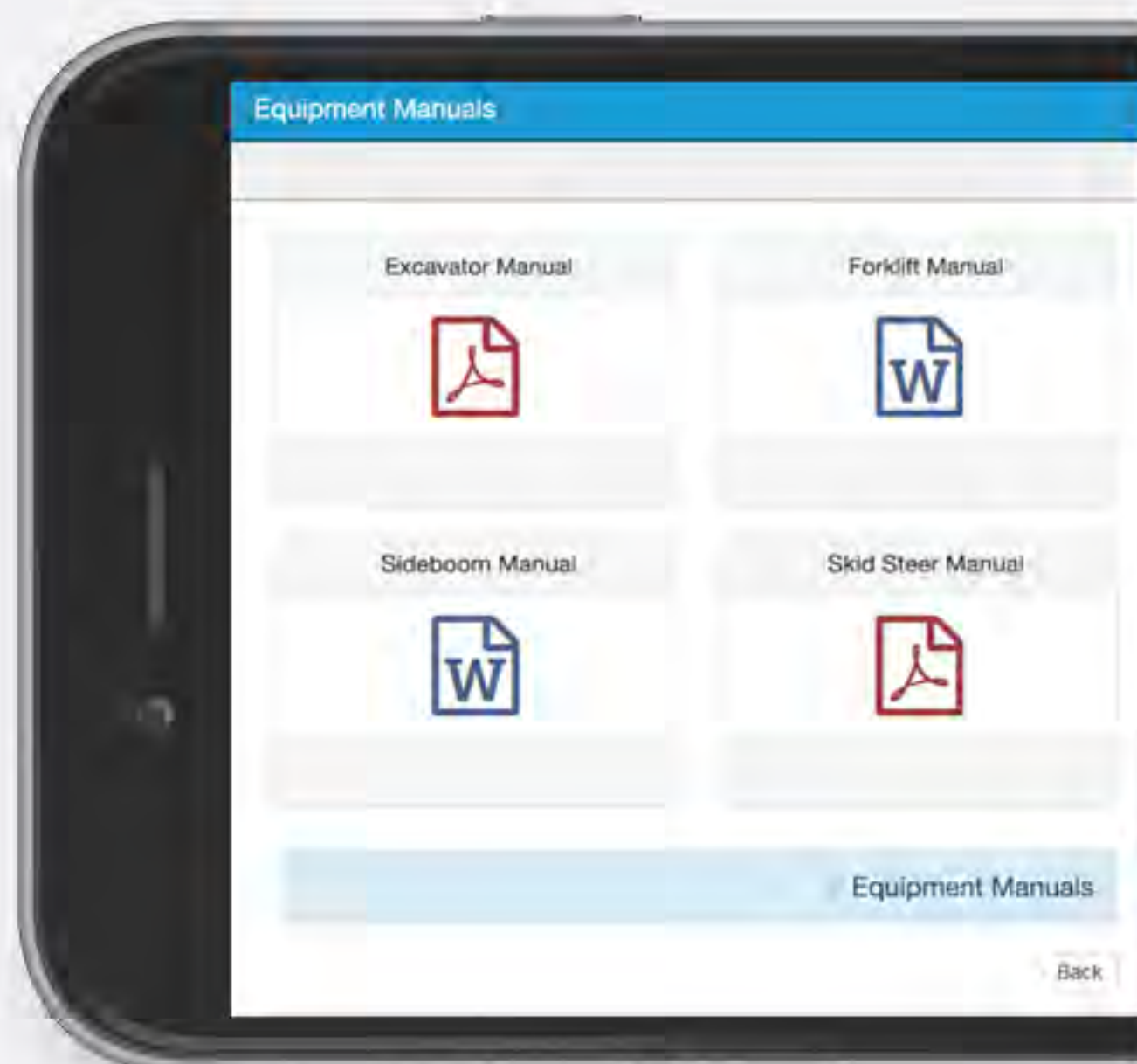
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Training Profile Store Admin Calendar Equipment Folders

Instructions

Confined Space Entry and Monitor

Back Move Delete Assign Configure

Playlist

Element Title	Type	Action	Select All
1. Introduction	Chapter	Delete Edit	
1.1. Introduction	Video	Delete Edit	
2. Chapter 1	Chapter	Delete Edit	
2.1. Chapter 1 Module 1 v2	Video	Delete Edit	
2.2. Ch 1 Mod 1	Random Question	Delete Edit	
2.3. Ch 1 Mod 1	Random Question	Delete Edit	
2.4. Ch 1 Mod 1	Random Question	Delete Edit	
2.5. Chapter 1 Module 2 v4	Video	Delete Edit	
2.6. Confined Space Activity 01 v10	Activity	Delete Edit	
2.7. Ch 1 Mod 2	Random Question	Delete Edit	
2.8. Ch 1 Mod 2	Random Question	Delete Edit	
2.9. Ch 1 Mod 2	Random Question	Delete Edit	

Change Playlist Order Download Questions Print Exam Delete Copy Move

Add Elements To Playlist

Create Questions

Add Assets

Add Custom End Message

Add Custom Print Exam Message

Send User Completion Email

Administration

Back Submit


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Once your content is built and all desired options have been set, there are several easy ways to assign it to employees, including access codes, the training matrix, and individual, location, or role-specific permissions.

≡ Confined Space Entry and Monitor

When a confined space entry is classified as Level 2:



— A specific rescue plan and evacuation procedures must be in place

⏮ ⏪ ⏩ ⏭



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Stantec • 45 mins

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JJ Keller • 50 mins

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CSA: Know the Basics

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34-Hour Restart for Property Carrying CMV's

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\$79.95

Backing Safety Fundamentals

Thinking Driver • 30 mins

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BC Safe Driving

Canada Online Training Corporation • 210 mins

\$94.95

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Fleet Safety International • 180 mins

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JJ Keller • 90 mins

\$34.95

Commercial Driver Training Program

The SafetyNET • 900 mins

\$627.45

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Defensive Driving for Large Vehicles <small>UL Workplace Health & Safety • 60 mins</small>	\$65.95	Defensive Driving for Light & Medium Duty Vehicles <small>JJ Keller • 60 mins</small>	\$59.95
Defensive Driving for Small Vehicles <small>UL Workplace Health & Safety • 45 mins</small>	\$54.95	Defensive Driving Fundamentals <small>Thinking Driver • 90 mins</small>	\$53.95
Defensive Driving Fundamentals & Attitudes <small>Thinking Driver • 120 mins</small>	\$97.95	Delivery Driver Safety - Food Service & Distribution <small>UL Workplace Health & Safety • 45 mins</small>	\$79.95
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Journey Management <small>CayCan Safety Consulting • 30 mins</small>	\$49.95	Learner's Permit Preparation (Alberta) <small>Fleet Safety International • 90 mins</small>	\$19.95
Learner's Permit Preparation (Alberta Premium Edition) <small>Fleet Safety International • 90 mins</small>	\$24.95	Load Securement & Distribution <small>UL Workplace Health & Safety • 60 mins</small>	\$36.95
Master Driver: Air Brakes <small>JJ Keller • 45 mins</small>	\$59.95	Master Driver: Coupling & Uncoupling <small>JJ Keller • 45 mins</small>	\$59.95
Master Driver: Extreme Weather Driving <small>JJ Keller • 45 mins</small>	\$59.95	Master Driver: Fixed Object Collisions <small>JJ Keller • 45 mins</small>	\$59.95
Master Driver: Night Driving <small>JJ Keller • 45 mins</small>	\$59.95	Master Driver: Pattern Driving <small>JJ Keller • 45 mins</small>	\$59.95
Master Driver: Rear End Collisions <small>JJ Keller • 45 mins</small>	\$59.95	Master Driver: Rural Driving <small>JJ Keller • 45 mins</small>	\$59.95
Motorcoach: Defensive Driving <small>JJ Keller • 60 mins</small>	\$59.95	Motorcoach: Vehicle Inspections <small>JJ Keller • 60 mins</small>	\$59.95
North American Cargo Securement Core Program <small>Fleet Safety International • 60 mins</small>	\$34.95	North American Cargo Securement Program <small>Fleet Safety International • 60 mins</small>	\$74.95

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Powered Industrial Truck Safety Vivid Learning Systems • 25 mins	\$59.95	Professional Driver Improvement Course (PDIC) Fleet Safety International • 300 mins	\$129.95
Provincial Hours of Service (Alberta) Whistle On • 60 mins	\$99.95	Pulling Doubles JJ Keller • 60 mins	\$59.95
Right Turns-Left Turns-Intersections JJ Keller • 45 mins	\$59.95	Road Rage (UL) UL Workplace Health & Safety • 30 mins	\$49.95
Roadside Inspections: A Driver's Guide, Second Edition JJ Keller • 60 mins	\$59.95	Safe Backing & Turning UL Workplace Health & Safety • 45 mins	\$38.95
Safe Backing Procedures and Blind Spots CAE Safety Consultants Inc. • 90 mins	\$64.95	Safe Driving Behaviors for Commercial Motor Vehicles (CMVs) Vivid Learning Systems • 35 mins	\$59.95
Safe Vehicle Operations UL Workplace Health & Safety • 60 mins	\$79.95	School Bus Inspections Fleet Safety International • 40 mins	\$29.95
Servicing Tires and Rims UL Workplace Health & Safety • 15 mins	\$79.95	Shipping Biological Substances & Dry Ice by Ground (Canada) ICC Compliance Center • 60 mins	\$99.95
Shipping Biological Substances and Dry Ice by Air & Ground (Canada) ICC Compliance Center • 90 mins	\$134.95	Shipping Biological Substances and Dry Ice by Air & Ground (US) ICC Compliance Center • 180 mins	\$134.95
Shipping Dangerous Goods by Air (IATA) ICC Compliance Center • 150 mins	\$224.95	Shipping Dangerous Goods by Ground (Canada) ICC Compliance Center • 135 mins	\$39.95
Shipping Dangerous Goods by Ground: Drivers and Handlers (CA) ICC Compliance Center • 90 mins	\$39.95	Shipping Dangerous Goods by Ground: General Awareness (Canada) ICC Compliance Center • 60 mins	\$13.95
Shipping Dangerous Goods by Ground: General Awareness (US) ICC Compliance Center • 30 mins	\$53.95	Shipping Dangerous Goods by Ground: Transborder (Canada to US) ICC Compliance Center • 115 mins	\$226.95
Shipping Dangerous Goods by Ground: Transborder (US to Canada) ICC Compliance Center • 90 mins	\$226.95	Shipping Dangerous Goods by Sea (US & Canada) ICC Compliance Center • 120 mins	\$224.95
Shipping Dangerous Goods in Small Quantities by Ground & Air (Canada) ICC Compliance Center • 60 mins	\$99.95	Shipping Dangerous Goods in Small Quantities by Ground and Air (US) ICC Compliance Center • 75 mins	\$99.95
Shipping Dry Ice by Air & Ground (Canada) ICC Compliance Center • 45 mins	\$89.95	Shipping Dry Ice by Air and Ground (US) ICC Compliance Center • 35 mins	\$89.95

Shipping Hazardous Materials by Ground and Air (US) **\$248.95**

ICC Compliance Center • 215 mins

Shipping Lithium Batteries by Air **\$224.95**

ICC Compliance Center • 135 mins

Shipping Lithium Batteries by Ground & Air (US) **\$269.95**

ICC Compliance Center • 200 mins

Shipping Lithium Batteries by Ground, Air, & Sea (US) **\$350.95**

ICC Compliance Center • 230 mins

Shipping Radioactives by Air & Ground (US) **\$226.95**

ICC Compliance Center • 115 mins

Speed & Space Management **\$49.95**

JJ Keller • 30 mins

Stop Signs and Signals - Light Commercial Vehicles **\$79.95**

UL Workplace Health & Safety • 15 mins

Transportation of Dangerous Goods Canada (TDG) **\$35.95**

UL Workplace Health & Safety • 30 mins

Transportation of Dangerous Goods - TDG **\$34.95**

Stantec • 180 mins

Vehicle & Roadside Inspections **\$49.95**

UL Workplace Health & Safety • 30 mins

Vehicle Inspections: Intermodal Chassis **\$29.95**

JJ Keller • 15 mins

Vehicle Inspections: Tractor Trailers **\$49.95**

JJ Keller • 45 mins

Winter Driving **\$49.95**

Fleet Safety International • 90 mins

Shipping Hazardous Materials by Ground (US) **\$174.95**

ICC Compliance Center • 140 mins

Shipping Lithium Batteries by Ground & Air (Canada) **\$269.95**

ICC Compliance Center • 95 mins

Shipping Lithium Batteries by Ground, Air & Sea (CA) **\$350.95**

ICC Compliance Center • 175 mins

Shipping Lithium Batteries by Ground (US) **\$237.95**

ICC Compliance Center • 120 mins

Shipping Radioactives by Ground & Air (Canada) **\$227.95**

ICC Compliance Center • 120 mins

Stop Signs and Signals - Large Vehicles **\$79.95**

UL Workplace Health & Safety • 15 mins

Towing Trailers **\$79.95**

UL Workplace Health & Safety • 30 mins

Transportation of Dangerous Goods (TDG) **\$34.95**

Wheels On • 210 mins

Transportation of Dangerous Goods TDG Online **\$33.95**

Global Hazmat Inc. • 180 mins

Vehicle Inspection for Heavy Equipment **\$79.95**

UL Workplace Health & Safety • 60 mins

Vehicle Inspections: Refrigerated Trailers **\$29.95**

JJ Keller • 15 mins

Weights and Dimensions **\$49.95**

CayCan Safety Consulting • 75 mins

Winter Driving Fundamentals **\$29.95**

Thinking Driver • 30 mins



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Arc Flash Hazard Awareness 2017

A & E Training and Technical Solutions • 75 mins

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Basic Electrical Safety

The Training Network • 20 mins

\$49.95

Electrical Risk Assessment 2017

A & E Training and Technical Solutions • 270 mins

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Electrical Safety: Know Your Ground

JJ Keller • 45 mins

\$59.95

Electrical Safety Training 2017

A & E Training and Technical Solutions • 180 mins

\$89.95

Electrical Safety Training Program

A & E Training and Technical Solutions • 255 mins

\$149.95

Electrical Safety Training System (ESTS) - Electrical Workers Canada - 2015 Standard

ESPS Electrical Safety Program Solution Inc. • 360 mins

\$124.95

Electrical Safety Training System (ESTS) - Electrical Workers USA - 2015 Standard

ESPS Electrical Safety Program Solution Inc. • 240 mins

\$124.95

Electrical Safety Training System Non-Electrical Workers - 2015 Standard

ESPS Electrical Safety Program Solution Inc. • 60 mins

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UL Workplace Health & Safety • 45 mins

\$69.95

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Vivid Learning Systems • 20 mins

\$79.95

Aerial Lifts for Construction

UL Workplace Health & Safety • 30 mins

\$65.95

Agricultural Machinery Safeguarding

Canadian Agricultural Safety Association • 60 mins

\$39.95

Basic Rigger and Signalman

Hard Hat Training • 300 mins

\$99.95

Boom Truck Safety

Leavitt Machinery DBA Crane Safety • 120 mins

\$199.95

Bucket Truck - Training

Hard Hat Training • 90 mins

\$79.95

Chainsaw Safety

AMHSA • 75 mins

\$79.95

Chainsaw Safety Training

Hard Hat Training • 45 mins

\$69.95

Dump Truck Safety

Hard Hat Training • 120 mins

\$99.95

Excavator - Safety Training

Hard Hat Training • 60 mins

\$99.95

Aerial and Scissor Lifts

Hard Hat Training • 90 mins

\$99.95

Aerial Platform

Leavitt Machinery • 90 mins

\$99.95

Articulated Boom Truck (Knuckle Boom)

Hard Hat Training • 90 mins

\$99.95

Boom Truck Awareness

Hard Hat Training • 90 mins

\$99.95

Bucket Rescues

Vivid Learning Systems • 30 mins

\$59.95

Canadian Welding Red Seal Self-Assessment

CPI Training • 90 mins

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Chainsaw Safety (OSHA)

Hard Hat Training • 45 mins

\$69.95

Cranes, Derricks, Hoists, Elevators, and Conveyors for Construction

JJ Keller • 60 mins

\$59.95

Excavator Operation and Safety

Hard Hat Training • 60 mins

\$99.95

Fire Extinguisher Use

JJ Keller • 45 mins

\$49.95



Forklift Fundamentals

Vivid Learning Systems • 30 mins

\$59.95

Forklift Operator Safety

JJ Keller • 90 mins

\$79.95

Forklift Training (Counterbalanced)

Leavitt Machinery • 150 mins

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Forklift Workshop for Construction

JJ Keller • 60 mins

\$49.95

Forklifts: Advanced Hazard Awareness

JJ Keller • 30 mins

\$49.95

Front End Loader Operation and Safety

Hard Hat Training • 90 mins

\$99.95

Hand & Power Tools For Construction

JJ Keller • 45 mins

\$49.95

Hydraulic Safety: Exposure Level

International Hydraulic Safety Authority • 270 mins

\$99.95

Hydraulic Safety: High Risk Maintenance Level

International Hydraulic Safety Authority • 700 mins

\$149.95

Hydraulic Safety in Construction

International Hydraulic Safety Authority • 300 mins

\$99.95

Ladder Safety

Vivid Learning Systems • 45 mins

\$59.95

Ladder Safety for General Industry

JJ Keller • 45 mins

\$49.95

Ladder Safety Online

Hard Hat Training • 120 mins

\$34.95

Ladder Safety (UL)

UL Workplace Health & Safety • 45 mins

\$79.95

Lattice Boom/Crawler Crane

Hard Hat Training • 90 mins

\$99.95

Lattice Boom/Crawler Crane - Operator Safety Training

Hard Hat Training • 90 mins

\$99.95

Loader Backhoe Operation and Safety

Hard Hat Training • 60 mins

\$99.95

Loader Backhoe - Safety Training

Hard Hat Training • 60 mins

\$99.95

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The MARCOM Group Ltd. • 30 mins

\$49.95

Machine Guarding

Vivid Learning Systems • 25 mins

\$59.95

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Chainsaw Courses:

- Chainsaw Safety Level 1 - Awareness (also available online)
- Chainsaw Safety Level 2 - Bucker
- Chainsaw Safety Level 3 - Feller
- Chainsaw Safety Level 4 - Hazardous Tree Identification and Removal
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- Clearing Saw Proficiency

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Overhead Crane Awareness Hard Hat Training • 90 mins	\$99.95
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Pedestal Mounted Cranes Hard Hat Training • 90 mins	\$99.95
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Portable Grinders and Abrasive Wheels The Training Network • 20 mins	\$49.95
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Radiofrequency Training UL Workplace Health & Safety • 90 mins	\$69.95
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Rigging Knowledge Verification Cranemasters Overhead Crane Consulting Inc. • 60 mins	\$49.95
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Safety Showers and Eye Washes JJ Keller • 45 mins	\$49.95
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Scaffolding Hard Hat Training • 45 mins	\$99.95
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Scaffolds for Construction JJ Keller • 60 mins	\$49.95
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Sit-Down Forklifts Hard Hat Training • 90 mins	\$99.95
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Skid Steer Loader Operation and Safety Hard Hat Training • 90 mins	\$99.95
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Skid Steer Safety The Training Network • 20 mins	\$49.95
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Stand-Up Forklifts Hard Hat Training • 90 mins	\$99.95
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Telehandler (Variable Reach Forklift) Leavitt Machinery • 60 mins	\$99.95
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Using Eyewashes & Emergency Showers UL Workplace Health & Safety • 30 mins	\$49.95
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Overhead and Gantry Crane Safety Vivid Learning Systems • 30 mins	\$59.95
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Overhead Cranes Leavitt Machinery DBA Crane Safety • 60 mins	\$199.95
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Portable Fire Extinguisher Safety Vivid Learning Systems • 20 mins	\$59.95
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Radio Communications Vivid Learning Systems • 20 mins	\$59.95
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Rigging and Slings Safety Leavitt Machinery DBA Crane Safety • 270 mins	\$199.95
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Rough Terrain Cranes Hard Hat Training • 90 mins	\$99.95
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Scaffold Safety Vivid Learning Systems • 35 mins	\$59.95
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Scaffolding - Safety Training Hard Hat Training • 45 mins	\$99.95
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Scissor Lifts in Industrial and Construction Environments JJ Keller • 60 mins	\$79.95
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Skid Steer Loader Leavitt Machinery • 80 mins	\$99.95
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Skid Steer Loader - Safety Training Hard Hat Training • 60 mins	\$99.95
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Stairways and Ladders for Construction JJ Keller • 45 mins	\$49.95
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Suspended Scaffolding Safety JJ Keller • 45 mins	\$49.95
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Telescopic Handlers Hard Hat Training • 90 mins	\$99.95
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Vehicle Mounted Aerial Lift (Bucket Trucks) Hard Hat Training • 90 mins	\$99.95
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SAFETY AND AWARENESS

Accident/Incident Investigation <small>AMHSA • 180 mins</small>	\$44.95	AED/CPR Awareness Course <small>Rescue 7 • 60 mins</small>	\$39.95
Air Emissions Management <small>Vivid Learning Systems • 35 mins</small>	\$59.95	Asbestos Awareness <small>The MARCOM Group Ltd. • 45 mins</small>	\$49.95
Asbestos Awareness (Four-Part) <small>UL Workplace Health & Safety • 120 mins</small>	\$289.80	Asbestos Awareness (JJ Keller) <small>JJ Keller • 45 mins</small>	\$49.95
Asbestos Hazard Awareness <small>Vivid Learning Systems • 30 mins</small>	\$59.95	Back Safety <small>The MARCOM Group Ltd. • 30 mins</small>	\$49.95
Back Safety Basics <small>The Training Network • 20 mins</small>	\$49.95	Battery Safety for Telecommunications <small>UL Workplace Health & Safety • 45 mins</small>	\$69.95
Bear Awareness <small>HSE Integrated • 60 mins</small>	\$39.95	Bear Awareness Online <small>Safety Health Publishing Inc • 60 mins</small>	\$34.95
Bloodborne Pathogens <small>Vivid Learning Systems • 45 mins</small>	\$59.95	Bloodborne Pathogens (BBP) - Worker Safety Course Online <small>Hard Hat Training • 120 mins</small>	\$34.95
Bloodborne Pathogens: Exposure in the Workplace <small>The MARCOM Group Ltd. • 45 mins</small>	\$49.95	Canada Labour Code - Part II <small>CLAC • 30 mins</small>	\$79.95
Cardiopulmonary Resuscitation (CPR) <small>Vivid Learning Systems • 25 mins</small>	\$59.95	Caught-In or -Between Hazards in Construction <small>JJ Keller • 45 mins</small>	\$49.95
Chemical Safety <small>Vivid Learning Systems • 45 mins</small>	\$59.95	Chlorine Safety <small>Vivid Learning Systems • 25 mins</small>	\$59.95

Cold Stress JJ Keller • 30 mins	\$59.95
Cold Stress Training Vivid Learning Systems • 25 mins	\$59.95
Compressed Gas Cylinders The MARCOM Group Ltd. • 30 mins	\$49.95
Confined Space Awareness for Entrants & Monitors Tatunga Consulting • 120 mins	\$69.95
Confined Space Entry and Monitor Asbec Safety Inc. • 120 mins	\$99.95
Confined Space Hazards International UL Workplace Health & Safety • 45 mins	\$43.95
Confined Spaces: Entry Team Training - Construction Activities JJ Keller • 45 mins	\$59.95
Crystalline Silica Awareness UL Workplace Health & Safety • 30 mins	\$69.95
Dog Bite Prevention AMBSA • 90 mins	\$39.95
DOT Hazmat General Awareness JJ Keller • 60 mins	\$49.95
Dust Mask - Voluntary Use Guidelines UL Workplace Health & Safety • 30 mins	\$79.95
Emergency First Aid (IPSR) Inter Provincial Safety Resources • 150 mins	\$134.95
Emergency Planning ICC Compliance Center • 45 mins	\$29.95
Emergency Procedures Vivid Learning Systems • 50 mins	\$59.95
Environmental Training for Pipelines Program Roundhouse Environmental Management • 120 mins	\$79.95
Excavation, Trenching, and Shoring Safety Vivid Learning Systems • 20 mins	\$59.95

Cold Stress Awareness UL Workplace Health & Safety • 30 mins	\$65.95
Compressed Gas Cylinder Safety UL Workplace Health & Safety • 45 mins	\$79.95
Confined Space Awareness & Rescue Hard Hat Training • 120 mins	\$99.95
Confined Space Entry Safety Coordination Services • 150 mins	\$89.95
Confined Space Hazards Canada UL Workplace Health & Safety • 45 mins	\$79.95
Confined Spaces: Dangerous Places JJ Keller • 45 mins	\$59.95
Criticality Safety Vivid Learning Systems • 10 mins	\$59.95
Dairy Worker Safety Orientation Series Canadian Agricultural Safety Association • 180 mins	\$129.95
Dog Bite Safety Bullseye Enterprises • 60 mins	\$69.95
Drone Safety Precision Aerial • 45 mins	\$44.95
Electrocution Awareness for Construction JJ Keller • 60 mins	\$49.95
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Environmental Management Vivid Learning Systems • 20 mins	\$59.95
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Fall Prevention for Construction JJ Keller • 60 mins	\$49.95	Fall Protection Alberta BC Safety • 180 mins	\$99.95
Fall Protection Awareness Online Alberta BC Safety • 90 mins	\$49.95	Fall Protection (OSHA) Hard Hat Training • 180 mins	\$79.95
Fall Protection Training AAE Safety Training Inc • 180 mins	\$78.95	Fire Prevention and Response JJ Keller • 60 mins	\$59.95
Fire Safety Awareness Vivid Learning Systems • 30 mins	\$59.95	Firefighting & Fire Extinguisher Safety Astec Safety Inc. • 90 mins	\$79.95
First Aid Awareness Inter Provincial Safety Resources • 60 mins	\$39.95	First Aid Basics Online JJ Keller • 60 mins	\$49.95
First Aid Interactive Refresher Safety On Site First Aid • 45 mins	\$29.95	Flammable Liquid Safety Vivid Learning Systems • 40 mins	\$59.95
Fluid Injection Awareness International Hydraulic Safety Authority • 60 mins	\$69.95	Food Safety Basics Canadian Food Safety Group • 300 mins	\$39.95
Formal Workplace Inspections AMHSA • 90 mins	\$44.95	Formaldehyde Safety Vivid Learning Systems • 30 mins	\$59.95
Gas Detection Safety Man Canada Ltd. • 120 mins	\$99.95	GHS and WHMIS 2015 AAE Safety Training Inc • 60 mins	\$24.95
GHS Awareness ICC Compliance Center • 90 mins	\$19.95	GHS Awareness with Self-Teach Book ICC Compliance Center • 90 mins	\$59.95
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Ground Disturbance Awareness Online Astec Safety Inc. • 150 mins	\$49.95	Ground Disturbance for Supervisors 201 Astec Safety Inc. • 350 mins	\$94.95
H₂S AAE Safety Training Inc • 120 mins	\$99.95	Hand Safety Vivid Learning Systems • 25 mins	\$59.95
Hand, Wrist, and Finger Safety JJ Keller • 45 mins	\$49.95	Hazard Assessment The SafetyNET • 75 mins	\$49.95
Hazard Communication UJL Workplace Health & Safety • 45 mins	\$65.95	Hazard Communication Awareness Vivid Learning Systems • 60 mins	\$59.95
Hazard Communication in Construction Environments The MARCOM Group Ltd. • 45 mins	\$49.95	Hazard Communication - Safety Data Sheets UJL Workplace Health & Safety • 60 mins	\$79.95



Hazard Identification, Assessment, and Control AMHSA • 120 mins	\$44.95	Hazardous Waste Management Vivid Learning Systems • 65 mins	\$59.95
Hazcom: What You Need to Know JJ Keller • 90 mins	\$29.95	Hazmat Endorsement Practice Test JJ Keller • 40 mins	\$59.95
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HAZWOPER Refresher eTraining, Inc. • 480 mins	\$49.95	Head, Eye, & Face Protection: PPE Workplace Safety JJ Keller • 15 mins	\$49.95
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Indoor Air Quality Awareness Vivid Learning Systems • 30 mins	\$59.95	Industrial Ergonomics JJ Keller • 45 mins	\$49.95
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Joint Health and Safety Committees Awareness AMHSA • 60 mins	\$39.95	Joint Health and Safety Committees (JHSC) Leavitt Machinery • 60 mins	\$79.95
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Lockout/Tagout: Put a Lock on Hazardous Energy The MARCOM Group Ltd. • 45 mins	\$59.95	Material Handling, Storage, Use, & Disposal for Construction JJ Keller • 60 mins	\$49.95
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Office Safety: It's Not Magic The Training Network • 15 mins	\$49.95	OSHA Personal Protective Equipment (PPE) ICC Compliance Center • 30 mins	\$29.95
Overexertion Injury Prevention The Training Network • 20 mins	\$49.95	Personal Protective Equipment: Safe at Work The MARCOM Group Ltd. • 30 mins	\$49.95
Pool Safety AMHSA • 120 mins	\$39.95	Preventing Back Injury UL Workplace Health & Safety • 45 mins	\$79.95
Preventing Injuries: Avoiding Sprains & Strains EWI Works • 45 mins	\$49.95	Preventing Slips, Trips, and Falls - Global UL Workplace Health & Safety • 30 mins	\$65.95
Propane Handling & Exchange HRS Group Inc. • 75 mins	\$43.95	Respiratory Protection JJ Keller • 60 mins	\$49.95
Respiratory Protection: PPE Workplace Safety JJ Keller • 75 mins	\$49.95	Safety Audits Vivid Learning Systems • 25 mins	\$59.95



Safety Construction Orientation Training (SCOT) Saskatchewan Construction Safety Association • 120 mins	\$49.95	Safety Everywhere: Carbon Monoxide UL Workplace Health & Safety • 15 mins	\$79.95
Safety Everywhere: Dealing With Heat UL Workplace Health & Safety • 15 mins	\$79.95	Safety Everywhere: Fire Safety UL Workplace Health & Safety • 15 mins	\$79.95
Safety Everywhere: Staying Safe on Two Wheels UL Workplace Health & Safety • 15 mins	\$79.95	Safety: It's Your Responsibility The Training Network • 20 mins	\$49.95
Safety Knowledge Evaluation (SKE) The SafetyNET • 45 mins	FREE	Safety Moments Safety Moments • 60 mins	\$79.95
Safety Orientation JJ Keller • 45 mins	\$49.95	School Safety The Training Network • 20 mins	\$49.95
Seasonal Agricultural Workers Health and Safety Orientation Canadian Agricultural Safety Association • 120 mins	\$39.95	Security Awareness 49 CFR ICC Compliance Center • 15 mins	\$11.95
Slips and Trips: Workplace Safety JJ Keller • 30 mins	\$59.95	Slips, Trips, & Falls: Hazard Perception Challenge JJ Keller • 45 mins	\$59.95
Slips, Trips and Falls Vivid Learning Systems • 45 mins	\$59.95	Slips, Trips and Falls in Construction Environments The MARCOM Group Ltd. • 30 mins	\$59.95
Spill Prevention, Control, and Countermeasure Plans Vivid Learning Systems • 25 mins	\$59.95	Standard First Aid Inter Provincial Safety Resources • 360 mins	\$184.95
Standard First Aid Recertification Inter Provincial Safety Resources • 120 mins	\$159.95	Standard First Aid Theory Rescue 7 • 480 mins	\$129.95
Stormwater Management Vivid Learning Systems • 25 mins	\$59.95	Struck-By Hazards in Construction JJ Keller • 60 mins	\$49.95
Traffic Control Persons for Construction HRS Group Inc. • 45 mins	\$59.95	Trench Safety Hard Hat Training • 60 mins	\$99.95
Walking-Working Surfaces ICC Compliance Center • 30 mins	\$29.95	Wastewater and Stormwater Management Vivid Learning Systems • 35 mins	\$59.95
Welding Safety JJ Keller • 45 mins	\$49.95	What If? Mentality UL Workplace Health & Safety • 25 mins	\$79.95
WHMIS + WHMIS 2015 SDI Group • 90 mins	\$29.95	WHMIS 1988 (before GHS) Global Hazmat Inc. • 90 mins	\$27.95
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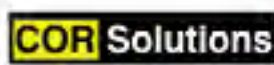
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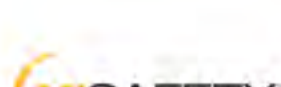
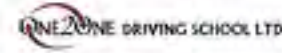
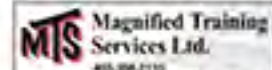
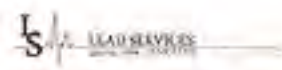


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