

April 2015

Health and Safety Training

New Legislation

Bill 18 Facts

In November 2014, the Ontario government created Bill 18, an Act to amend various statutes with respect to employment and labour law. The '**Stronger Workplaces for Stronger Economy**' Act amended the Occupational Health and Safety Act by creating a new definition of worker under the Act. The new definition now includes:

- A person who performs work or supplies services for no monetary compensation under a program approved by a college of applied arts and technology, university or other post-secondary institution.
- Such other persons as may be prescribed who perform work or supply services to an employer for no monetary compensation

Questions?

UOIT Health and Safety at:
Ext. 2140 or 6521

Email:
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University of Ontario Institute of Technology

HEALTH AND SAFETY BULLETIN

Health and Safety Training Requirements

Last year, the mandatory [Occupational Health and Safety Awareness Training Regulation](#) (O. Reg. 297/13) under the Occupational Health and Safety Act (OHSA) came into force. At that time, the university implemented the basic health and safety awareness training modules for all workers on our campus.

The university conducted a mini enforcement blitz throughout the year to reach greater than 90% compliance for all existing full time employees. Part-time and/or sessional employees are also required to complete this training program and should be allotted approximately 45 minutes to view the training presentation. At this time, we would like to remind all departments and faculties that this training must be completed by all workers and that anyone new to our institution should be directed to the training modules found on the [health and safety website](#):

- [Health and Safety Orientation for Supervisors](#) (for anyone who has an employee reporting to them)
- [Health and Safety Orientation for Workers](#) (for all workers who do not have an employee reporting to them)



Implications of Bill 18

The new definition of a worker under the Act requires employers to now provide the education/training necessary for individuals on unpaid work related placement. This includes worker and/or supervisor health and safety awareness, as well as workplace violence and harassment prevention training and WHMIS. Examples of these types of workers include unpaid work placement students, interns, co-op students and volunteers. UOIT students being sent out on any type of unpaid work placement, or students being received on unpaid work placements at UOIT must be made aware of these new requirements and their rights under OHSA.



MOL Resources:

Additional training program tools:

<http://www.labour.gov.on.ca/english/hs/training/index.php>

What safety training is mandatory for all Ontario workers?

- Health and Safety Awareness
- WHMIS
- Workplace Violence and Harassment
- Specific training dependent on a worker likely to be exposed to a hazardous material or physical agent