## Index

**NOTE:** References are to section numbers.

## ABUSE OF PROCESS, 11:4300. See also PROSECUTIONS

Charter, 11:4340, 11:4380 collection of a civil debt, 11:4353 costs, 11:4380 Crown misconduct, 11:4356, 11:4357, 11:4360 fraud and falsifying documents, 11:4352 government investigation of an offence, 11:4351 jurisdiction, 11:4320 legal test, 11:4310 necessity of Crown misconduct, 11:4360 non-disclosure by Crown, 11:4330, 11:4380 oppressively selective prosecution, 11:4355 political interference, 11:4357 prejudice to the right of full answer and defence, 11:4356 proof, burden and onus of, 11:4330 punishing accused for exercising rights, 11:4354 remedies, 11:4340, 11:4380 rationale for, 11:4380 undertaking not to prosecute, 11:4352 unreasonable delay, 11:4370

## ACCIDENT PREVENTION

limits of Ontario health and safety law, 1:7300

## ACCIDENTS

causes of accident loss, 13:2140, 13:3600 accident investigation and, 13:3600 lack of managerial control, 13:2150, 13:3600 critical injury notice requirements, 8:2000, 8:2100, 8:2200, 8:2300, 8:2400, 8:3100 definition accident, 13:2120 loss, 13:2120 incident to major loss ratio, 13:2130 investigation by certified member, 3:3210

**ACCIDENTS** — continued investigation — continued by — continued health and safety representative, 3:2200 joint health and safety committee, 3:3300 worker member of health and safety committee, 3:3800 process, 13:3600 program, 13:3600 job hazard analysis, 13:2342 jurisdiction, 2:3200 loss, definition of, 13:2120 material handling, 13:3400 non-critical injury notice requirements, 8:4000, 8:4100, 8:4200, 8:4300, 8:4400 notice of. See NOTICE preservation of accident scene, 3:2200, 8:2100, 8:3100, 9:2400, 9:3222 prevention of -E.P.R. power of inspectors, 10:7700 fire loss prevention, 13:3310 application of Fire Code, 10:7912 job safety analysis, 13:3200 limits of Ontario health and safety law, 1:7300 violence prevention, 13:3320 professional engineers and, 8:3200 reporting and investigation program, 13:3600 responses engineer's written opinion, 8:3200 preservation of wreckage, 8:2100, 8:3100, 9:2400, 9:3222

## ADJUDICATION

arbitration, vs., 7:5100 on appeal from inspector's order. *See* ORDERS

#### AGE OF WORKERS. See MINIMUM AGE FOR WORKERS

AGENT, PHYSICAL, BIOLOGICAL OR CHEMICAL. See also DESIGNATED SUBSTANCES designated substances, 5:5000 control programs for, 5:5300 publication of notice to designate, 5:5100 regulations — Designated Substance — Asbestos on Construction Projects and in Buildings and Repair Operations, R.R.O. 1990, Reg. 838, 5:5204, 10:7909 Designated Substances, O. Reg. 490/10, 5:5200 to 5:5203, 5:5205 to 5:5212 regulatory powers over, 5:2000 field visits by Ministry of Labour, 5:4000 generic hazardous substances regulation, 5:6000 exceptions to application, 5:6200

## AGENT, PHYSICAL, BIOLOGICAL OR CHEMICAL - continued

generic hazardous substances regulation - continued medical test requirements, 5:6400 nature, 5:6100 inventory of agents, 5:4000, 5:6100 new biological or chemical agents ---defined, 5:4000 notice to Director, 5:2000, 5:4000 trade secrets and, 5:4000 power of Director re, 5:2000, 5:4000 orders respecting appeal from, 5:3200 contents of, 5:3100 factors considered, 5:3100 posting of, 5:2000 time-weighted average exposure value, 5:5200, 5:6300 toxic substances, 5:1000, 5:2000 WHMIS legislation and, 5:4000

#### AIR QUALITY, 10:4700

## ALCOHOL AND DRUGS, 15:1000 alcohol and drug policies, 15:3000 contents of an alcohol and drug policy, 15:3200 how to develop an alcohol and drug policy, 15:3100 legal issues confronting alcohol and drug policies, 15:3300 alcohol and drug testing, 15:4000 certification testing and post-reinstatement testing, 15:4130, 15:5400 post-incident and reasonable cause, 15:4120, 15:5200, 15:5300 pre-access testing, 15:4260, 15:5500 pre-employment and random drug testing, 15:4150, 15:4240, 15:4250, 15:5100, 15:5500 conclusion, 15:7000 cost of workplace alcohol and drug use, 15:2300 executive summary, 15:1000 human rights. See also alcohol and drug testing, supra casual user, 15:4240, 15:4250 cross-border transportation, 15:4270 mandatory disclosure, reassignment and reinstatement, 15:4140 non-union workplace, 15:4000 post-incident testing, 15:4260 pre-access testing, 15:4260, 15:5500 random alcohol testing, 15:4110, 15:4220, 15:5500 random drug testing, 15:4210, 15:4220, 15:4230, 15:5500 unionized workplace, 15:5000 last chance agreements and duty to accommodate, 15:6000 physical effects, 15:2200 preventing and managing the problem, 15:3000 problem of alcohol and drugs in the workplace, 15:2000 psychological effects, 15:2200

## ALCOHOL AND DRUGS — continued

statistics, 15:2100

## AMBULANCE

air ambulance, 2:3100, 2:4800 Ambulance Act, R.S.O. 1990, c. A.19, 10:7917 equipment, 10:7917 prosecution, 2:3100 workers' uniforms, 10:7918

#### AMERICAN HEALTH AND SAFETY LAW

history of, 1:2000 overview of legislative scheme, 1:7400

## APPEAL

expert evidence on appeal, 11:6100-11:6252 fresh evidence on appeal, 11:6600 from inspector's orders. *See* ORDERS from Ministry of Labour decision re toxic substances, 5:4000 from trial decision. *See* PROSECUTIONS leave to appeal, 11:3500 taking a view, 10:3710

#### ARBITRATION

adjudication, vs., 7:5100 payment of refusing worker, 7:3800 safety-related grievances, 7:6600

## ARCHITECTS

Architects Act, R.S.O. 1990, c. A.26, 4:8210 definition, 4:8210 duties, 4:8230

ASBESTOS, 5:5203, 5:5204, 10:7909. See also DESIGNATED SUBSTANCES.

AUDITS, 13:3200

## BILATERAL WORK STOPPAGES. See WORK STOPPAGE

**BIOLOGICAL AGENT**. See AGENT, PHYSICAL, BIOLOGICAL OR CHEMICAL

## CANADIAN CHARTER OF RIGHTS AND FREEDOMS

abuse of process, 11:4340 application coroner's investigations and inquests, 12:7310, 12:7320, 12:7330, 12:7340 corporations, 11:4230 health and safety offences, 11:4220 costs, 11:4380

**CANADIAN CHARTER OF RIGHTS AND FREEDOMS** — continued Crown disclosure, 11:3180, 11:3182 costs on successful motion to disclose, 11:3181 preservation of evidence, 11:3182 economic prejudice, 11:4230 evidence conscriptive, 11:5222 derivative, 12:7340 used for credibility, 12:7330 incrimination, 12:7320 exclusion of evidence, 11:3244 fair treatment of individuals and corporations, 11:4000 freedom from unreasonable search and seizure, 9:3100, 11:3252, 11:3253 full answer and defence, 11:3180 fundamental justice, 4:3100, 11:4300 informed of the specific offence, 11:3170 inspector's duty under, 7:3500 particulars of the charge, 11:3170 presumption of innocence, 8:3200, 11:3150, 11:3160, 11:5223 reasonable expectation of privacy, 11:3251, 11:3255, 11:4230 remedies, 11:3181, 11:3244, 11:3256, 11:4260 right against self-incrimination, 8:3200, 11:3200 right to remain silent, 11:3234 right to retain and instruct legal counsel, 11:3241, 11:3243 waiver of right, 11:3243 search and seizure, 9:1000, 9:3100, 10:3710, 11:3251, 11:3252, 11:3253, 11:3254, 11:3255 trial within a reasonable period of time, 11:4210, 11:4230 unreasonable delay appellate delay, 11:4270 application to O.H.S.A. offences, 11:4220 constitutional rights and, 11:4210 continuing, 11:4270 corporate defendants, 11:4210, 11:4230 "irremediably prejudiced", 11:4230 partnership businesses, 11:4230 post-charge delay, 11:4250 pre-charge delay, 11:4240 remedies for, 11:4230, 11:4260 **CERTIFIED MEMBERS.** See also JOINT HEALTH AND SAFETY COMMITTEES; WORK STOPPAGE

authority, 13:5300 certification — Chief Prevention Officer and, 3:3210 committees, 3:3210 decertification, 13:5400 defined, 3:3210, 13:5100 duties, 3:3210, 10:7915

## **CERTIFIED MEMBERS** — continued

immunity from liability, 13:5500
selection of, 3:3210
standards for, 13:5200
training —

Part 1, Basic Certification Training, 13:5200
Part 2, workplace-specific hazard training, 13:5200
providers, 7:3800, 13:5200
work refusal, 3:3210, 10:7915
work stoppage, 7:7000, 7:7100, 7:7110, 7:7120, 7:7130, 7:7150, 7:7200, 7:7230, 7:7250, 7:7260, 7:7280

# CHARTER OF RIGHTS AND FREEDOMS. See CANADIAN CHARTER OF RIGHTS AND FREEDOMS

#### CHEMICAL AGENT. See AGENT, PHYSICAL, BIOLOGICAL OR CHEMICAL

## **CHIEF PREVENTION OFFICER**

legal liability, 13:5500 mandate of, 13:6000 certification of joint health and safety committee members, 13:5100 certified member training, authority to establish, 3:3210 Part 1, basic certification training, 3:3210, 13:5200 Part 2, workplace-specific hazard training, 3:3210, 13:5200

#### **CODES OF PRACTICE**, 4:9200

American Conference of Government Industrial Hygienists, 5:6100 Canadian Standards Association, 1:7100, 4:7100, 10:7910 duty to comply with technical standards, 1:7100 enforcement, 11:1000 legal equivalency and, 4:9200 standards associations, 1:7100

## COMMITTEE. See JOINT HEALTH AND SAFETY COMMITTEES

#### **CONFIDENTIAL INFORMATION**

disclosure in medical emergencies, 6:4900 non-disclosure rule, 3:2200 WHMIS and, 6:4800, 6:4900

### **CONSTITUTION ACT, 1982**

collateral use of evidence, 12:7200 compellability of inspectors, 9:3300 coroner's counsel, 12:4520 discretionary investigations and inquests, 12:3000, 12:3100, 12:3200, 12:3300, 12:3400, 12:4200 guidelines for exercising discretion, 12:4200 evidence, 12:3300, 12:4530 health and safety implications, 12:5000

## CONSTITUTION ACT, 1982 — continued

jury's recommendations, 12:4600 mandatory investigations and inquests, 12:3000, 12:3100, 12:3200, 12:3300, 12:3400 purpose of investigations and inquests, 12:1000, 12:4100, 12:4500 standing at inquests, 12:4400 trial within reasonable time, right to, 12:4210

#### CONSTITUTIONAL JURISDICTION, 2:3200, 10:7210

#### CONSTRUCTION PROJECTS, 1:6000, 2:4200, 8:2200

#### CONSTRUCTOR

defined, 4:2100, 10:7902 designated substances, 4:2500, 4:6610 diving operations, 4:2400 duty to comply with O.H.S.A. and regulations, 4:2600 filing notice of project, 4:2300 health and safety representative, 3:2100 joint health and safety committee, 3:3100 owner as, 4:2100, 4:2200 project responsibility, 4:2200

#### CORONER. See also CORONER'S INQUEST

appointment of, 12:2100 chief coroner, 12:2200 coroner's counsel, 12:4520 coroner's system, 12:1000 deputy chief coroner, 12:2200

## CORONER'S INQUEST

brief. 12:4400 cause of death, 12:3100 Chief Coroner's Rules of Procedure, 12:4300 common law jurisdiction repealed, 12:4200 compellability of inspectors, 9:3300 coroner appointment of, 12:2100 charge to jury, 12:4560 chief coroner, 12:2200 determines issues, 12:4400 discretion, 12:4200, 12:4400, 12:6300 jurisdiction, 12:6300 motions before, 12:4540 power to seize evidence, 12:3300 role in inquest, 12:4500, 12:4510 coroner's counsel, 12:4510, 12:4520 credibility of witnesses, 12:7330 disclosure of information, 12:4400 coroner's discretion, 12:6300 evidence ---

IN-7

## **CORONER'S INQUEST** — continued

evidence — continued admissibility, 12:4530 cross-examination, 12:4100 jurisdictional error, and, 12:6300 persons with standing, proposed by, 12:4550 power to seize, 12:3300 rules of, 12:4530 transcript of, 12:4530 use of in subsequent proceeding, 12:3300, 12:7100, 12:7200 certiorari, 12:3300 Charter analysis, 12:7310, 12:7320, 12:7330, 12:7340 prohibition, 12:3300 purpose ---credibility, 12:7330 derivative purposes, 12:7340 incrimination, 12:7320 witnesses, 12:4530 grounds for holding, 12:4200 appeal of decision not to hold inquest, 12:4200 health and safety law implications, 12:5000 inquisitorial, 12:4500 inspector's role, 9:3300 judicial review of, 12:6000 adjournment of inquest, 12:6300 excess of statutory jurisdiction, 12:6300 Judicial Review Procedure Act, 12:6000 natural justice, 12:6100 reasonable apprehension of bias, 12:6200 jury selection, 12:4400 media and, 12:4700 motions at, 12:4540 natural justice and, 12:6100 preparation for, 12:4400 procedure at, 12:4500 adjournments, 12:6300 evidence, 12:4530 final argument, 12:4560 jury selection, 12:4400 opening, 12:4500 role of coroner, 12:4510 coroner's counsel, 12:4520 verdict, 12:4600 protection against self-incrimination, 12:4510 public and, 12:4700 purpose and function, 12:2000, 12:4100 regional coroner's review, 12:4200 rules of procedure, 12:4300 seizure of evidence, 12:3300

#### **CORONER'S INQUEST** — continued

standing, 12:4400 verdict, 12:4600

## CORONER'S INVESTIGATION

initial investigation, 12:3100 police role, 12:3200 power to seize evidence, 12:3300 unreasonable seizures, 12:3300 use of evidence in other proceedings, 12:3300 results of, 12:3400

## **CORRECTIONS WORKERS**

protection under s. 43, 7:2210, 7:2220 right to refuse unsafe work, 7:2210, 7:2220 staff shortages, 7:2220, 10:7907

## **CRIMINAL CODE**

Bill C-45 amendments to, 1:7500 criminal negligence, 1:7500 corporate liability, 1:7500 first conviction under, 1:7510 individual liability, 1:7500

**CROWN**. See PROSECUTIONS

## DEFINITIONS

architect, 4:8210 autrefois acquit, 11:4400 autrefois convict, 11:4400 certified member, 3:3210, 13:5100 competent person, 4:3400, 10:7902 construction, 2:4200 constructor, 4:2100, 8:4200, 10:7902 critical injury, 8:2000 dangerous circumstances, 7:7120, 7:7240 de minimis non curat lex, 11:5350 detention. 11:3242 director, 4:8320 diving operation, 2:4500 employer, 4:3100, 10:7902 enclosed public place, 14:3100 enclosed workplace, 14:3100 farming operation, 2:3400 fear of prejudice, 11:3234 fire chief, 4:8310 health record, 10:7902 hope of advantage, 11:3234 impractical, 10:7902 in the charge of, 10:7902

IN--9

## **DEFINITIONS** — continued

industrial establishment, 2:4100 injured. 8:4000 inspector, 9:2100 issue estoppel, 11:4400 justice, 11:3140 licensee, 4:8110 likely to endanger, 7:3100, 7:3500, 10:7902 mine, 2:4300 mining plant, 2:4300 normally heated, 10:7902 officer, 4:8310 owner, 4:6100 person, 10:7902, 11:4230 person in authority, 11:3231 private residence, 2:3300 professional engineer, 4:8220 project, 2:4200 readily available, 10:7902 reasonable expectation of privacy, 11:3251 reasonable grounds to believe, 7:3400 reasonable precautions, 10:7700 regulatory requirement, 4:9200 res judicata, 11:4400 rig, 2:4800 seizure, 11:3251 servant, 2:3300 supervisor, 4:4100, 10:7902 supplier, 4:7100 conditional sales agreement and, 4:7100 voluntariness, 11:3234 window cleaning, 2:4600 workplace, 10:7902 workplace harassment, 16:1000 workplace violence, 16:1100

# **DESIGNATED SMOKING AREAS.** See WORKPLACE SMOKING RESTRICTIONS — designated smoking areas

DESIGNATED SUBSTANCES. See also AGENT, PHYSICAL, BIOLOGICAL OR CHEMICAL assessment of new biological or chemical agents, 5:4000 constructor's responsibilities re, 4:2500, 4:6610 control programs for, 5:5200, 5:5300 designated substances regulations, 5:5200, 5:5201, 5:5202, 5:5203, 5:5204, 5:5205, 5:5206, 5:5207, 5:5208, 5:5209, 5:5210, 5:5211, 5:5212 asbestos on construction, 5:5204, 10:7909 designated substances, 5:5200 to 5:5203, 5:5205 to 5:5212 director's orders re, 5:2000 appeal of, 5:3200

#### **DESIGNATED SUBSTANCES** — continued

director's orders re — *continued* contents of, 5:3100 when issued, 5:2000 generic hazardous substances regulation, 5:6100 exceptions to application of, 5:6200 exposure protection, 5:6300 medical tests requirement, 5:6400

#### DETENTION

Charter, s. 10(b) and, 11:3241 definition, 11:3242 right of detainee to retain and instruct legal counsel without delay, 11:3243

## DIRECTOR

notice to, re death or critical injury, 8:2000 new biological or chemical agents, 5:4000 non-critical injury, 8:4000 occupational illness, 8:5000 power to designate part of project, 4:2300 role of, 9:2200

## DISCIPLINE OF WORKERS

Bill 70, 13:4200 Bill 208, 13:4140 criteria for, 13:4200, 13:4300 health and safety policy as guide, 13:3100 health and safety rules, to enforce, 13:4140 internal responsibility system, to enhance, 13:4110 joint health and safety committee accident investigation report, consideration in disciplinary proceedings, 3:3300 Ministry of Labour failure to enforce worker duties, 13:4120 negligent performance of duties, 13:4130 non-union employee discipline, 13:4300 penalties, 13:4200, 13:4300 appeal of, 7:3100, 7:6400 union employee discipline, 13:4200

## DISCLOSURE. See PROSECUTIONS - disclosure

## **DIVING OPERATIONS**, 2:4500, 4:2400

## DUE DILIGENCE. See PROSECUTIONS — defences — due diligence

## DUTIES OF

architect, 4:8230 constructor, 4:2200, 4:2300, 4:2400, 4:2500 director of corporation, 4:8330, 4:8340, 4:8350

## **DUTIES OF** — continued

employer, 4:3200, 4:3310, 4:3320, 4:3330, 4:3400, 4:3500, 4:3610, 4:3620, 4:3630, 4:3640, 4:3700, 4:3800, 4:3900, 9:4100, 11:5222 engineer, 4:8230 licensee, 4:8120, 4:8130 officer of corporation, 4:8330, 4:8340, 4:8350 owner, 4:6200, 4:6300, 4:6400, 4:6500, 4:6610 supervisor, 4:4200, 4:4300, 4:4400, 4:4500, 4:4600 supplier, 4:7200, 4:7300, 4:7400 worker, 4:5200, 4:5300, 4:5400, 4:5500, 4:5600, 4:5700

#### EMPLOYER

definition, 4:3100 duties appoint competent supervision, 4:3400 assist health and safety representative, 4:3610 comply with company procedures that comply with regulations, 4:3620 regulations, 4:3620, 11:5222 educate workers, 4:3310 employ lawfully aged workers, 4:3500 establish worker occupational health service, 4:3700 fairness, 7:3500 have written health and safety policy, 4:3330 hire qualified people, 4:3310 instruct, inform and supervise workers, 4:3310 keep records of biological, chemical and physical agents, 4:3800 notify Ministry of Labour re new biological or chemical agents, 5:4000 obtain worker's health records only by order, 4:3640 post copy of O.H.S.A., 4:3630 provide safe working environment, 4:3200 provide workers with proper instructions, 4:3320 take every precaution reasonable to protect workers, 4:3900, 9:4100, 10:7700

#### ENGINEERS

approval by, 11:5224 definition, 4:8220 drawings, 8:3200 duties, 4:8230 liability, 8:3200 Professional Engineers Act, R.S.O. 1990, c. P.28, 4:8220, 9:3300 written opinion, 8:3200

## E.P.R. DUTY/GENERAL DUTY CLAUSE

employer's duty, 4:3900, 9:4100, 10:7700 E.P.R. power of inspectors, 10:7700 supervisor's duty, 4:4600

## EQUIPMENT

order by inspector concerning, 9:4100

#### **EQUIPMENT** — continued

supervisor's duty re employee use of, 4:4300 supplier's duty re, 4:7200 supplier's duty re equipment under lease, 4:7400

## EQUIVALENCY PROVISION

alternative measures, 1:6000, 10:7904 appeal based on, 10:7904 codes of practice and, 4:9200 commercial diving, 2:4500 construction projects, 1:6000, 2:4200 health care and residential facilities, 2:4400 industrial establishments, 2:4100 mines and mining plants, 2:4300 oil and gas offshore, 2:4800 proof beyond a reasonable doubt and, 11:4700 window cleaning, 2:4600 X-ray safety, 2:4900

#### ERGONOMIC ISSUES, 7:6200, 10:7917, 13:3400

### EVIDENCE

coroner's inquest, 12:4530 Evidence Act (Ontario) adverse witness, 11:3213 business records, 11:3216, 11:3220 compellability of accused, 11:3211 competency of accused, 11:3211 coroner's inquests, 12:4530 generally, 11:3210 medical records, 11:3217 prior criminal convictions, 11:3214 public documents, 11:3215 right to remain silent, 11:3212 O.H.S.A. prosecution admissibility, 11:3234 adverse witness, 11:3213 business records, 11:3216, 11:3220 compelling evidence, 11:3234 competence and compellability of accused, 11:3211 confessions. See PROSECUTIONS - statements and confessions Crown disclosure, 11:3181 disclosure, 11:3181, 11:3183, 11:3184, 11:4356 Evidence Act, R.S.O. 1990, c. E.23, 11:3210, 11:3211, 11:3212, 11:3213, 11:3214, 11:3215, 11:3216 exclusion of evidence, 11:3234, 11:3244 expert evidence expert witnesses, role at trial, 11:6251-11:6252 introduction, 11:6210 opinion evidence, 11:6230

**EVIDENCE** — *continued* O.H.S.A. prosecution - continued expert evidence — continued role of, 11:6240 weighing conflicting expert evidence, 11:6220 inspector's notes, 11:3181 insufficient evidence, 11:3300, 11:4700, 11:5224 medical records, 11:3217 other Crown agency evidence, 11:3182 post-accident improvements, 11:5225 preservation of evidence, 11:3181 prior criminal convictions, 11:3214 privilege, 11:3181 right of accused to remain silent, 11:3212 rules of evidence, 11:3210 search and seizure of evidence ----Charter s. 8, 11:3251, 11:3255 O.H.S.A. provisions, 11:3252 Provincial Offences Act provisions, 11:3252 remedy for illegal search and seizure, 11:3256, 11:3257 warrantless search, 11:3252, 11:3253 statements and confessions. See PROSECUTIONS - statements and confessions O.L.R.B. hearing, 10:5700, 10:5810

## **EXEMPTIONS FROM O.H.S.A.**

farming operations, 2:3400 federal employers, 2:3200 private residences, 2:3300

## EXTERNAL RESPONSIBILITY SYSTEM, 1:4000, 3:1000

#### FARMING OPERATIONS, 2:3400

## FIRE LOSS PREVENTION PROGRAM, 13:3310

#### FIREFIGHTERS

chassis mounted aerial devices, 2:4700 chief, 4:8310 Fire Code, O. Reg. 388/97, 2:4100, 10:7700, 10:7912 Fire Protection and Prevention Act, 1997, S.O. 1997, c. 4, 2:4100, 2:4700, 4:8310 order appeals, 10:2400 prosecution and defence of necessity, 11:5310 regulations, 2:4700 right to refuse unsafe work, 7:2110 turn out gear, 2:4700 volunteer, 7:2110 work refusals, 7:2100, 7:2110, 7:2210, 7:2220

## GLOBALLY HARMONIZED SYSTEM OF CLASSIFICATION AND LABELLING OF CHEMICALS ("GHS"), 6:2300, 6:3000

## HAM ROYAL COMMISSION, 1:2000, 1:4000, 13:3900

## HEALTH AND SAFETY AUDITS, 13:3500

# **HEALTH AND SAFETY COMMITTEE**. See JOINT HEALTH AND SAFETY COMMITTEES

#### HEALTH AND SAFETY MODELS, 13:2000

collective bargaining model, 13:2210 criminal sanctions model, 13:2230 health and safety tax model, 13:2220 regulatory partnering model, 13:2240

#### HEALTH AND SAFETY POLICY, 13:3100, 13:4140

#### HEALTH AND SAFETY REPRESENTATIVE

accident notice to, 8:2000, 8:4000 authority, 3:2200 accident notices, 3:2200, 8:2000, 8:4000 identify hazards, 3:2200 inspect accident location, 3:2200 inspect workplace, 3:2200 investigate work refusal, 3:2200 obtain information from constructor/employer, 3:2200 director re toxic substances, 3:2200 Workers' Compensation Board, 3:2200 construction project, 3:2100 direction by Minister re function, 3:2100 generally, 3:1000 requirement for, 3:2200 selection of, 3:2100 time from work, 3:2200

## HEALTH CARE AND RESIDENTIAL FACILITIES, 2:4400, 8:2400

#### HEALTH RECORDS

definition, 4:3640, 10:7902 obtained court or tribunal order, 4:3640 without order or worker consent, 4:3640, 10:7902 worker's consent, 4:3640

**HELICOPTER**. *See* AMBULANCE — air ambulance

# HISTORY OF OCCUPATIONAL HEALTH AND SAFETY, 1:2000, 1:3000, 1:4000, 1:5000

## HUMAN RIGHTS. See ALCOHOL AND DRUGS - human rights

## IMPROVING WORKPLACE HEALTH AND SAFETY

accident reporting and investigation, 13:3600 air quality, 10:4700 alcohol and drug policies, 15:3000, 15:3100, 15:3200, 15:3300 audits, 13:3500 collective bargaining model, 13:2210 co-operative systems, 13:2360 criminal sanctions model, 13:2230 discipline of workers. See DISCIPLINE OF WORKERS E.P.R. power of inspectors, 10:7700 fire loss prevention program, 13:3310 application of Fire Code, 10:7912 health and safety policy, 13:3100, 13:4140 health and safety tax model, 13:2220 human motivation and, 13:2351, 13:2352, 13:2353 attitude of management, 13:2352 incentives, 13:2351, 13:3800 internal responsibility system, enhancing, 13:3900, 13:4110 job safety analysis, 13:3200 joint health and safety committee, support for, 13:3700 material handling, 13:3400 planning model for worker training, 13:3800 regulatory partnering model, 13:2240 systems theory, 13:2360 total loss control, 13:2100 causes of loss, 13:2140 definition of accident and loss, 13:2120 incident to major loss ratio, 13:2130 job safety analysis, 13:3200 managerial control, lack of, 13:2150 shared responsibility for, 13:2240 violence prevention program, 13:3320

#### **INDEPENDENT CONTRACTOR**, 4:3100

#### INDUSTRIAL ESTABLISHMENTS, 1:6000, 2:4100, 8:2100, 8:4100

# **INDUSTRY OR TECHNICAL STANDARDS**, 1:7100, 10:7910. See also CODES OF PRACTICE

## INQUEST. See CORONER'S INQUEST

## INSPECTIONS

accident scene, 3:2200

#### **INSPECTIONS** — continued

field visits re new biological or chemical agents, 5:4000 smoking in the workplace, re, 14:5100, 14:5200, 14:5300 workplace certified member, by, 3:3210 health and safety representative, by, 3:2200 Ministry of Labour inspector, by. *See* INSPECTOR worker member of health and safety committee, by, 3:3500, 3:3800

## INSPECTOR

advice of, 11:5230 appeal from order of, 10:2000 appointment of, 9:2100 asbestos removal, role in, 10:7909 assistance to be given to, 9:3260 authority, 9:1000, 9:3100, 9:3210, 9:3222, 9:3230, 9:3240, 9:3250, 9:4100, 10:7700, 11:3252, 14:5200 compel witness statements and production of documents, 11:3252 behaviour inappropriate, when, 9:3100, 9:3223 breach of regulation, 5:5204 certificate of appointment, 9:2100 Charter rights, invoking, 9:3221, 11:3252 compellability, 9:3300 consult with workers, 9:3210 decision not to issue an order, 10:7600 defined, 9:2100 duties advise of the right to retain and instruct counsel, 11:3243 fairness, 7:3500, 9:2400 make reasonable inquiries in investigation, 7:3500 entry into workplace, 9:3100 E.P.R. power of, 10:7700 failure to testify, 10:5800 false information furnished to, 9:3260 inquiries by, 9:3210 investigations, 9:3220 Charter rights and, 9:3220 investigator, role as, 11:3253 job description, 9:2400 judicial control over, 9:3100 no declaratory powers, 9:4100 notes, 11:3181 obstruction of, 9:3260 officially induced error, 11:5230 Ontario Labour Relations Board, 9:3300 orders appeal of, 10:2000 contents of, 9:4220 enforcement of, 9:4240 form of, 9:4210

## **INSPECTOR** — continued

orders — *continued* stop work orders, 9:4230 removal of property by, 9:3230 search and seizure powers, 11:3252, 11:3253 staffing levels, 9:2200 training of, 9:2300 work refusal and, 7:3500

## INTERNAL RESPONSIBILITY SYSTEM

accident notices and, 8:6000 definition, 1:7200 employee responsibility under, 13:4110 enhancing the system, 13:3900 Ham Royal Commission and, 1:7200 overlapping duties of workplace stakeholders, 4:9000 underlying principle of O.H.S.A., 1:1000, 1:4000 worker discipline for safety violations, 13:4100, 13:4110, 13:4120, 13:4130, 13:4140, 13:4200, 13:4300 workplace stakeholders, 4:1000 work refusal and, 1:4000, 7:1000, 7:4100

# **INVESTIGATION**. See CORONER'S INVESTIGATION; INSPECTIONS; INSPECTOR

## JOINT HEALTH AND SAFETY COMMITTEES

access to employer's information. 3:3300 accident investigation by, 3:3300 accident notice to, 3:3300, 8:2000, 8:4000 adjudicator decisions re, 10:7914 amalgamated school boards and, 10:4700 authority of, 3:3300 certified member, 3:3210, 3:3700, 10:7915 composition of, 3:3200, 3:3210 considerations by Minister in appointing, 3:4100 discipline relating to committee accident report, 3:3300 dispute re establishment of, 3:4200 employer's co-operation with, 3:3300 employer's timetable for co-operation with recommendations of, 3:3300 equivalent measures, 3:3100 established by order of Minister, 3:4100 inspector's order mandating formation of, 3:3210 meetings and minutes, 3:3400 compensation for reviewing minutes during work, 3:3400 Minister's authority to appoint, 3:4100 multi-workplace committees, 3:2200, 10:4700 payment for committee work, 3:3700 posting of names of members, 3:3600 requirement for, 3:3100, 3:4100

time to attend meetings, 3:3400

## JOINT HEALTH AND SAFETY COMMITTEES — continued

WHMIS 2015, effective implementation of, 6:6000 work refusals, 7:1000 worker trades committee, 3:3900 workplace inspections, 3:3500, 10:7914

#### JURISDICTION

adjudicator, 10:6600 O.H.S.A. prosecutions, 2:3200, 11:3600

#### JURY. See CORONER'S INQUEST

#### LEGISLATIVE MODELS. See HEALTH AND SAFETY MODELS

## LICENSEE

defined, 4:8110 duties, 4:8110, 4:8120, 4:8130

#### LIMITATION PERIODS

appealing orders, 10:3100 prosecutions, 11:4600

LOCKOUT PROCEDURE, 3:3400, 4:3310, 11:3400, 11:5224, 13:4200, 13:4300

IN-19

#### LOGGING, 10:7904

#### MANAGEMENT OF WORKPLACE HEALTH AND SAFETY

administrative principles, 13:2343 attitude of management, 13:2352 bureaucratic approach, 13:2344 co-operative systems, 13:2360 functions of management, 13:2320 generally, 13:2310 Hawthorne studies, 13:2345 incentives, 13:2351 ISMEC model of managerial functions, 13:2150 lack of managerial control as root cause of loss, 13:2150 motivation of workers -Hawthorne effect, 13:2345 hygiene factors, 13:2353 incentives, 13:2351, 13:3800 Maslow's hierarchy of human needs, 13:2351 satisfier factors, 13:2353 Theory X and Theory Y managers, 13:2352 performance efficiency, 13:2310 planning model for worker training, 13:3800 Prevention Council, 13:6000 problem-solving, 13:2360 qualitative forecasting, 13:2360

## MANAGEMENT OF WORKPLACE HEALTH AND SAFETY - continued

quantitative forecasting, 13:2360 roles of managers, 13:2330 science of motion studies, 13:2342 scientific management, 13:2341 Hawthorne studies, 13:2345 systems theory, 13:2360

MEDICAL TESTS, 5:6400

MINES AND MINING PLANTS, 2:4300, 4:6300, 8:2300, 8:4300 history of health and safety measures, 1:2000

#### MINIMUM AGE FOR WORKERS

construction projects, 2:4200, 4:3500 industrial establishments, 4:3500 mining operations, 4:3500 oil and gas offshore, 2:4800 window cleaning, 2:4600

## MINISTER OF LABOUR

appeal to, from order of director, 5:3200 authority to appoint committees, 3:4100 codes and standards of practice established by, 4:9200 decertification of certified members, 13:5400 enforcement, 1:1000 multi-workplace joint health and safety committees and designated members, 3:2200 new biological or chemical agents and, 5:4000 resolution of joint committee disputes, 3:4200 sets, communicates and enforces health and safety standards, 4:1000, 9:1000

#### NOTICE

accident, 8:1000, 8:4000 death or critical injury, 3:2200, 8:2000 construction projects, 8:2200 health care and residential facilities, 8:2400 industrial establishments, 8:2100 mining operations, 8:2300 environmental incidents, 8:7000 failure to file, 8:6000 new biological or chemical agents, 5:4000 non-critical injury, 8:4000 construction projects, 8:4200 health care and residential facilities, 8:4400 industrial establishments, 8:4100 mining operations, 8:4300 occupational illness, 8:5000 project, 2:4200, 4:2300 toxic substance designation, 5:5100

## OCCUPATIONAL HEALTH AND SAFETY ACT

amendments -Bill 31, 10:1000, 10:3710 Bill 57, 7:3500 Bill 79, 6:4100, 6:4200 Bill 145 1:1000, 9:3223 Bill 180, 6:4100, 6:4200 Bill 208, 1:2000, 1:5000, 3:2100, 3:2200, 3:3100, 3:3400, 3:3700, 3:3900, 4:2100, 4:2200, 4:2500, 4:8110, 4:8310, 4:8330, 4:8340, 7:2110, 7:7000, 7:7120, 7:7220, 8:3200, 10:2000, 11:3140 generally, 1:5000 American Act, 1:2000 application to ---Crown, 2:3100 farming operations, 2:3400 private dwelling, 2:3300 teachers, 2:3500 university staff, 2:3500 history of, 1:2000, 1:3000, 1:4000, 1:5000 intention of legislature, 1:6000 jurisdiction, 2:3100, 2:3200 passage of, 1:4000 Bill 70, 1:1000 posting of, by employer, 4:3630

#### **OCCUPATIONAL ILLNESS**

duty to report, 8:5000

## OFFENCE

burden of proof at trial, 11:3160 Charter s. 11(b), 11:4210, 11:4220 constitutional jurisdiction, 2:3200, 10:7210 defences. *See* PROSECUTIONS — defences evidence of, 11:3212, 11:3214, 11:3215, 11:3216, 11:3217, 11:3220, 11:3230 forum for trial, 11:3140 nature of O.H.S.A. offence, 4:3900, 11:3110 particulars of, 11:3170 penalty for. *See* PROSECUTIONS types, 11:3110 venue of trial, 11:3140 WHMIS contraventions, 6:5000

## OFFICERS AND DIRECTORS OF CORPORATIONS

defined, 4:8310, 4:8320 duties, 4:8330, 4:8340, 4:8350

## OIL AND GAS OFFSHORE, 2:4800

### ONTARIO LABOUR RELATIONS BOARD

discipline for work refusal, forum for adjudication, 7:5100, 7:6400

IN-21

## **ONTARIO LABOUR RELATIONS BOARD** — continued

discipline for work refusal, forum for adjudication - continued substitution of penalty, 7:5300 Ministry of Labour orders, appeals to O.L.R.B. re, 10:1000 forms to be filed, 10:3200 hearing required, 10:5600 mediation of appeals, 10:3500 O.L.R.B. authority to ---determine practice and procedure, 10:3600 extend appeal period, 10:3100 judge sufficiency of grounds, 10:3300 remedy insufficient grounds, 10:3300 suspend order, 10:4200 proceeding before, 10:5700 taking a view, 10:3800 what may be appealed, 10:2300 when appeal may be made, 10:2400 where appeal is made, 10:2600

## ORDERS

appeal from evidence, 10:5400, 10:5700, 10:5810 hearing required, 10:5600 labour relations officer, role in, 10:3500 limitation period, 10:3100 natural justice, 10:7905 nature of appeal hearings, 10:7100 O.L.R.B. authority and jurisdiction, 10:2600, 10:4100, 10:4200, 10:6000, 10:6600, 10:7290 proceeding before O.L.R.B., 10:5700 parties to appeal, 10:2200 preliminary issues adding orders and grounds of appeal, 10:7230 adjournments, 10:3800, 10:7220 pending final disposition of prosecution, 10:3800 aggrieved person, 10:2100 constitutional division of powers, 10:7210 intervenor status, 10:2200 jurisdiction, lack of to hear appeal, 10:7290 mootness of appeal, 10:7240 order not properly applied, 10:7280 parties to, 10:3400 replacement of orders under appeal, 10:7260 standing of parties, 10:7250 wrong regulation applied, 10:7270 procedure, 10:3000 adjournments, 10:3800, 10:7220 evidence, rules of, 10:5400 expedited hearing, 10:3600 failure to testify, 10:5800

**ORDERS** — continued appeal from — *continued* procedure - continued final submissions, 10:5900 form of appeal notice, 10:3200 grounds for appeal, 10:3300 hearing dates, 10:3600 form of. 10:3700 interrogation of witnesses, 10:3710 limitation period, 10:3100 waiver of, 10:3100 mediation and settlement, 10:3500 notice of hearing, 10:5100 Ontario Labour Relations Board, 10:1000, 10:3600, 10:5810 particulars of appeal, 10:3300 parties, 10:2100, 10:3400 production of documents, 10:5300 proof, 10:5200, 10:5300 resiling from settlement, 10:6700 Rules of Procedure governing, 10:2200 setting appeal hearing dates, 10:3600 settlement, 10:6700 standing, 10:3400 suspension of orders pending appeal, 10:4100, 10:4200, 10:4300, 10:4400, 10:4500, 10:4600, 10:4700 taking a view, 10:3710 where to appeal, 10:2600 witnesses, 10:3710 reasons for, 10:2500 reconsideration of decision, 10:6700 remedial authority of adjudicators, 10:6000 affirm orders, 10:6100 amend orders, 10:6300 costs, 10:6500 make new orders, 10:6300, 10:6400 reconsider decision, 10:6700 rescind orders, 10:6100 vary orders, 10:6300 right to appeal, 10:2000 what may be appealed, 10:2400 when an appeal may be filed, 10:2300 where the appeal is filed, 10:2600 who may appeal, 10:2100 why there is a right of appeal, 10:2500 Statutory Powers Procedure Act, 10:5500 subjects of appeal air quality, 10:4700 asbestos removal, 10:7909 Building Code standards, 10:7901

October 2016

**ORDERS** — continued appeal from — continued subjects of appeal - continued CSA standards, 10:7910 economic impact of orders, 10:7903 EPR power of inspectors, 10:7700 equivalent measures, 10:7904 ergonomic issues, 10:7917 fire safety, 10:7912 lighting levels in workplace, 10:7919 order not issued by inspector, 10:7600 pregnant worker, 10:7916 role of certified members, 10:7915 joint health and safety committee, 10:7914 smoking in the workplace, 10:7911 staffing, 10:7907 standards for work refusal, 10:7906 temperature of workplace, 10:7913 uniform, 10:7916 authority to issue, 9:4100 collateral attack, effect of not appealing order, 10:2700 contravention required to justify issuance, 10:7400 director's order re toxic substances, 5:3100, 5:3200 due diligence not relevant, 10:7800 economic impact, 10:7903 Minister's order re committees, 3:4000 no order issued, 10:7600 proper application, 10:7280 stop work, 9:4230 suspension of, pending appeal ---authority to suspend, 10:4200 criteria for suspension, 10:4500, 10:4600, 10:4700 no automatic suspension with appeal, 10:4100 no statutory criteria for suspension, 10:4400 procedure, 10:4300 suspensions denied, 10:4700 suspensions granted, 10:4600 work refusal, appeals related to, 10:7500

## OWNER

becomes a constructor, 4:2100 defined, 4:6100 duties, 4:6200, 4:6300, 4:6400, 4:6500, 4:6610

## PENALTIES

substitution of, 7:5300

**PERSONAL PROTECTIVE EQUIPMENT** firefighters, 2:4700

## **PERSONAL PROTECTIVE EQUIPMENT** — continued

supervisor's duties re, 4:4200, 4:4300 toxic substances and, 5:6300 worker's duties re, 4:5300, 13:4110

## PHYSICAL AGENT. See AGENT, PHYSICAL, BIOLOGICAL OR CHEMICAL

#### POLICE

dispatch system, 9:4100, 10:4700 duties under O.H.S.A., 4:8310 limitations on work refusal, 7:2110, 7:2210 Police Act, R.S.O. 1980, c. 381, 4:8310 Police Services Act, R.S.O. 1990, c. P.15, 4:8310 role in coroner's investigation, 12:3200, 12:3300, 12:4400 staffing issues, 10:7907

PREGNANT WORKER, 10:7500, 10:7916

### PREROGATIVE REMEDY APPLICATIONS, 11:3600

#### **PRIVATE RESIDENCE**, 2:3300, 2:4100

#### PROJECT

constructor's responsibilities, 4:2200, 4:2300 defined, 2:4200 health and safety representative at, 3:2100 project transition, 11:5360

#### PROSECUTIONS

absence of reasons, 11:3500 abuse of process. See ABUSE OF PROCESS alternative measures, 11:4700 burden of proof, 11:4700 appeals, 11:3500, 11:3600, 11:6500 appellate delay, 11:4270 leave to appeal, 11:3500 arraignment, 11:3150, 11:6300 Attorney General Directive D2, 11:3181 burden of proof, 11:4700, 11:5222, 11:5223 charges laid under wrong regulation, 1:6000 Charter. See CANADIAN CHARTER OF RIGHTS AND FREEDOMS compellability of accused, 11:3211 of inspectors, 9:3300 conditional discharge, 11:3400 coroner's inquest recommendations, 12:5000 costs, 11:3600, 11:4380, 11:6500 court, forum and venue, 11:3140 criminal intent, 11:1000

IN-25

October 2016

**PROSECUTIONS** — continued criminal negligence, 13:2230 Crown disclosure, 11:3181, 11:4356 not mere adversary, 11:4360 onus of reasonable doubt, 11:4700 defences (procedural) abuse of process. See ABUSE OF PROCESS Crown's onus of reasonable doubt, 11:4700 defective information, 11:3130, 11:4100 generally, 11:4000 presumption of innocence, 11:5223 res judicata, 11:4400 rule against multiple convictions, 11:4400, 11:4500 time limitations, 11:4600 trial not within reasonable time, 11:4210, 11:4220, 11:4230, 11:4240, 11:4250, 11:4260, 11:4270 want of prosecution, 11:4800 defences (substantive) de minimis non curat lex, 11:5350, 11:5351, 11:5352, 11:5353, 11:5354 availability of other defences, 11:5354 intention of the legislature, 11:5353 irregularity, 11:5351 legal severity of the offence, 11:5352 directed verdict of acquittal, 11:3300 due diligence cases, 11:5222, 11:5224 common law due diligence, 11:5222 compliance with codes of practice and, 4:9200 experience and expertise of defendant, 11:5222 foreseeability factor, 11:5222 generally, 11:5220 inspector's role, 9:3220 mistake of fact, 11:5222 post-accident improvements, 11:5225 presumption of innocence, 11:5222 safe work procedure, 11:5222 statutory due diligence, 11:5221 supervision, 11:5222 training, 11:5222 duress, 11:5340 impossibility, 11:5320 necessity, 11:5310 officially induced error, 11:5230 project transition, 11:5360 proof of the offence, 11:5210 self-defence, 11:5330 delay appellate, 11:4270 post-charge, 11:4250

**PROSECUTIONS** — continued delay — continued pre-charge, 11:4240 remedies for. 11:4260 detention, 11:3242 directed verdict of acquittal, 11:3300 disclosure --costs on successful motion to disclose, 11:3181, 11:4380 Crown disclosure, 11:3181 defence disclosure, 11:3184 evidence destroyed or lost, 11:3181 inspector's notes, 11:3181 other Crown agencies, 11:3182 prejudice to right of full answer and defence, 11:4356 third party disclosure, 11:3183 due deligence. See PROSECUTIONS — defences (substantive) evidence. See EVIDENCE - O.H.S.A. prosecution forum for trial, 11:3140 fraud and falsifying documents, 11:4352 full answer and defence, 11:3170, 11:3181, 11:3183, 11:4270, 11:4356 Jordan framework, 11:4255 judicial officer presiding, 11:3140 labour relations officer, role of, 11:3140 leave to appeal, 11:3500 limitation period, 11:4600 multiple convictions, rule against, 11:4500 notice of appeal, 11:3500 form of, 11:3500 offence, nature of, 4:3900, 11:3110 onus of proof, 11:3160, 11:4700 reverse onus, 11:5223, 11:5224 particulars of the charge, 11:3170 plea, 11:3150 guilty plea, effect on sentence, 11:6300 plea with no agreement on penalty, 11:6300 practice points ---appeal, 11:6500 calling evidence, 11:6400 expert evidence, 11:6100-11:6252 guilty plea, 11:6300 preparation for trial, 11:6100 prerogative remedy applications, 11:3600 certiorari, 11:3600 mandamus, 11:3600 prohibition, 11:3600 presumption of innocence, 11:3150, 11:5223 probation, 11:3400, proof, 11:4700, 11:5210, 11:5223 reasons for decision, 11:3500

IN-27

October 2017

**PROSECUTIONS** — continued remedies ---for abuse of process, 11:4380 right to counsel violation, 11:3244 unreasonable delay, 11:4260 prerogative remedy applications, 11:3600 certiorari, 11:3600 mandamus, 11:3600 prohibition, 11:3600 rights of accused, 11:3234 right to counsel, 11:3241 meaning of detention, 11:3242 remedy for breach, 11:3244 rights of detainee/detainer, 11:3243 rules of procedure, 11:3100 Part I proceedings, 11:3120 Part III proceedings, 11:3130 search and seizure. See SEARCH AND SEIZURE self-incrimination, principle against, 11:3234 sentencing, 11:3400, 11:3500 factors affecting severity of sentence, 11:3400 on appeal, 11:3500 victim surcharge, 11:3400 statements and confessions, 11:3230 admissibility, 11:3232, 11:3233, 11:3234 person in authority, 11:3231 voir dire, 11:3232 voluntariness, 11:3234 stay of proceedings, 11:3181, 11:3500, 11:6500, 12:5000 types of offences, 11:3110 venue, 11:3140 change of, 11:3140 verdict, 11:3300, 11:3400 discharge, 11:3400 payment of fine, 11:3400 terms of, 11:3400 probationary order, 11:3400 voir dires, 11:3232 WHMIS liability, 6:5000 will say statements, 11:3181

## PROTECTIVE DEVICE, 4:3200, 4:4300, 4:5300, 5:4000

## PROVINCIAL OFFENCES ACT

abuse of process, 11:4320 appeals, 11:3500, 11:3500, 11:4400 arraignment, 11:3150 burden of proof, 11:4700 compellability of accused, 11:3211

## **PROVINCIAL OFFENCES ACT** — continued

costs on successful motion for Crown disclosure, 11:3181 defective information. 11:4100 de minimis non curat lex. 11:5350 electronic surveillance, 11:3254 entering a plea at trial, 11:3150 fines, terms of payment not prescribed, 11:3400 governing O.H.S.A. prosecutions, 11:1000, 11:3100 jurisdiction to raise abuse of process, 11:4320 laving an information, 11:3130 leave to appeal, 11:3500 legal character of prosecutions, 11:3110 motion for particulars, 11:3170 Part I proceedings, 11:3120 Part III proceedings, 11:3130 particulars of charge, 11:3170 pre-charge delay, 11:4240 prerogative remedy applications, 11:3600 prosecution under, 11:5230 provincial law, 11:3100 provincial offences court, jurisdiction to order costs on motion to disclose, 11:3181 reasonable doubt, 11:4700 search and seizure powers, 11:3252 search warrant, 9:3100 service of information, 11:3130 victim surcharge, 11:4300 want of prosecution, 11:4800

## **REFUSAL TO WORK, RIGHT OF**

forum, 7:5100 jurisprudence arbitration vs. right to refuse, 7:6500 employee disciplined for exercising right, 7:6400, 7:6500 exempted employee denied right, 7:6100 frivolous refusal, 7:6300, 7:6310 management vs. worker rights, 7:6600 worker's physical comfort, 7:6200 onus of proof, 7:5200 substitution of penalty, 7:5300 appeal of adjudicator's decision, 10:7500 appeal of employer's discipline, 7:3100, 7:6400 basis for, 7:3100 back problems, 7:6400 certified member's role, 3:3210, 10:7915 circumstances surrounding exercise of, 7:3100, 7:3500, 7:6400, 13:4110 coroner's inquest recommendations, 12:5000 corrections workers, 7:2210, 7:2220 staff shortages, 7:2220, 10:7907 dangerous circumstances, 7:3100, 13:5300

October 2017

**REFUSAL TO WORK, RIGHT OF** — continued discipline for, 7:4000, 7:4100, 7:4200, 7:5100, 7:5200, 7:5300, 7:6400 exempted employees, 7:6100 emergency services, 7:2100, 7:2110 existing or established practices, 7:3500 firefighters, 7:3100 first stage refusal first stage investigation, 7:3300 outcomes, 7:3400 proper basis for worker to refuse, 7:3100 report to supervisor, 7:3200 health and safety representative's role, 3:2200 limitations on right to refuse, 7:2100, 7:2110, 7:2210, 7:2220 parties to refusal employer, 7:3300, 7:3500, 7:3600, 7:3700 duty of fairness, 7:3500 health and safety representative, 7:3300, 7:3500 inspector, 7:3500, 7:3700 joint health and safety committee, 7:3300, 7:3500 supervisor, 7:3200, 7:3300 union, 7:3300, 7:3500 worker, 7:3100, 7:3200, 7:3400, 7:3500, 7:3700 payment of worker during, 7:3800 problem employee, 7:6400 procedure basis for refusal, 7:3100 clear communication of refusal, 4:5400 first stage investigation, 7:3300 payment of refusing worker, 7:3800 report to supervisor, 7:3200 second stage investigation, 7:3500 second stage refusal, 7:3400 use of replacement worker, 7:3600 worker's role in investigations, 7:3700 replacement workers, 7:3600 second stage refusal duty to notify Ministry of Labour, 7:3500 objective test, 7:3500 payment of refusing workers, 7:3800 role of refusing worker, 7:3700 warning replacement workers, 7:3600 stress in the workplace, 7:6200 union employees, 13:4200

## **REPORTING OBLIGATIONS**

construction projects, 8:2200, 8:4200 death or critical injury, 8:2000, 8:2100, 8:2200, 8:2300, 8:2400, 8:6000 engineer's written opinions required, 8:3200 environmental incidents, 8:7000 health care and residential facilities, 8:2400, 8:4400

## **REPORTING OBLIGATIONS** — continued

industrial establishments, 8:2100, 8:4100 inspector's authority to compel reports, 9:3222 mines, 8:2300, 8:4300 new biological or chemical agents, 5:4000 non-critical injury, 8:4000, 8:4100, 8:4200, 8:4300, 8:4400, 8:6000 occupational illness, 8:5000

## **REPRISALS PROHIBITED**

arrogant employee still has protection, 7:6400 important statutory protection, 7:4100

#### SEARCH AND SEIZURE

Charter s. 8, 11:3251, 11:3252, 11:3253, 11:3254, 11:3255, 11:3256 compelled production of documents by inspector, 11:3253 electronic surveillance, 11:3254 inspector's powers of, 9:3100, 9:3210, 9:3230, 11:3252 at what point inspector becomes investigator, 11:3253 private dwelling, 9:3100 search warrant, 9:1000, 9:3100, 9:3220, 11:3252 seizure of property, 9:3230, 9:3240 procedure, 11:3252 seizure of samples, 11:3253 unreasonable search and seizure criteria for determining, 11:3255 definition of terms, 11:3251 remedy, 11:3256, 11:3257 what is reasonable, 11:3252 warrantless, 9:3100, 11:3252, 11:3253

### SECURITY GUARDS, 7:3300, 10:7700

## SMOKING. See WORKPLACE SMOKING RESTRICTIONS

#### STAFFING ISSUES, 10:7907

STANDARDS OF PRACTICE. See CODES OF PRACTICE

## STATUTORY POWERS PROCEDURE ACT

administrative tribunals' reconsideration of own decisions, 10:6700 application to appeal of inspector's orders, 10:5500 coroner's inquest not governed by, 12:6100 procedural safeguards and rights, 10:1000 waiver of hearing, 10:5600

#### **STOP WORK ORDERS**

asbestos exposure and, 9:4230 conditions for issuance, 9:4230 enforcement, 9:4240

October 2017

#### **STOP WORK ORDERS** — continued

types, 9:4230

## SUBSTANCE ABUSE. See ALCOHOL AND DRUGS

## SUPERVISOR

absent from the workplace, 4:4100 appointment of, 4:3400 competent person, 4:3400, 10:7902 definition, 4:4100 due diligence, 11:5224 duties advise workers of danger, 4:4400 comply with regulations, 4:3620 ensure workers comply with law, 4:4200 ensure workers use safety equipment, etc., 4:4300 provide written instructions, 4:4500 take every precaution reasonable, 4:4600 inspector may order appointment of, 4:2200 lead hands, 4:4100 role in work refusal, 7:3200, 7:3300

#### SUPPLIER

conditional sales contract, 4:7100 definition, 4:7100 duties compliance with O.H.S.A. and regulations, 4:7300 maintain everything leased in good condition, 4:7400 supply everything in good condition, 4:7200 supply labels, 6:4600 new biological or chemical agents, 5:4000

#### SUSCEPTIBLE WORKER STANDARD, 10:7906

SUSPENSION OF ORDERS PENDING APPEAL. See ORDERS — inspector's order — suspension of, pending appeal

#### **TEACHERS**, 2:3500

#### TIME

accident notices, 8:2000, 8:4000 appeal from inspector's order, 10:3100 commencement of prosecution, 11:4600 spent by committee member, 3:3700, 7:3800 worker representative, 3:2200, 7:3800

**TOTAL LOSS CONTROL**. See IMPROVING WORKPLACE HEALTH AND SAFETY — total loss control

# **TOXIC SUBSTANCES**. *See* AGENT, PHYSICAL, BIOLOGICAL OR CHEMICAL; DESIGNATED SUBSTANCES

## TRAINING

appeal, subject of, 10:7914 certification of joint health and safety committee members, 3:3210, 13:5200 designated members of joint health and safety committee, 3:3100 due diligence and, 10:7800 employer's duty to provide, 4:3310 varies with each employee, 11:5224 firefighters, 2:4700 health and safety program, part of, 11:5222 inspectors, 9:2300 justices of the peace, and their competence to preside, 11:3140 Mines and Mining Plants regulation, under, 2:4300 supervisor training in stop work procedures, 7:6400 WHMIS, 6:4500 Window Cleaning regulation, under, 2:4600 worker, employer's duty to provide training to, 4:3310 varies with each worker, 11:5224

## **TUOHY AND SIMARD REPORT ON EFFECTIVENESS OF JOINT HEALTH AND SAFETY COMMITTEES**, 3:5100, 3:5200, 3:5300, 3:5400, 3:5500, 3:5600, 3:5700, 3:5800

#### UNIFORM, 10:7918

## UNILATERAL WORK STOPPAGE. See WORK STOPPAGE

## VIOLENCE PREVENTION, 13:3320. See also WORKPLACE VIOLENCE

# WHMIS See WORKPLACE HAZARDOUS MATERIALS INFORMATION SYSTEM (WHMIS)

#### WINDOW CLEANING, 2:4600 O. Reg. 527/88, Window Cleaning, 2:4600

## WORK REFUSAL. See REFUSAL TO WORK, RIGHT OF

#### WORK STOPPAGE

bilateral, 7:7100 basis for, 7:7110, 10:7915 cancellation of, 7:7150 certified member's role, 7:7000, 7:7100, 7:7110, 7:7120, 7:7130, 7:7150, 7:7200 dangerous circumstances defined, 7:7120 inspector's role in, 7:7140 investigation process, 7:7100, 7:7130 supervisor's role in, 7:7130 generally, 7:7000

October 2017

## **WORK STOPPAGE** — continued

unilateral, 7:7200 adjudicator's role, 7:7210 application for declaration, 7:7220, 10:7915 basis for work stoppage, 7:7220, 7:7230 cancellation of, 7:7280 certified member, 7:7220, 7:7230, 7:7250, 7:7260, 7:7270, 7:7280 conditions for, 7:7210 consent by constructor or employer, 7:7210 dangerous circumstances, 7:7240 formal hearing, 7:7210 inspector's role, 7:7270 investigation, 7:7250, 7:7260

#### WORKER

age requirements. See MINIMUM AGE FOR WORKERS defined, 4:5100 discipline for work refusal, 7:4000, 7:4100, 7:4200 to improve workplace health and safety, 13:4100, 13:4110, 13:4120, 13:4130, 13:4140, 13:4200, 13:4300 duties avoid horseplay, 4:5700 negligence, 13:4130 tampering with safety devices, 4:5500 enforcement, 4:5500 using dangerous equipment, 4:5600 comply with -O.H.S.A. and regulations, 4:5200 safety rules, 13:4140 report workplace dangers, 4:5400 use safety equipment and clothing, 4:5300 work in proper, workmanlike manner, 13:4130 health records, 4:3640 refusal to work, 7:3100, 7:3200, 7:3300, 7:3400, 7:3500, 7:3600, 7:3700, 7:3800, 10:7906, 13:4110, 13:4200 reprisals against, by employer, 7:4000, 7:4100, 7:4200 rewarding good employee safety records, 13:3800 students, 4:5100

## WORKER TRADES COMMITTEE, 3:3900

## WORKPLACE

defined, 10:7902 entry by inspector, 9:3100, 11:3252 inspections — Charter rights, when invoked, 9:3220 health and safety representative, 3:2200 inspector, 9:3200

WORKPLACE — continued inspections — continued joint health and safety committee, 3:3210, 3:3500, 3:3800 preservation of, during inspection, 9:3250 removal of property from, during inspection, 9:3230 temperature, 10:7913 tests ordered, 9:3240 use of toxic substance in, 5:3000

# WORKPLACE HAZARDOUS MATERIALS INFORMATION SYSTEM (WHMIS)

confidential business information. See trade secrets, protection of, infra contraventions of, 6:5000 hazardous products assessment of biological and chemical agents, 6:4400 designation of, 6:4300 inspectors, authority of with regard to hazardous products, 9:3222 new biological or chemical agents in the workplace and, 5:4000 training of workers, 6:4500, 6:6000 historical overview of WHMIS -Globally Hamonized System of Classification and Labelling of Chemical (GHS), 6:2300 policy and development, 6:2200 Ontario, in, 6:4100, 6:4200 purpose and rationale, 6:2100 implementation of legislative changes and, 6:3000 means of, 6:6000 inspectors, authority of with regard to hazardous products, 9:3222 labels, 6:4600 right to know, 6:2100, 6:2200, 6:4500, 6:5000 safety data sheets, 6:4700 trade secrets, protection of --chief screening officer, role of, 6:4800 appeal of chief screening officer's ruling, 6:4800 appeal board, role of, 6:4800 chief appeals officer, role of, 6:4800 filing for disclosure exemption, 6:4800 medical emergencies and disclosure, 6:4900 training of workers, 6:4500, 6:6000

## WORKPLACE INVESTIGATIONS, 9:3220

authority of inspectors, 9:3222 when they are conducted, 9:3221

#### WORKPLACE SMOKING RESTRICTIONS

appeal of orders relating to, 10:7911 Bill 164 first reading, 14:2200 second reading, 14:2300

#### **WORKPLACE SMOKING RESTRICTIONS** — continued

Bill 164 — continued third reading, 14:2400 by-laws of municipalities, 14:7000 definitions enclosed workplace, 14:3100 smoking, 14:3100 employer obligations, 14:3200 exemptions to, 14:3300 inspectors, 14:5100 authority, 14:5200 obstruction of, 14:5300 legislative overview, 14:2100 municipal by-laws, 14:7000 offences, 14:6100 penalties, 14:6200 whistle-blowing protection, reprisals prohibited, 14:4100, 14:4200

## WORKPLACE VIOLENCE

causes of, 16:3000 definition of, 16:1000 harassment vs. violence, 16:1100 hiring and termination and, 16:6000 hiring, 16:6100 termination, 16:6200 legal responses to --collective bargaining, 16:4400 common law and negligence, 16:4500 causation, 16:4530 defences, 16:4550 contributory negligence, 16:4551 voluntary assumption of risk, 16:4552 duty of care, 16:4510 remoteness, 16:4540 standard of care and breach, 16:4520 criminal law, 16:4200, 16:4210 family law, 16:4600, 16:4610, 16:4620 custody and access orders, 16:4610 grounds for divorce, 16:4620 human rights legislation, 16:4300 integrated legal response, 16:4900 occupational health and safety law, 16:4700 workers' compensation law, 16:4800 program, violence prevention, 16:5100 control measures, 16:5500 administrative, 16:5520 engineering, 16:5510 design of workplace, 16:5511 security systems, 16:5512 enforcement, 16:5900

## WORKPLACE VIOLENCE - continued

program, violence prevention — continued policy in support of, 16:5300 review/audit of, 16:5700 risk assessment, 16:5400 stakeholder input, 16:5200 standards and procedures, 16:5530 sources of --clients, 16:2200 co-workers, 16:2100 customers, 16:2200 domestic situations, 16:2400 patients, 16:2200 strangers, 16:2300 training, 16:5600 content of, 16:5620 managers, for, 16:5630 model for, 16:5610 security personnel, for, 16:5640 supervisors, for, 16:5630 traps to avoid, 16:5800

**X-RAY SAFETY**, 2:4900

IN-37