



# PARTNERS IN PREVENTION 2024

## REGIONAL HEALTH & SAFETY CONFERENCE



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# Ahead *of the* ***CURVE***



**SOUTHWESTERN**

**OCTOBER 16, 2024**

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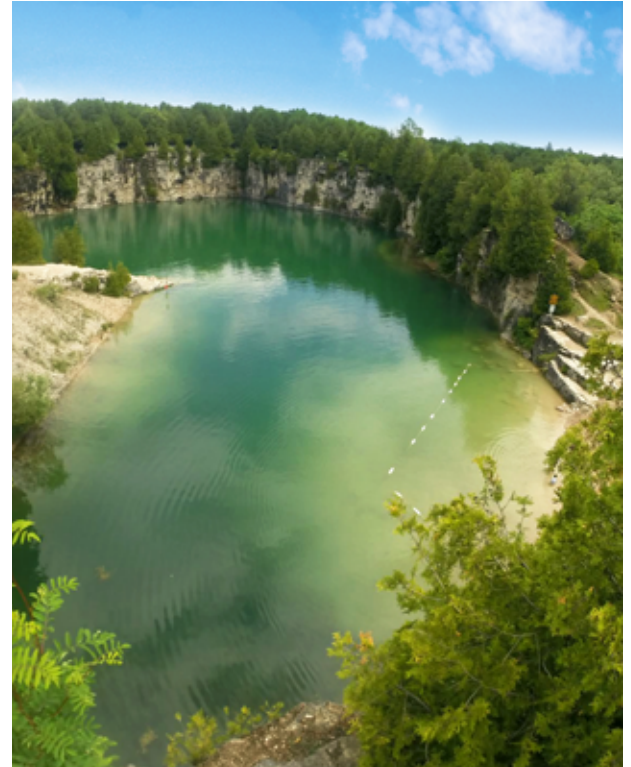
# KITCHENER

# Ahead *of the* **CURVE**

The pace of change has grown considerably and so has the way we work. Rather than worrying about what the future of work holds, we need to prepare organizations, workplaces and employees to embrace change and be future ready.

Leaders need to be proactive, staying ***ahead of the curve*** by developing change ready cultures where workplaces are engaged, employees succeed, and businesses thrive. Stretch your imagination and tap into hidden potential to new innovations and technologies in health and safety - look to the future to build meaningful work that will continue to enhance performance while protecting people and building strong communities.

Together we can contribute to businesses success while strengthening the social and economic fabric of the communities we serve.



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### SESSION TRACKS

To help you maximize your conference experience, we've divided sessions into seven categories. Choose the sessions you want from any category, however you want.

- G** General H&S
- HR** Human Resources
- LD** Leadership
- WMH** Workplace & Mental Health
- HZ** Hazards
- JHSC** JHSC
- LL** Legislative & Legal

# KEYNOTES | October 16, 2024



**MORNING KEYNOTE**  
8:00 – 9:00 am

## Leaving a Safety Legacy

### WYLIE DAVIDSON

Motivational Speaker and Safety Culture Specialist

Leaving a Safety Legacy is a refreshing look at two of the hardest challenges many companies face today: Compliance and Engagement. This presentation addresses these issues by uncovering the personal value in safety both on the job and at home and delivers a clear path for attendees to follow.

This presentation is delivered with the perfect mix of high energy, humor, and insight that attendees enjoy and take away from. By utilizing both my training and real-world experiences I share with the audience the perfect blend of humor and thought-provoking anecdotes that keep them hanging on and making the connection.

Attendees walk away with a clear understanding of how their safe actions impact themselves, as well as others and make a personal connection to the reasons why it's important to be safe. Ultimately realigning their personal values to match company safety standards.



**AFTERNOON KEYNOTE**  
12:45 – 1:45 pm

## Creating Brave Spaces

### DR. JOHANNA PAGONIS

CEO/Founder, Sinogap Solutions  
Leadership Consulting

Psychological safety in the workplace is the responsibility of both formal leaders and employees (i.e., informal leaders). When people feel safe, valued, and believe their voice matters, organizations will experience higher levels of productivity and quality, along with a healthy organizational culture.

Unfortunately, most workplace health initiatives fail. Psychologically safe workplaces can only exist when workers and leaders feel comfortable speaking up without fear of retribution, while promoting accountability and learning. But what are the conditions that informal and formal leaders need to create for employees to possess the courage to speak up? Explore key performance behaviours and strategies that contribute to an inclusive and safe workplace and will encourage participants to implement steps in their organization that will enable their leaders and employees to proactively manage their stress and burnout.

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## PLATINUM



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# October 16, 2024

Registration & Breakfast

7:00 – 8:00 am

Trade Show Hours

7:00 am – 2:15 pm

## SERIES 1 9:15 – 10:15 am Choose One

### Secrets from Award-Winning Safety Professionals

*Sponsored by*

**Niclas Manson**, Principal Industrial Hygienist, Manson Methods

**Stefan Reimer**, EHS Coordinator, Linamar

**Joel Richer**, National Health and Safety Leader, Emco Corporation

**MODERATOR: Brandi Cowen**, Editor, OHS Canada & Talent Canada, Annex Business Media

Join the editor of OHS Canada for this exclusive session featuring inside stories from organizations and safety professionals recognized at OHS Honours, a national competition celebrating best practices. Our panel will discuss what these award-winning safety professionals have done at their organizations and the lessons they've learned to build a strong safety culture.

G HR LD

### Demonstrating Due Diligence and the Role of a Supervisor

**Kristin Onorato**, Specialized Services Lead (OHS), Workplace Safety & Prevention Services

**Alyson Smith**, Specialized Consultant (Management Systems), Workplace Safety & Prevention Services

Good supervisors help improve productivity, protect employees and reduce risk. They also motivate their teams and create a positive workplace culture - all of which boost profit margins and shareholder returns. In short, a well-trained supervisor is one of the best assets a company has. With fines for individuals increasing again, up to \$500,000 or possible jail time up to 12 months (or both!), it has never been a better time for supervisors to understand the critical role they play in protecting worker health and safety and the steps they need to take to demonstrate that they've been duly diligent. In this session, supervisors are provided with the knowledge and tools they need to be proactive in protecting worker health and safety and taking the necessary steps to demonstrate due diligence.

HR JHSC

### Thriving Through Wellness: Your Blueprint to Balance

**Meaghan Jansen**, MSc., BSc., BA, Owner, Employee Wellness Solutions

Embark on the journey to optimal wellness! We'll explore how to combat the toll of stress on our bodies and minds by focusing on key pillars of health and well-being: nutrition, physical activity, restful sleep, and stress management. Discover practical strategies to integrate healthy habits into your daily life, leaving you empowered and inspired. This workshop will leave you with the tools to cultivate wellness within yourself, your home, and your workplace, paving the way for a happier, healthier lifestyle.

G HR WMH

# October 16, 2024

## SERIES 1

9:15 – 10:15 am Choose One

### Proactive Protection: AI-Powered Cameras and PPE Detection in Workplace Safety

**Penny Belluz**, Director of Operations, Teleco

AI-powered technology is all around us. Streaming services like Netflix or virtual assistants like Siri use AI to learn from user behaviour to improve accuracy and provide better responses. AI technology used in safety prevention can proactively address potential risks and enhance overall safety awareness. Cutting-edge AI-powered security cameras, for example seamlessly identify and promptly alert to Personal Protective Equipment (PPE) violations, such as instances of not wearing hard hats in high-risk work areas. Integrating PPE detection with network horn speakers empowers workplaces to deliver correctional messaging or swiftly alert staff in the affected area. Move beyond the constraints of manual PPE detection, known for its repetitiveness and time-consuming nature, by embracing the efficiency of AI-powered solutions. Discover how these automated processes save valuable time and costs and are adaptable for businesses of all sizes. Join us to explore the future of AI-powered workspace safety solutions and revolutionize your approach to safeguarding your workforce.

G HZ JHSC LD

*Sponsored by*

### Safe and Suitable Work: The Life of a WSIB Claim

**Jennifer Singleton**, Stakeholder Relations Manager,  
Workplace Safety and Insurance Board

This presentation will cover the life of a physical injury claim at the Workplace Safety and Insurance Board (WSIB). Topics include reporting an injury or illness; how decisions about claims are made; WSIB benefits and services; the roles and responsibilities of employers, people with claims and the WSIB; and how each of these parties work together to help get people back to safe and suitable work as soon as possible, to reduce the impact of workplace injuries and illnesses.

G HR JHSC

*Sponsored by*

### Staying Ahead of the Electrical Innovation Curve

**Patience Cathcart**, Director of Data Science and Public Safety Officer  
Electrical Safety Authority

Electrical safety needs are ever changing in our fast-paced innovative environment. The increased use of lithium-ion products at home and at work warrants a refresher on safe charging and handling practices. There are safety implications for workers who operate in proximity to electrical systems and new battery systems coming into the market, as they can produce dangerous outcomes if safe handling practices are not followed. Learn about where the most prominent dangers lurk and who is at greatest risk. Arm new and young worker talent into your work environments with awareness of electrical safety hazards so they stay safe on the job. This session will also take a look at lithium-ion products and how we can implement proactive safety measures to prevent fires and shock hazards.

G HZ

# October 16, 2024

## SERIES 2 11:00 am – 12:00 pm Choose One

### The Hazards of Working with Battery Electric Vehicles

**Angela Cameron**, Manager, Consulting Services West  
Workplace Safety & Prevention Services

**Sean MacCormack**, Senior Health & Safety Consultant  
Workplace Safety & Prevention Services

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Ontario is quickly becoming a leader in the battery electric vehicle (BEV) sector, with billions being invested by the Ontario government and global automakers. With this emerging technology has come a variety of new hazards that many in the industry do not fully understand. To address this need WSPS has developed a White Paper on the hazards of working with battery electric vehicles. Join Angela Cameron and Sean MacCormack as they discuss BEV hazards, the legislation that applies to working on them, as well as gaps that have been identified in the industry.

HZ JHSC LD

### Root Cause Analysis (RCA): Looking Past the Smoke and Mirrors to Get to the Real Causes of Workplace Incidents

**Jeremy Shorthouse**, Senior Manager HSE, Projects & Design, Mondelez Canada

**Alyson Smith**, Specialized Consultant (Management Systems), Workplace Safety & Prevention Services

Typical corrective actions from most workplace incident investigations result in re-training or re-instructing employees in safe work practices and behaviours. This requires time and money and often with very limited to zero impact in harmful risk reduction. Many are familiar with root cause analysis, including techniques such as the 5 why's and fishbone diagram; but few workplaces apply them in an effective way. This session uses a case study to walk participants through a practical means of conducting and getting down to the real root cause of incidences and putting in place the proper corrective measures using the hierarchy of controls. This unique practical experience will send participants back to the workplace more confident, capable and ready to conduct effective and meaningful investigations.

G JHSC LD

### The Opioid Crisis: Breaking Stigma and Saving Lives

**Mark Barnes**, Pharmacist/Owner, Respect RX Pharmacy

The opioid crisis is real and impacts everyone across all demographics at work, at home and in the community. While opioids can effectively manage physical pain and facilitate return to work when used as prescribed, challenges arise when they're mismanaged. Workplace initiatives must focus on identifying and addressing risk factors, including the stigma surrounding addiction and mental health, and empower employees to seek help without fear of repercussions. Join Mark as he highlights the pervasive nature of opioid misuse and underscores the importance of proactive workplace measures to mitigate risks. Participants will gain insights into recent drug use trends, acquire essential knowledge to recognize high-risk behaviors, and learn how to identify an overdose and take immediate action. Don't miss this opportunity to safeguard your workplace and ensure the safety and well-being of employees in the face of this pressing public health concern.

G HZ HR WMH

# October 16, 2024

## SERIES 2 11:00 am – 12:00 pm Choose One

### Essentials of Contractor Safety – Legal Obligations, Best Practices, and Insights

**Ashley Brown**, Partner, Filion Wakely Thorup Angeletti LLP

The use of independent contractors has increased in the modern workplace – particularly with the rise of the gig economy. However, engaging an independent contractor comes with both benefits and risks. Ensuring that workers are properly classified, and understanding what obligations are owed to different categories of workers is of critical importance. This interactive session will look at these issues, with an emphasis on occupational health and safety, and provide attendees with practical guidance on proactive steps that can be taken to reduce risk and liability.

HR LL

*Sponsored by*

### Navigating the Heat: Protecting Workers in a Warming World



**Mike Russo**, MHSc, ROH, CRSP, Consultant, WorkBright™

As global temperatures rise, so does the risk of heat-related illness among workers. In 2023, the Ministry of Labour, Immigration, Training and Skills Development released a draft heat stress regulation that signals a potential shift toward more stringent enforcement of this hazard, underscoring the urgent need for workplaces to adapt. This session equips health and safety professionals, HR specialists, and risk managers with the essential knowledge and strategies needed to identify the underlying causes of heat stress; techniques for assessing risk to workers; recognizing the signs and symptoms of heat-related illness; navigating the evolving legal landscape; and implementing effective, practical solutions to prevent harm. Leave this session empowered to create healthier and safer work environments that are resilient to the challenges posed by working in the heat.

HZ

### Equity, Diversity, Inclusion, and Accessibility in the Workplace – Application of the National Standard CSA Z301 for Apprenticeship, and Beyond

*Sponsored by*

**Andrea Holbeche**, Strategic Initiatives Manager, Health and Safety Standards, CSA Group

**Valerie Vanderwyk**, Executive Director, Aboriginal Apprenticeship Board of Ontario; Training Services Representative and Indigenous Outreach and Training Liaison, Workers Health and Safety Centre

The new National Standard of Canada, CSA Z301, includes requirements and guidelines to support equity, diversity, inclusion, and accessibility (EDIA) in apprenticeship. The Standard provides EDIA principles and strategies to organizations that assist equity-deserving groups to succeed in the trades at each stage of the apprenticeship journey. While the standard was developed in the context of apprenticeship, general principles for EDIA building blocks and on-the-job requirements can help to inform an EDIA framework for a wide range of workplace organizations. This session will provide an overview of the new standard, the potential application, and insights for organizations looking to support workplace inclusion and remove barriers for individuals from equity-priority groups.

G HR LD WMH



# October 16, 2024

## SERIES 3

## 2:15 - 3:15 pm Choose One

### Ask the Inspector!

*Sponsored by*

**Željko Ilinčić**, Industrial Health & Safety Inspector, Ministry of Labour, Immigration, Training and Skills Development

**Peter J. Rickus**, C. Tech., Regional Program Coordinator (A), Ministry of Labour, Immigration, Training and Skills Development

**Rebecca Williams**, Industrial Health & Safety Inspector, Ministry of Labour, Immigration, Training and Skills Development

**MODERATED BY: Angela Cameron**, Manager, Consulting Services West, Workplace Safety & Prevention Services

Don't miss this opportunity to participate in an interactive discussion with the Ministry of Labour, Immigration, Training and Skills Development (MLITSD). Experienced Inspectors in the construction and industrial sectors are available to answer your questions. Whether you want to know more about confined spaces, workplace harassment and violence, working at heights, or machine guarding, or how the Occupational Health and Safety Act and Regulations apply to a specific situation in your workplace, this panel is for you! This session is always in demand and well attended, so come early with your questions to ensure you have a seat.

G

### Unlocking Workplace Potential: Transformative Impact of In-House Ergonomics Committees

**Kevin Lyons**, CRSP, CMIOSH, Health, Safety, and Environment Generalist, Enova Power

**Don Patten**, RKin. BHK. CCPE, CRSP, Specialized Consultant (Ergonomics), Workplace Safety & Prevention Services

Join us for an insightful session that delves into the transformative impact of in-house ergonomics committees on workplace productivity and employee well-being. This session is a must-attend for JHSC members, health and safety professionals, human resources leaders, and business executives seeking to optimize their organization's performance. Discover how an active in-house ergonomics committee can revolutionize your workplace. Learn about: the critical role of ergonomics in enhancing employee health and performance; strategies for engaging employees in identifying, assessing, and mitigating ergonomic risks; the development and implementation of a cutting-edge ergonomic risk assessment tool designed for real-world impact; successful case studies showcasing collaborative solutions and their positive outcomes; and insights from an experienced ergonomist on best practices and industry trends. Don't miss this opportunity to unlock the potential of your workforce through effective ergonomics practices. Join us and be part of the conversation driving sustainable growth and well-being in your organization!

HZ HR JHSC LD

### A New Tool to Assess Job-Based Risk of Psychological Harm

**Nathan Kolar**, MCISc, CEBS, CSEP-CPT, Health and Safety Consultant, Workplace Wellbeing, Public Services Health & Safety Association

This session introduces participants to the Occupational Psychological Risk Assessment Tool — a collaborative solution for assessing risk of psychological harm on the job. The OPRA is an innovative, web-based tool that uses a shared, participatory approach to review job factors that impact worker mental health, rate subjective risk of psychological harm, and collectively identify solutions to support worker wellbeing. Participants will review the mental health continuum and job-based psychological harm, learn how job factors can impact worker mental health, explore a new tool to assess and control risks of psychological harm and finally leave the session with a new tool and resources to reduce psychological harm and support worker wellbeing.

WMH

October 16, 2024

**SERIES 3**

**2:15 – 3:15pm** Choose One

### **Safety by Committee: Harnessing the Team Power of Joint Health and Safety Committees**

**Nicole Sherman**, Health & Safety Consultant, Workplace Safety & Prevention Services

What tools does your Joint Health and Safety Committee need to be successful, as a team? How do you know if your committee is compliant with legislation, policies and best practices? How do you know if your committee is effective? How can you deal with difficult situations and difficult members, to come to a positive resolution? See a committee in action! Get the necessary skills and information you need to ensure your team is having a positive impact in your workplace. We will be showcasing the practical application of tips and tricks for a powerful JHSC. One that works together to provide positive solutions for health and safety in your workplace.

JHSC

### **What Are You Falling For?**

**John Lichty**, NSCO, Health and Safety Consultant, Teacher/Trainer, Infrastructure Health & Safety Association

Since 2015, mandatory Working at Heights training in Ontario's construction sector initially reduced traumatic fall incidents, but falls from heights remain a significant cause of critical and fatal injuries. Why? Training workers through an "approved provider" is just one aspect of your responsibilities. This session is for all levels of experience with Working at Heights and will review recent updates to the Ministry of Labour, Immigration, Training and Skills Development (MLITSD) standards, effective April 1, 2024. We will also discuss Employer and Supervisor duties under the *Occupational Health and Safety Act (OHSA)*, focusing on training, hazard identification, job planning, and work plans. Participants will participate in hands-on exercises with commonly used fall protection equipment and learn best practices aimed at preventing workers from falling back into old habits.

HZ

### **Safeguarding Workers: A Practical Approach to Working with Ontario's Designated Substances**

**Warren Clements**, BSc(HB), CIH, CRSP, Specialized Consultant (Occupational Hygiene), Workplace Safety & Prevention Services

Designated substances may pose a potentially significant health hazard, and the evaluation and control of exposure risk is essential for protecting workers from occupational illnesses. The Ontario Designated Substances Regulation has been around since the 1980s, and employers are still working on completing their Designated Substances Assessments and/or Control Programs today. Learn about the regulatory framework around designated substances, the MLITSD guide regarding designated substances in the workplace, and receive some background information on both existing and new applications where designated substances are used in industry today. This session will also provide information on some practical tools and approaches to help with the implementation of the assessment.

HZ

# Visit The Trade Show

Visit the trade show to meet a range of vendors, network with peers and gain valuable knowledge on new products and best practices at your workplace.



**Tradeshow Hours:**  
7:00 am – 2:15 pm



**For exhibitor or sponsorship information contact:**

**Terri Boorne**  
Events Coordinator

**Mobile** 289-326-5115  
**Toll Free** 1-877-494-9777  
**email** [terri.boorne@wsps.ca](mailto:terri.boorne@wsps.ca)

[PartnersinPreventionConference.com/Southwestern](https://PartnersinPreventionConference.com/Southwestern)

## Visit the WSPS Booth for your chance to WIN!

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# Hotel Information

## DOUBLETREE by HILTON KITCHENER

30 Fairway Rd. South  
Kitchener, Ontario

**Phone:** 519-893-1211

**Book by:** September 15, 2024

**Rate:** \$179 Plus applicable taxes and fees  
(single King room)

**Booking Details:**

Please book directly to receive the special rate  
and quote room block code: "WSPS"

Rooms are subject to availability.



## Mental Harm **Prevention** Roadmap

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**Assess** your current state. **Build** your action plan.  
**Monitor** your results.

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**FREE**  
Today!

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# REGISTRATION INFORMATION

FULL CONFERENCE	DAY PASS
<p><b>EARLY BIRD RATE</b> Register on or before September 16, 2024</p> 	<b>\$299 + HST</b>
<p><b>REGULAR RATE</b> After September 16, 2024</p>	<b>\$359 + HST</b>

**NOTE:** Minimum number of participants must be registered in order to run the conference.  
**REGISTER EARLY TO AVOID DISAPPOINTMENT**

VOLUME DISCOUNTS	5% 6 - 9 registrations	10% 10 - 15 registrations	15% 16 - 20 registrations	20% 21 or more registrations
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To be eligible for a volume discount, registrations must be made at the same time. Volunteer, Health & Safety Excellence program, volume discounts and/or any other discounts or special offers cannot be combined.

## Registration Details

### PAYMENT METHODS

Visa, Mastercard, or AMEX. Invoices available on approved credit only; contact Customer Care at: [customercare@wsps.ca](mailto:customercare@wsps.ca)

### REGISTRATION RATES

Registration includes breakfast, keynote speakers, lunch, conference sessions, and trade show admission. Early Bird rate cannot be combined with any other discount or special offer. Volunteer, safety group, volume discounts and any other discounts or special offers cannot be combined.

### CANCELLATION POLICY

Cancellations received in writing before October 7, 2024, will receive a full refund less a \$50 cancellation fee. Cancellations received after this date will not be accepted and the full conference fee will be forfeited without exception.

- Delegate substitutions are accepted and must be received in writing to [customercare@wsps.ca](mailto:customercare@wsps.ca) by October 11, 2024.
- If the cancelling delegate is a member of a group registration, the remaining group members may be subject to a higher fee as outlined within the WSPS event fee structure.
- Cancellations and/or substitutions must be made through Customer Care at: [customercare@wsps.ca](mailto:customercare@wsps.ca)

### BCRSP POINTS

Attending Partners in Prevention 2024 Regional Health & Safety Conference qualifies for BCRSP CPD points. WSPS is not responsible for maintaining and processing education credits. Visit the BCRSP website at [www.bcrsp.ca](http://www.bcrsp.ca) for more information on CPD point criteria and submission.

### TERMS & CONDITIONS

- Program subject to change without notice. WSPS reserves the right to make date changes with notice, speaker changes without notice and/or to cancel an event.
- Delegate registrations are accepted on a first-come, first-served basis; online advanced registration is strongly encouraged. If circumstances arise that require capacity to be reduced, any impacted individuals will be notified as soon as possible and be provided with a full refund.
- Where in person capacity limits may restrict the number of patrons allowed in the facility, onsite registration may not be allowed. WSPS Organizers will provide more details regarding this process closer to the event opening.

### HEALTH & SAFETY MEASURES

Protecting the health and safety of our delegates, speakers, exhibitors, and staff is, and will continue to be, top priority at WSPS. Should any level of government or respective agency impose restrictions or regulations that may impact the event, WSPS Organizers will make every effort to communicate such updates closer to the start of the event.

To register or for more information:  
**PartnersinPreventionConference.com/Southwestern**  
**1 877 494 9777**

# Ahead of the CURVE



Early Bird Rate: **\$299 + HST**  
Register on or before **September 16, 2024**

**SAVE \$60**

## Workplace Safety & Prevention Services™ (WSPS)

is a not-for-profit health and safety organization in Ontario, serving more than 174,000 member firms and 4.2 million workers across the agricultural, manufacturing and service sectors.

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