



# CFBA News

Newsletter of the Canadian Farm Builders Association

Spring Newsletter 2015

## *President's Message*

The 2015 Annual General Meeting and Conference had a fantastic line up of informative and engaging speakers/subject matter. Thanks go out to all of the presenters and also to our generous Sponsors for their various contributions in making this event possible. Congratulations to the recipients of this year's "Builders of the Year" awards and I encourage all of our builder members to submit their projects next year – this is the one time when it is truly acceptable to SHOW OFF!

I would like to thank Mark Cook, our past-president, for his last two years at the helm of the CFBA. He has done a great job at keeping us focused and on track with our objectives. It is my pleasure to welcome three new Directors to the 2015 Board. These are Adam Bender of Lafarge Ready Mix, Terry Rothwell of Tampa Hall Ltd. and Alex Schuts of Insta-Insulation. We sincerely thank Dwayne Job for his contribution to the CFBA, as his term as Director concluded January 30th. I look forward to working with the entire board as we continue our efforts to keep you abreast of the latest information as it relates to our industry, and more importantly to represent our interests as the government looks to make changes to various regulatory bodies and legislation (see Gary van Bolderen's COCA Report in this newsletter).

This past month, the Board convened an emergency meeting - an opportunity had come up for us to present our views as Farm Builders to Tony Dean as he reviews the key areas of Ontario's skilled trades system within the mandate of the Ontario College of Trades. Specifically, he is looking at the scope of practice of trades, and the process and criteria for the review of the classification of trades as compulsory or voluntary. During Gary's meetings with COCA, several concerns were raised which highlighted how our trades people could be restricted in their current practices as a result of these new 'scopes of practice'. We called the last minute meeting to draft a formal submission to Tony Dean for his review. The submission was made, and as a result, we will now have the opportunity to attend an in-person consultation session with Mr. Dean. We will keep you informed as our discussions progress.

Well, after February's record setting sub-zero temperatures, I'm sure all of us are anxious to see spring and the warmer temperatures that come with it. We can get shovels in the ground, people back to work, and we will welcome the pressures of bringing customers' visions of new buildings to life!

**"The only place where success comes before work is in the dictionary"** – Vidal Sassoon

*Let's get to work.....*



Dan Reymer  
Middlesex Concrete Forming Ltd.

# 2014 Builder Awards

The excitement and anticipation was evident once again this year as attendees to the January 30<sup>th</sup>, 2015 AGM & Conference voted in the People's Choice Awards for the best building projects in the various designated categories. Additional photos are available on the CFBA website

**Winners are as follows:**

**Dairy:** Post Farm Structures Inc. won with the Ben Loewith - Summithorn Holsteins project  
Sponsored by: Faromor



**Poultry:** HFH. Inc. won with the Jeff Eisses – Eisses Farms Ltd. project  
Sponsored by: The Sarjeant Company Ltd. *'In Memory of Calvin Kloosterman'*



**Other Livestock:** Post Farm Structure Inc. won with the Brian Bonney project  
Sponsored by: Vicwest



**Farm Storage:** HFH Inc. won with the McBlain Farms Ltd. project  
Sponsored by: Lafarge



**Horse I:** HFH Inc. won with the Caledon Riding Club project  
Sponsored by: Agway Metals Inc.



**Hobby/Recreational:** HFH Inc. won with the John and Marlene Black Airplane Hangar Project  
Sponsored by: Ready Mixed Concrete Association of Ontario



**Commercial/Institutional:** Post Farm Structures Inc. won with the  
Acorn Stair and Railing project  
Sponsored by: Total Laminating Products



# Project of the Year

HFH Inc. won with the John and Marlene Black Airplane Hangar Project  
Sponsored by: Steelway Building Systems



Thank you to all who supported the Builder Awards! Congratulations again to the winners!

Best regards,

Sally

*Sally Akroyd Bombino*  
*General Manager*



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## 2015 ANNUAL CFBA CONFERENCE

### CONGRATULATIONS

to HFH Inc.

for their award-winning Project of the Year.

In recognition of the award and honour

HFH received a \$500.00 cheque

Sponsored by ***Steelway Building Systems***



The meeting of the minds,



Gary Bolderen, Mark Cook and Dan Reymer



*The CFBA thanks Steelway and all other sponsors for their generosity.*

Please see the list of 2015 sponsors following.

Thank you to our Generous Sponsors:

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**CFBA 2015 AGM & Conference**

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Thank you to our Generous Sponsors:

**BUILDER AWARD  
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Faromor Ltd

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Memory of Calvin Kloosterman'*

Vicwest

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Andex Metals

Total Laminating Products

Ready Mixed Concrete  
Association of Ontario

**PROJECT OF THE YEAR:**

Steelway Building Systems  
*'In Memory of Glen White'*



From: Gary van Bolderen – CFBA Director,  
The CFBA's COCA Representative and Chair of COCA

CFBA Newsletter March 27, 2015

## **COCA Report (Council of Ontario Construction Associations)**

What is the government up to when it comes to the construction industry in Ontario?

*You may be surprised to learn that the present government is very active on issues that are critical to the construction industry. We have to be aware, alert and be prepared to take part in the democratic process to protect our industry and our individual businesses and livelihood.*

There are ongoing reviews for:

1. Ontario College of Trades (a.k.a. Tony Dean review)
2. Construction Liens Act
3. Prompt Payment is coming back for another look
4. Ontario Pension Plan hearings
5. WSIB changes are a continuing process but significant changes are coming
6. How to control the underground economy?

The results of these reviews and hearings will produce recommendations to the government, who in turn will use these hearings to justify new regulations and even legislation. The people doing the reviews will consult the public and industry, and to some degree will make their recommendations based on the submissions they receive. It will not surprise you to learn that those with special interests will be working overtime to get their voice heard. They may have the resources to produce professional, well researched and polished documents to highlight their concerns. For these reviews to be credible they have to hear the voices of every stakeholder. If you do not speak, you will not be heard. If you do not participate, you will not be in the game. This is no time to complain, it is time to be part of the campaign.

All these issues are deserving of our concern. They will affect your business and your industry. I was pleased that our Association (The CFBA) submitted its views in a written document to the Tony Dean Review for the OCoTs. We also were represented at a meeting with Tony Dean at his invitation, and because we made a submission we will be asked to meet with Dean again later in his review process. So we are being heard.

Please view the CFBA's submission to the Tony Dean Review may be viewed via the "News" section of the Welcome Page on the CFBA website: <http://www.cfba.ca/welcome.htm>.

COCA representatives have met Mr. David Marshall, the President and CEO of the WSIB twice, and have introduced the CFBA to him, and had a very informative discussion about the rural construction industry. The Chair of the WSIB, Mrs. Elizabeth Witmer, has also met with us. I took the opportunity to mention the farm building industry to her. One never knows if any of these conversations will produce results. I feel that at least they have heard about our group and our concerns. It would not have happened if we were not there.

COCA representatives have had one introductory meeting with the Mr. Bruce Reynolds, who is doing the Construction Liens Act review. We have been promised another meeting once the review is underway and past its initial stage. This is a long overdue look at a Law that has been almost useless for the small building contractor. We will be participating in this review with pedal to the metal. Hopefully the CFBA will be engaged in this process directly. I can assure you that the small contractor's concerns will be raised in due course.

The Provincial and Federal governments are very interested in ways to minimize the size of the underground economy. Their objective is twofold, to collect the taxes due, and to make it an even playing field for the legitimate businesses. Laudable objectives to be sure, but how do you do that? Use a big stick or a carrot for compliance? Interesting discussion, not many easy answers, but we gave our opinions, especially the fact that the more red tape that is required you can be sure that there is a direct relationship to more of the UE. By the way, Canada has one of the best voluntary tax payment records in the world. One of the worst is Greece..... How is that working out for you Greece?

The changes are always coming. If it is not one thing it is another. It is imperative that we at the CFBA continue to be a player in this game they call democracy. Remember Mr. Churchill's observation "Democracy is the worst system of government ,,,,,,, , except for all the rest." It is a great country we live in. Let's keep it that way by being part of it.



**Gary van Bolderen**  
**COCA Chair**  
**CFBA Director & COCA representative**



**Ontario Government Introduces  
*It's Never Okay:  
An Action Plan to Stop Sexual Violence and Harassment***

**Carissa Tanzola**

**March 2015**

In June 2010, the *Occupational Health and Safety Act* was amended to include employer responsibilities relating to workplace violence and harassment. Every employer was required to prepare policies and programs including a reporting mechanism and information on how the employer will investigate and deal with an incident or complaint. However, the amendments did not specifically reference *sexual* violence or harassment.

In December 2014, the Government of Ontario called for stronger action specifically in respect of sexual violence and harassment, and this past week an *Action Plan* was launched.

*It's Never Okay: An Action Plan to Stop Sexual Violence and Harassment* includes thirteen (13) commitments from the Province, **three (3) of which relate specifically to the workplace:**

1. Introduction of legislation to strengthen provisions related to sexual violence and harassment in the workplace, on campus, in housing and through the civil claim process (Commitment No. 1)
2. Development of up-to-date training for front-line workers in the health, community services, education and justice sectors to better support survivors of sexual assault and harassment and develop training for workers in the hospitality sector to empower them to know how to help when they encounter high-risk situations (Commitment No. 8)
3. Enhancement of workplace laws to strengthen enforcement under the *Occupational Health and Safety Act*, including the establishment of a Code of Practice to help employers develop stronger sexual harassment policies (Commitment No. 12)

In light of the Province's *Action Plan* employers should proactively take this opportunity to review current policies, protocols and training procedures to ensure best practices and a safe workplace for all. This includes:

1. Ensuring health and safety policies and practices are up to date and address all forms of violence and harassment, including sexual violence and harassment.

2. Reviewing the organization's complaint mechanism to ensure it remains current and accessible to all employees.
3. Reviewing and refreshing training for those employees responsible for dealing with complaints or incidents of violence and harassment.
4. Reviewing and refreshing training for all employees to ensure workplace expectations regarding health and safety and violence and harassment are clearly understood.
5. Revisiting recent workplace complaints of violence or harassment (if any). How were they handled? How were they resolved? What lessons were learned? What changes could be made to the organization's policies, investigation procedures and training protocols, to better serve the workforce?

**We will keep our readers posted as the Ontario Government implements its 13 commitments. In the interim, should you have questions or require assistance, please contact a member of the Sherrard Kuzz LLP team.**

*Carissa Tanzola is a lawyer with Sherrard Kuzz LLP is one of Canada's leading employment and labour law firms representing the interests of employers. Carissa can be reached at 416.603.0700 (Main), 416.420.0738 (24 Hour) or by visiting [www.sherrardkuzz.com](http://www.sherrardkuzz.com).*

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#### **LEXP**ERT RANKED

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Jean Cumming Lexpert® Editor-in-Chief





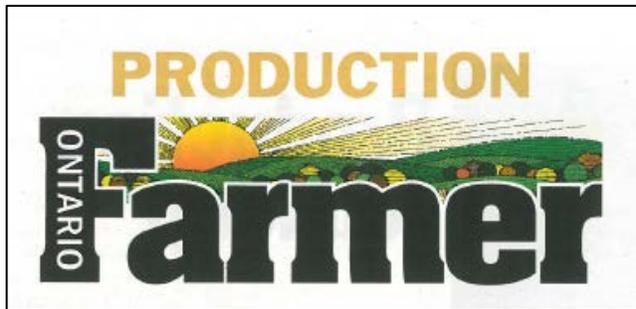
***The Black's Barn/Airplane Hangar – Award Winner of the CFBA's 2014 Builder Project of the Year*** was the focus of the following article in **Ontario Farmer** magazine. A journalist who attended the CFBA's AGM & Conference was so taken with the project that he contacted the Blacks and generated this article.

***CFBA Member and Award-Winning Builder on this project; HFH Inc.*** stated the following:

*"HFH Inc. was honored to be a part of this timepiece project. As a proud builder of all types of agricultural buildings in southern Ontario & specializing in Timber Frame new & restoration construction, we were able to put our skills to use in a variety of ways on this project. From the initial meeting it became clear to John Martin & the Blacks what a loss it was to have the wind storm damage this historic building & what it meant to them.*

*The team at HFH was able to incorporate their abilities of new timber construction together with re-working reclaimed materials to create a truly unique building. Using a mixture of modern & heritage building materials & techniques we were able to re-build the barn exactly as it was & also provide a vastly new & improved structure. Working together with the Black's vision for re-using many various materials, we were able to re-build this bank barn & create a very unique – multi-use space. Built like the original bank barn, it can be used for livestock & farming uses if desired. Currently it is used for storage, airplane hangar, & a vast entertainment space with full kitchen. The project is a landmark in rural Ontario & has been built to last centuries ahead!"*

The CFBA thanks HFH Inc. and the Blacks for their participation in the Builder Awards program with this unique project, and congratulates both on their win. Please see the article following.



Community

TALES OF COLOUR AND VARIETY FROM THE FARM NEIGHBOURHOOD OF ONTARIO

Tuesday, March 10, 2015

# You can go home again...

By: *Bob Reid*  
*Ontario Farmer*

Grand Valley -As the maple leaf is emblematic of all things Canadian, so too the iconic profile of the timber frame bank barn was once synonymous with agriculture in southern Ontario.

Unfortunately, lack of need, neglect and the elements have eroded their central position of importance once held on mixed family farms. The latter resulted in the tearing down of just such a bank barn on the 200-acre farm of John and Marlene Black near Grand Valley in Dufferin County.

A huge portion of the roof was ripped off on Oct. 30, 2012 -the same night Hurricane Sandy was wreaking havoc on the eastern seaboard of the U.S. -with one gable end collapsing. The building was still being used to store machinery but its value to the Blacks was based on much more than that.

The couple wanted to have the damage repaired and contacted barn builder John Martin of HFH Construction near Guelph. One look at the building told him, as he soon relayed to the Blacks, that the barn built in 1890 was beyond saving.

Marlene's great-grandfather John Taylor had built the barn after immigrating to Canada from Ireland in 1837 and purchasing the farm 20 years later. His son (Marlene's grandfather) John H. Taylor took

over the farm, raising cattle, pigs and chickens as many farms at that time did.

Marlene's mother Mildred was the fourth girl born to John H. Taylor who eventually took over running of the farm with her husband Howard Fern. Marlene was born on the farm and became responsible for much of the work when her dad suffered a heart attack at the age of 54, limiting his physical abilities.

She spent many hours in the barn doing chores, the least favourite driving work horses down the gangway as they pulled up loads of hay with a rope attached to a pronged hay fork for lifting loose hay from wagons into the mow. The barn was an important element of her life growing up so its demise made her regard the farm differently.

"It (barn) dominated the whole yard," said Marlene. "It was the first thing you saw when coming around the corner to the farm."

She and a girlfriend had painted the Maple Grove farm name on the roof of the barn in big, bold letters when they were only 16. A bright red and white checkerboard pattern was painted on the gangway doors years later.

Marlene and John took over the farm shortly after they were married in 1964. John's roots also

run deep in the community, coming from a family farm just one mile away.

The Blacks did have the barn torn down but the farm just didn't feel the same, said Marlene. Another call to John Martin and the decision was eventually made to replace the barn, not with a modern stick frame structure or steel building but a duplicate of the 72-by-75-foot timber frame building they had lost.

Not only that, they wanted it on the exact same footprint as their old barn.

They travelled the countryside and looked at many timber frame barns -new or restored -for ideas but certainly none were quite the same as the unique structure they were finally able to create.

Some material was saved from their old barn to be incorporated back into the new structure. The stone and cement foundation was pushed out into the field, the stones separated from cement and piled on pallets. They were then recycled back into the newly constructed walls that had formed the stable as construction began on August 13 of 2013.



The barn is a recreation of the one Marlene's great-grandfather built after coming to Canada in 1837

In late November work started on the timber frame which was eventually raised up in December.

It was a combination of timbers cut from pine logs at an area saw mill and reclaimed timber from a barn structure near Alliston. Some of those old timbers were 54 feet in length and 12 inches square, remarked John.

In walking throughout the completed structure today both John and Marlene can point out where the chickens were kept, where the cattle were stabled, what part once held pigs. But while the barn clad with one-inch lumber (covered with a peanut oil based preservative from Australia) looks similar from the outside to the original, a pig or cow would look very much out of place inside.

To begin with in the stable area, a Cessna 150 airplane sits ready for take-off on the nearby runway. John has been a pilot for over 40 years and really didn't have a proper place to store the plane that made it easily accessible. Providing better housing also provided further justification of expense for the new barn.

Wide fold-up doors on the south side of the stable now allow for easy take off, or at least take out.

A geothermal ground heat system and a network of heating pipes running through the cement floor will make sure there is never a need to de-ice the wings in winter when John does much of his flying.

Where the loose hay would have been dropped in the mow by Marlene and her team of horses, there is a huge open area with

tongue and groove ash flooring that allowed the Blacks to sit down 200 friends and relatives to celebrate their 50th wedding anniversary last summer.

Sturdy timbers mortised together high above demand a cathedral-like respect.

Adjacent to that is an enclosed heated living area with an expansive kitchen, dining area, bathroom, office, space all on a ceramic tile floor -well lit with the natural light filtering through the many large windows. The decorative touches and furniture are the result of numerous trips to Habitat for Humanity and various Thrift Stores, many authentic to the era in which the original barn was built.

A mezzanine above the living area has furniture, railing and a great view looking down on the main floor space and gangway entrance. Stairs of thick, rough sawn planking give access from the mow floor.

It all fits together to give the building, considering its tremendous size, a feeling of comfort, even without the traditional smells of livestock and stored hay.

Marlene had worked very closely with the builder, which resulted in occasional intense discussions, on exactly how she wanted the barn to look. It required hundreds of decisions and the ability to visualize what the final product would look like.

"The builder said they could do the work but I was the one who had it all in my head," said Marlene.

The blending of talents resulted in the barn winning two categories at this year's Canadian Farm Builders' Association annual meeting in Stratford, for top overall project as well as hobby building.

She is more than pleased with the final result and the quality of workmanship.

"We like to entertain," said Marlene who is currently on the executive of the Ontario Flying Farmers. She and John have both been past presidents. Thirty four planes were parked in the barn yard at an event they hosted in 1994. Eight planes were present at an event they hosted last fall.

John, 75, and Marlene, 70, continue to add little personal touches to the barn and would in fact like to live in it someday. Irish shamrocks and gargoyles (for keeping damaging rains away) grace the walls and timbers.

The engineer who drew up plans for the barn unfortunately died shortly thereafter. His daughter has approached the Blacks about having a memorial service for him held within the building this summer, which they plan to do.

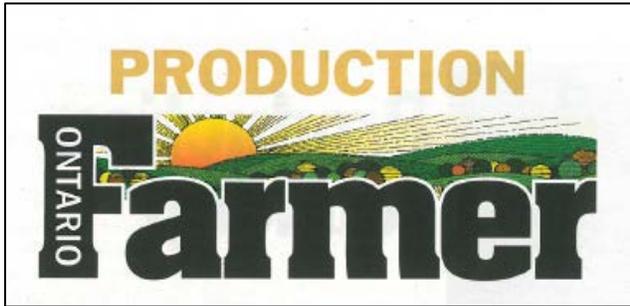
The Blacks remain very active on and off the farm. Marlene owns an insurance business in nearby Orangeville and, like her grandfather, practices as a traveling ordained minister, while John cash crops the farm.

They chose not to share the final cost of the building but its' worth to them as a significant part of their life is obvious.

"It is the focal point of the farm," said Marlene.

Illustration: The barn is a recreation of the one Marlene's great-grandfather built after coming to Canada in 1837 Sturdy timbers high above create a cathedral-like effect.





**CFBA annual meeting**

Tuesday, February 10, 2015

## Those who want to build should first research permits.....

*By: Bob Reid  
Ontario Farmer*

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**S**tratford – The supply management commodities supplied most of the entries in a new farm building competition held annually by the Canadian Farm Builders Association (CFBA).

Pictures and details of expansive dairy and chicken barns were on display at the CFBA annual meeting held recently in Stratford.

"There are not too many new pig barns going up," said CFBA outgoing president Mark Cook whose construction company is involved in the construction of horse barns.

The agriculture commodity in which the most building takes place changes from year to year, added Cook. Once pig barns emptied with government buyouts, when prices were down a few years ago, are filled up again and if current high prices remain, new pig barns could be front and center next year.

No matter which commodity sees the construction of new buildings, Cook suggested farmers need to research all the permits that are now required before new construction can even begin.

"The biggest single cost in a building, are the permits," said Cook. Contractors sometimes spend a year chasing down permits necessary before building can start, longer than it takes to do the actual construction.

"You have to go through hoops as they (public officials) feed them to you," said Cook.

Requirements change from municipality to municipality on issues such as setbacks, snow load requirements, fire codes, etc. Builders are required to stay current on all recent changes to codes.

"You might have to sit a building in the middle of a hundred acre farm to meet requirements," said Cook.

Along with the moving target of codes and building practices are some of the changes being requested by animal welfare groups.

Those were outlined by guest speaker Penny Lawlis, human standards officer with Ontario Ministry of Agriculture, Food and Rural Affairs (OMAFRA.)

She outlined the development of a Canadian code of practice for livestock that has been developed through a collaborative approach over several years by representatives of all sectors involved in the agri-food industry.

"People don't know and don't really want to know but want to know that there are standards," said Lawlis referring to care of farm animals.

The difference between early versions of the code and the revamped code is the change in focus from motherhood issues to specific requirements for care.

For instance pen size required to give livestock adequate floor space or space needed for sow crates wide enough that a sow can "occasionally turn around."

The kinder, more collaborative approach resulting in the Canadian Code of Practice is a sharp contrast to the United States where changes are driven by retailers – such as fast food chains McDonalds and Wendy’s – that have resulted in dead-lines with outright bans attached to certain animal husbandry practices. Along with the details of construction applied to ensure animal welfare, construction companies are under closer scrutiny to ensure the safety of workers.

Employees working at greater heights on buildings are now required to take special training “It is a daily thing to look at safety,” said Cook.

Increased liability hand in hand with the increase in lawyers trolling for business has added another level of cost to large construction projects. Municipalities have reduced their liability by deflecting it to consultants now commonly hired by the applicant applying for permits necessary for a building project.

Both farmer and builders have to carry adequate insurance, said Cook.

Like the agriculture industry which builders serve, many of the services once provided for free by government extension workers have now been transferred, along with the attached costs, to the public sector. “Governments are always changing the regulations,” added Cook.



Outgoing CFBA president Mark Cook with pictures of buildings nominated for awards by the association



## An Interview with - 100 Mile Food Services

[www.100milefoodservices.ca](http://www.100milefoodservices.ca)

On March 23<sup>rd</sup>, Sally spoke with Phil Darrah, President of 100 Mile Food Services in Fergus, ON. Phil had previously agreed to provide an interview for the purposes of an information article in the CFBA newsletter. As an Association of Farm Builders, we should educate ourselves regarding issues that our customers may face in the farming community. Sally initiated the following interview with this in mind.

**1. Thank you for agreeing to speak with me Phil. Please outline how your company came into existence:**

*I have worked in the food service/delivery industry for 25 years, previously in sales roles, and decided to open my own operation about 7 years ago. My son Wesley Darrah and I operate the business together.*

**2. Please tell us about your company:**

*We are a food service supplier to restaurants, nursing homes, hospitals, golf courses, and retail stores.*

**3. Please outline what service you provide:**

*We buy direct from produce and protein suppliers (farmers), items such as vegetables and fruit, poultry, chicken, beef, pork, and fish. We offer lake trout, Lake Erie perch, bass, white fish, and farmed tilapia and trout. We pick up from the farmer (supplier) and deliver to the end user (customers).*



**4. How do you provide this service?**

*We currently have 4 sales staff who build relationships with farmers and customers. We work hard to maintain a good relationship with both farmers and our customers. Over time, our business grows.*

**5. Do you follow the 100 mile distance for suppliers?**

*Most products that we offer are secured from within the 100 mile radius. Some fish may come from a slightly further distance.*

**6. How does the product travel?**

*We have trucks that pick up product that is brought to our Fergus warehouse location, sorted, then distributed by our trucks to customers.*

**7. Please outline why a farmer would chose to partner with you:**

*The farmer needs to move their product. Most are small produce providers and can lose money by delivering their own product instead of having it collected, as this would take them away from the farm. We do not haggle on price with farmers, allowing them to determine price, and maintaining a respectful relationship. Most farmers package their own product, but for those who outsource packaging, we can collect product from the packager. We offer a valuable service to the farmer at a fair price.*

Please outline why a customer would chose you as a supplier:

*We offer 'fresh local and organic produce from within 100 miles', and the customer may use this in their marketing materials. We are a local family-owned company, not a huge corporation, therefore easier to work with. We cultivate a great relationship with our customers because servicing customers is a priority.*



**8. Where does the food go? How does the '100 miles' come into this?**

*We ship west to London ON and east to Toronto ON. For deliveries and pick-ups, our trucks go out in the morning and back in the afternoon, with no overnights. Produce arrives fresh.*

**9. You recently received a grant.....can you please explain more about this, and what you intend to use this for:**

*We have received 2 grants. The first one was from the Greenbelt Fund, which enabled us to add to our complement of sales staff. The second one was from the Local Food Fund which will enable us to acquire a computer system and a food truck. The challenge to a small business is that in order to receive the Local Food Fund monies, we are required to spend double the grant money to receive the grant. For example - we must spend \$150k to get \$75K back. This can be a major hurdle for a small business.*

**10. Please outline some major highlights over the years:**

*We have helped farmers move a lot of product that they might not otherwise have been able to move. We have helped organic farmers, and other who were struggling with distribution. As most farmers work 7 days a week, their biggest challenge is distribution of their product. We offer a user friendly solution to enable the farmer to continue maximizing their productivity by providing a collection and distribution service for their product.*

*We have a great staff (currently 8), and show our appreciation for their hard work during the busy months (April - December) by keeping them on during the slower months (January - March). The slower season is primarily due to lack of demand for product in the restaurant business.*

*In June, we are expanding into a new warehouse in Fergus ON that is 4 times the size of the current warehouse. The new warehouse will be used for storing product with coolers and refrigeration. We hope to add to our staffing complement with an additional 6 sales staff in the next 6 -8 months.*

**11. Please outline challenges:**

*A major challenge has been obtaining payment consistently from customers. Restaurants can be very late in paying their bills. We likely wrote off \$20K last year for unpaid invoices that we issued. This is difficult for a small business as we have invested significant time and resources in building a relationship with a customer.*

*We are continually competing with U.S. food service providers, who can ship products from California at a lesser price than we can offer for locally grown produce. People will notice this in grocery stores, that you can often buy produce for a lower cost than you can from a farmers market vendor or road-side produce stand. A good example of this is California head lettuce.*



*Most local farmer-produce suppliers grow from March - November. It is virtually impossible to grow in our climate, and too costly to grow produce in a greenhouse during the December - February timeframe. Root vegetables such as onions and carrots can be stored over the winter.*

Phil, we thank you for your time and wish you continued success!

Sally



## SMALL CONTRACTORS CORE TO NEW COCA CHAIR

*RICHARD GILBERT  
SENIOR STAFF WRITER*

Gary Van Bolderen, the new chair of the Council of Ontario Construction Associations (COCA), has started his term by focusing on several important policy issues that face small contractors in the industry.

"I come here with a small contractor's point of view. It brings a different perspective than those that participate in this industry in other capacities," said Van Bolderen. "In our industry, small contractors are by far the largest group that does the actual act of construction. These are the small business people who get up every day in Greenbank, Utopia, Mono Mills, Moffet, Lowville, Effingham or Chambers Corners. They are as unknown to us as are the names of the towns where they live."

Van Bolderen made this comment during his first speech as the chair of COCA, at their annual general meeting on February 26<sup>th</sup>. The meeting was held at the place insurance.

"I would say the number one issue right now is the Tony Dean review, because of the time limitation. That is already well underway and we have to be in there by March 13," said Van Bolderen.

"We suspect that once that initial submission is made, we will be called upon again down the road, when the report is filled out and Mr. Dean knows what direction the review is going."

Last October, the Ontario government appointed former Secretary of Cabinet and Head of the Ontario Public Service, Tony Dean, to review areas of the skilled trades system that fall within the mandate of the Ontario College of Trades.

In particular, Dean will review issues related to the scopes of practice or type of work performed in a trade, as well as the process for determining whether certification should be compulsory or voluntary to practice a trade.

"I'm continuing to hear from stakeholders, mostly with questions about the scope of the review and our engagement process," said Dean in an update last month.

"There have been vibrant discussions about the Ontario College of Trades as it was designed and operationalized and it is clear that many individuals and organizations are keen to share their thoughts and advice during this review."

These sessions will be held during April 2015 in Kingston, Ottawa, Hamilton, London, Sarnia, Sudbury, Thunder Bay and Toronto.

The second most important issue this year for Van Bolderen and COCA is the implementation of prompt payment legislation. "Prompt payment has been stymied, because it has been included in a review of the Construction Lien Act," said Van Bolderen.

"Some people want to keep them as two separate items. I think they are related and because the Lien Act is being reviewed, we are going to have a prompt payment system that includes whatever is new in the Construction Lien Act."

The Ontario government recently launched an expert review of the Construction Lien Act which includes an examination of payment issues within the construction sector.

The third most important issue for Van Bolderen is work-place safety and insurance. "The WSIB is huge. It always is and it is being transformed quickly," he said. "I think they are talking about a major shift in how they are going to assess the fee structure, based on performance. We have to be careful that we continue a very dramatic change that has taken place under David Marshall."

**ON THE LIGHTER SIDE.....**



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## Newsroom

### **Ontario Retirement Pension Plan - UPDATE**

*Bill 56, Ontario Retirement Pension Plan Act, 2014 carried first reading in the provincial legislature on December 8, 2014, if passed, the Bill will establish the Ontario Retirement Pension Plan not later than January 1, 2017. Following the introduction of Bill 56, on December 17, 2014 the government set out to solicit advice on key design features of the proposed ORPP through consultation and a discussion paper was quietly made public. The consultation closed on February 13, 2015.*

Employers who thought they were exempt from the ORPP because they already have a “comparable” plan in place should think again. Employers should be concerned that a “comparable” employer retirement savings plan for the purpose of being exempt from the ORPP may be limited to a defined benefit pension plan or a target benefit multi-employer pension plan only. It seems highly unlikely at this point that direct contribution pension plans or group RRSPs will qualify as “comparable”.

Employers and employees will be required to contribute 1.9% of earnings up to \$90,000 in annual earnings. In workplaces where a defined contribution or asset accumulation plan is already in place employers and employees may decide to reduce their contributions to the existing plans in order to make their mandatory contributions to the ORPP. This could cause significant disruption.

We are concerned that the proposed ORPP will have two significant impacts:

- It will have a negative impact on new business formation in Ontario by imposing an additional tax on employers of 1.9% of payroll
- It will needlessly cause a significant disruption for employers who already have defined contribution and Group RRSP plans in place

## Newsroom

### College of Trades Review - UPDATE

Tony Dean recently released a discussion paper titled “Dean Review Consultation Guide”. The 25 page document outlines the scope of his review of the Ontario College of Trades, provides background on various issues under the mandate and to solicit feedback by posing a total of 27 questions. COCA’s Ontario College of Trades Committee has already met to begin the development of COCA’s submission. The deadline for submissions is 4:00 pm on March 15, 2015. Dean will make himself available to meet in person with all stakeholders who provide written submissions before the deadline in April 2015. Dean expects to complete this project by October 2015.

No public notice was given about the appointment of Jamie Holmes to the College’s board of governors as a motive power employer representative to succeed David Savor who resigned before the end of his term of service. Holmes term runs from June 24, 2013 to June 24, 2016.

Highlights of the *Registrar’s Report to Members – June 2013* are the following:

- The College has a staff compliment of 104 including all permanent and contract employees; several other positions are in the process of being filled
- A key deliverables matrix and the business plan have been aligned with the College’s strategic plan
- 16 enforcement officers commenced field related activity after four weeks training, 7 in the GTA, 5 in southwestern Ontario, 2 in Sudbury and 2 in Thunder Bay; in addition four inspectors were hired from the MoL’s Jobs Protection Office in Ottawa; education and promotion will play a prominent role in the early stages of their field activity
- 10 construction trade boards met in April and May
- Of a total of 283,610 active members, 14,635 have renewed their memberships to May 29, 2013
- A Chief Diversity Officer will be recruited
- The last five ratio reviews have been completed and review panel decisions were due on July 18 (there has been no announcement of review panel decisions)
- The trade board for the sprinkler and fire protection installer has notified the construction division board of their intent to request a trade classification review (to seek compulsory trade status)

The full report can be accessed by clicking on the link below:

[http://www.collegeoftrades.ca/wp-content/uploads/RegistrarsReportJune\\_18\\_2013.pdf](http://www.collegeoftrades.ca/wp-content/uploads/RegistrarsReportJune_18_2013.pdf)

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## MOL Report to PLMHSC – Construction Sector – 4 March 2015 Meeting

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### SECTION 1

#### Reporting Month Statistics – Quick Review

Reporting Month	Fatalities	Critical Injuries	Total Combined
February 2015	0	2	2

#### Provincial Coordinators Comments

It has almost been a year since the Ministry of Labour transferred the enforcement of trade's qualifications requirements to the Ontario College of Trades and based on the feedback I get on a frequent basis there is still some confusion among stakeholders about the Ministry of Labour's role with respect to trade qualifications enforcement.

Under regulation 213/91 section 150 any person operating the crane on a construction project with a capacity over eight tons or a tower crane must hold a certificate of qualification issued under the *Ontario College of Trades and Apprenticeship Act, 2009*.

*Similarly under section 182 workers undertaking electrical work 'must hold a certificate of qualification issued under the Ontario College of Trades and Apprenticeship Act, 2009, that is not suspended', in the trade of electrician construction and maintenance of domestic and rural depending on the circumstances of work.*

Normally an MOL inspector will only look at these two compulsory trades on a construction project as they remain enforceable under the Occupational Health & Safety Act and Construction Regulations.

However in the event of an accident or injury, part of the investigation may very well be determining if the workers were adequately trained and in that case an inspector may wish to see proof of trade certification.

To clarify our role with respect to all the Ontario College of Trades (OCOT), Ministry of labour inspectors, are not conducting joint visits with OCOT inspectors look at trades certification beyond sections 150 and 182 unless they are conducting an investigation of some type.

I have received a number of complaints from stakeholders claiming that the OCOT inspectors have been issuing orders with respect to safety on a project and/or requiring work to stop. MOL has no role in addressing these OCOT issues and stakeholders are advised to contact the OCOT directly if they believe there is a problem.

With respect to MOL inspectors and enforcement of sections 150 and 182, I would expect that in the event that an inspector believes the worker is not certified in the trade that a stop work order may be issued, and the requirement to provide proof of certification would be requested both of the worker and their employer.

## MOL Report to PLMHSC – Construction Sector – 4 March 2015 Meeting

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Hopefully this month, we will see an increase in temperatures and this in turn will increase the risk of trips and slips for when ice is melting it can create soft pockets in the ground containing standing water. Employers and workers should especially note that excavation walls become unstable quickly, often within a few hours when temperatures rise well above freezing and open trenches and excavations can become death-traps if they are not properly sloped or shored. Employers should ensure that their supervisor is regularly inspecting the walls of excavations and if necessary calling and expert advice from a geotechnical engineer at this time of year.

Finally in closing, I have been closely reviewing academic studies that have been conducted around the world on “behavior modification” which is quite different from the way (worker) behavior (based safety) has been used as a way of explaining poor safety performance. Traditional approaches typically focus on the worker, and while the MOL has no official position with respect to these kinds of safety approaches, workplace safety depends on everyone in the workplace. Focusing on only one element of the workplace ultimately will not provide the best overall result.

Research suggests that when training occurs that a more effective way to ensure that work is now undertaken in a safe manner is to get a personal safety commitment from each and every person who was involved in the project. In very simple terms, this means getting the individual to promise to “work safely every day, follow the safety rules of the company and report unsafe work to their supervisor”. The behavioural science is ever evolving and the underlying message that unless we personalize the issue of safety, and reach into a different part of our collective brains, the part that gives us conscience and appeals to a higher order, that training in safety will have limited value.

In conclusion, it is encouraging that we are fatality free so far this year. I know with your help and personal commitment to work safely and to share that perspective with everyone who works you, we can make 2015 the safest year ever.

Michael Chappell  
Provincial Coordinator  
Construction Health and Safety Program  
Ontario Ministry of Labour

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## MOL Report to PLMHSC – Construction Sector – 4 March 2015 Meeting

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### SECTION 2

#### **MOL Current Events**

- Occupational Health & Safety in Ontario – 2013/2014 Annual Report (MOL – Prevention)  
[http://www.labour.gov.on.ca/english/hs/pubs/report\\_2013/index.php](http://www.labour.gov.on.ca/english/hs/pubs/report_2013/index.php)
- Expert Advisory Panel – Progress Chart (MOL – Prevention – Feb. 2015)  
[http://www.labour.gov.on.ca/english/hs/prevention/prev\\_chart.php](http://www.labour.gov.on.ca/english/hs/prevention/prev_chart.php)
- Fact Sheet – Working at Heights Training at Construction Projects (What's New – Feb. 2015)  
<http://www.labour.gov.on.ca/english/about/pubs/whatsnew/february2015.php>
- Blitz Results – Fall Hazards in Construction (What's New – Feb. 2015)  
<http://www.labour.gov.on.ca/english/about/pubs/whatsnew/february2015.php>
- Steps for Life – Registration Information (What's New – Feb. 2015)  
<http://www.labour.gov.on.ca/english/about/pubs/whatsnew/february2015.php>
- International Repetitive Strain Injury (RSI) Day (What's New – Feb. 2015)  
<http://www.labour.gov.on.ca/english/about/pubs/whatsnew/february2015.php>
- Hazard Alert: Fire and Explosion Hazard While Opening Oxygen Cylinder Valves (What's New–Feb. 2015)  
<http://www.labour.gov.on.ca/english/about/pubs/whatsnews/february2015.php>
- New Working at Heights Training Requirements for Construction Projects  
(Health & Safety at Work Today – Jan. 2015 – Issue #9)  
<http://www.labour.gov.on.ca/english/pubs/hsawtoday/issue9.php#safe>
- 2015 Safe at Work Stakeholder Consultations (Health & Safety at Work Today – Jan. 2015 – Issue #9)  
<http://www.labour.gov.on.ca/english/hs/pubs/hsawtoday/issue9.php#safe>
- Have a Safe Winter on the Job, on the Road (Health & Safety at Work Today – Jan. 2015 – Issue #9)  
<http://www.labour.gov.on.ca/English/hs/pubs/hsawtoday/issue9.php#safe>
- Results of the Ministry's 2013 and 2014 OEL Consultations (Health & Safety at Work Today – Jan. 2015 – Issue #9)  
<http://www.labour.gov.on.ca/english/hs/pubs/hsawtoday/issue9.php#safe>
- Alert: Electrical Hazards Associated with Welding Equipment (Health & Safety at Work Today – Jan. 2015 – Issue #9)  
<http://www.labour.gov.on.ca/english/pubs/hsawtoday/issue9.php#safe>
- Ontario Aims to Prevent Traumatic Mental Stress in High Risk Workplaces  
(Health & Safety at Work Today – Jan. 2015 – Issue #9)  
<http://www.labour.gov.on.ca/english/pubs/hsawtoday/issue9.php#safe>
- Fall Hazards in Construction and Inspector Enforcement Tools (Health & Safety at Work Today – Jan. 2015 – Issue #9)  
<http://www.labour.gov.on.ca/english/hs/pubs/hsawtoday/issue9.php#safe>
- Ontario Eliminates Cap and Extends Time Limit for Wage Recovery – Protections for Vulnerable Workers Now in Effect  
(MOL – Labour Standards – 20 Feb. 2015)  
<http://news.ontario.ca/mol/en/2015/02/ontario-eliminates-cap-and-extends-time-limit-for-wage-recovery.html>

Ontario to Launch Public Consultations on Labour Laws – Province Aims to Address the Changing Workplace (MOL – Labour Standards – 17 Feb. 20)

# What's New

March 2015 | Issue #58

## **Ontario Strengthens Protections For Vulnerable Workers**

Starting February 20, 2015, there is no longer a ceiling on the amount of money employees can claim for wages owed. Employees also now have up to two years to recover those wages, under recent amendments to the Employment Standards Act, 2000. These changes are among the provisions of recently passed Bill 18, The Stronger Workplaces for a Stronger Economy Act, 2014. These changes apply with respect to any unpaid wages that come due on, or after, February 20, 2015.

[Learn More >](#)

## **Ontario To Launch Public Consultations On Labour Laws**

This spring, Ontario will launch public consultations on the changing nature of the modern workplace. The public consultations will focus on how the Labour Relations Act, 1995 and Employment Standards Act, 2000 could be amended to best protect workers while supporting businesses in our changing economy. [Learn More >](#)

## **Ontario Increasing Minimum Wage**

Ontario is raising the general minimum wage from \$11 to \$11.25 per hour, effective October 1, 2015. Minimum wage rates for jobs in special categories (liquor servers, homeworkers, students, etc.) are also increasing at the same time. The increase is the result of recent changes to the Employment Standards Act, 2000 (ESA) that tie minimum-wage increases to Ontario's Consumer Price Index (CPI).

[Learn More >](#)

## **Buying A New Roof? Consider This...**

Roofing is dangerous work; even a small slip can have serious consequences. If you're a homeowner, it's very important to ask about health and safety precautions and certifications before you hire a roofing contractor.

[Learn More >](#)

## **Labour Relations Conferences**

Trust is key to an effective labour-management relationship. Attend one of three new sessions of the ministry's latest regional workshop "Building and Maintaining the High-Trust Labour-Management Relationship" in Ottawa, Windsor or Barrie. With the assistance of ministry mediators, employer and union practitioners from the private and public sectors will spend the day enhancing their understanding and mastery of labour relations best practices.

[Learn More >](#)

## **North American Occupational Health And Safety Week**

In early May, many across the country will celebrate North American Occupational Safety & Health Week. Its aim is to focus the attention of workplaces and the public on the importance of preventing injury and illness in the workplace, at home and in the community. Learn how you can get involved!

[Learn More >](#)

## **Hazard Alert: Carbon Monoxide Poisoning Associated With Some Floor Burnishers**

Several cases of worker exposure to high levels of carbon monoxide associated with the use of propane-powered floor burnishers have been reported. These particular incidents occurred in retail stores, but burnishers are used in a wide variety of workplaces. Learn how to protect your workers from this hazard.

[Learn More >](#)



# What's New

## Who is a Supervisor under the Occupational Health and Safety Act?

### Introduction

The [Occupational Health and Safety Act](#) (OHSA) defines a supervisor as a person who has charge of a workplace or authority over a worker. This is a broad definition that can apply to many different people in a workplace, including people in management, on the shop floor, in a bargaining unit, and individuals whose job title does not include the word "supervisor". The definition of supervisor has two separate parts. Having **either** charge of a workplace, **or** authority over a worker, is sufficient for a person to be a supervisor. In general, "charge of a workplace" refers to broad control over the planning of work and how it is carried out, while "authority over a worker" can be seen as a more specific power to ensure a worker's compliance with directions.

This document was prepared to clarify the duties and responsibilities of a supervisor, as defined in the OHSA, and to guide workplace parties (employers, supervisors and workers) and the Ministry of Labour (MOL) when assessing which individuals in the workplace are supervisors under the Act. Workplace parties may wish to obtain legal advice regarding a specific situation in their workplace.

### What the OHSA Requires

Everyone in the workplace, from the employer to the newest worker, has different but important duties to keep the workplace safe. Because employers have the most authority in the workplace, they have the greatest responsibility for health and safety of workers. Supervisors are next in line.

The specific duties of a supervisor under section 27 of the OHSA are to:

- make sure that workers work in compliance with the OHSA and its regulations;
- make sure that workers use any equipment, protective devices or clothing the employer requires;
- tell workers about any workplace health and safety hazards that the supervisor is aware of;
- give workers written instructions on measures and procedures to be followed for their own protection, if prescribed by regulation; and
- take every precaution reasonable in the circumstances to protect workers.

### Additional duties of a supervisor are set out in some regulations under the OHSA.

The OHSA gives employers and workers duties that help support the role of the supervisor. **When appointing a supervisor, the employer must ensure the person is competent.** To be competent, a supervisor must have enough knowledge, training and experience to organize the work and how it is to be performed. He or she must also be familiar with the OHSA and any regulations under it that apply to the workplace, and, know about any actual or potential health and safety hazards in the workplace.

Employers have other significant duties related to supporting a supervisor, including acquainting workers or supervisors with any hazards in the workplace; providing and maintaining equipment and protective devices; and, taking every precaution reasonable in the circumstances to protect workers. Workers also have duties that support the supervisor in his/her role, for example, to work safely and in compliance with the OHSA and regulations, and, to report any workplace hazards and contraventions of the law to the supervisor or employer.

# What's New

## Who is a supervisor?

Determining if a person is a supervisor is an **objective** test based on the person's actual powers and responsibilities. Whether or not a person subjectively believes s/he is a supervisor is not part of the determination. Under the OHSA, having **either** charge of a workplace, **or** authority over a worker, is sufficient for a person to be a supervisor. In any case, the person must have sufficient authority to carry out the duties in section 27 of the OHSA (described under **What the OHSA Requires**). If the person does not have such authority, s/he is not a supervisor.



Below are two general lists of powers and responsibilities that may be exercised or carried out by a supervisor. The first list includes powers that are primary indicators of being in a supervisory role. The second list includes responsibilities that would generally be carried out on the job site by a front-line supervisor who interacts directly with workers.

1. Powers that are primary indicators of being in a supervisory role include the power to:
  - hire, fire or discipline,
  - recommend hiring, firing or discipline,
  - promote, demote or transfer,
  - decide a worker's rate of pay,
  - award bonuses,
  - approve vacation time,
  - grant leaves of absence, or
  - enforce procedures established to protect worker health and safety.
  
2. A person with none of the powers listed above could still be a supervisor as defined in the OHSA, if he or she has some of the following responsibilities:
  - determining the tasks to be done, and by whom,
  - directing and monitoring how work is performed,
  - managing available resources such as staff, facilities, equipment, budget,
  - deciding on and arranging for equipment to be used on a job site,
  - deciding the make-up of a work crew,
  - deciding on and scheduling hours of work,
  - dealing directly with workers' complaints, or
  - directing staff and other resources to address health and safety concerns.

More information about the different duties of the employer, supervisor and worker can be found in the Ministry of Labour's [Guide to the Occupational Health and Safety Act](#).

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## ***NEW UNIT TO SUPPORT THE IMPLEMENTATION OF NEW STANDARDS AND TRAINING REQUIREMENTS***

### **Message from the Chief Prevention Officer:**

The Ministry of Labour has created a new unit within the Prevention Office to support the implementation of new standards and training requirements, such as Working at Heights which comes into force on April 1, 2015.

The **Health and Safety Program Administration and Certification Unit (HSPACU)**, is responsible for the assessment and approval of Training Provider and Training Program applications. Applications are assessed against Chief Prevention Officer (CPO) approved standards like the new Working at Heights Standards.

Once programs and providers receive CPO approval, HSPACU also provides oversight to ensure Approved Providers and Programs continue to meet the Standards. The unit also verifies program completion for learners and issues certification and proof of completion cards.

In addition to Working at Heights Program Administration, HSPACU oversees the certification of Joint Health and Safety Committee (JHSC) members. The unit also provides communication and client support services for inquiries related to the Health and Safety Awareness Training for Workers and Supervisors, Joint Health and Safety Certification and Working at Heights programs.

As new programs are developed by the Prevention Office, HSPACU will continue to carry out Training Program and Provider approvals and provide client support services for the Ministry of Labour.

Questions regarding these programs can be answered by calling 1-877-202-0008 or by e-mailing the following addresses:

For inquiries regarding WAH (including training provider questions) - [WAH.InquiryLine@ontario.ca](mailto:WAH.InquiryLine@ontario.ca)

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## REPETITIVE STRAIN INJURIES ADVISORY

### Message from the Chief Prevention Officer:

#### International Repetitive Strain Injury Awareness

RSIs — or Repetitive Strain Injuries — are one of the most common work-related injuries in Ontario. Nearly four out of ten injuries requiring time off work in Ontario are a result of musculoskeletal disorders (MSDs), an umbrella term that includes RSIs.

Although not life threatening, RSIs can be life changing. Whether it is a store clerk stocking shelves at the local department store, or an office worker typing at a computer, RSIs can affect any worker, anywhere at any time.

These injuries mainly affect muscles, nerves and tendons and can develop because of repetitive work. This may include typing, forceful exertions like heavy lifting and carrying, or when our limbs are put in awkward positions for long periods. They can also be debilitating, at times causing constant pain and affecting mobility.

#### **Here are some tips for preventing RSIs:**

##### Employers:

- Be sure to educate your workers and supervisors about hazards that contribute to RSIs like repetitive actions, awkward postures and forceful efforts.
- Identify MSD hazards in your workplace and implement measures to eliminate or reduce them.

##### Supervisors:

- Make workers aware of the potential MSD hazards in their work.
- Support safe practices for workers that reduce the risk of RSIs, such as taking regular breaks, avoiding posture extremes and getting help with heavy lifting.

##### Workers:

- Try to maintain a natural wrist position. Flexing and twisting your wrist repeatedly or with force can cause problems with tendons and nerves.
- Try not to stretch your joints/muscles to their extremes. Our muscles are not as strong in those positions and too much of this can lead to a strain.
- Take regular breaks to move and stretch, increase blood flow and relieve stress. When you can, change your position and posture regularly.
- Report RSIs to your supervisor.

Information to help protect you is available from the [Ministry of Labour](#) and its [workplace partners](#).

To report unsafe work practices, please contact the Ministry of Labour Health & Safety Contact Centre toll-free at 1-877-202-0008.

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## UPDATED ADVISORY ON WORKING AT HEIGHTS

### Message from the Chief Prevention Officer:

#### **Falls from heights occur in many workplaces, particularly in construction where there are serious hazards created by working at heights.**

Falls due to unsafe work practices are the number-one cause of critical worker injuries and fatalities on Ontario construction sites.

The Ontario government has developed new training standards that will support quality and consistent training on how to work safely at heights. **As of April 1, 2015**, new regulatory requirements will come into force in Ontario, and will apply to employers of workers on construction projects. Working at heights training from an approved provider will have to be completed by workers who are required by [O. Reg. 213/91 \(Construction Projects\)](#) to use any fall protection methods including a travel restraint system, fall restricting system, fall arrest system, safety net, work belt or safety belt.

Under the Occupational Health and Safety Act (OHSA), employers on construction projects must ensure all workers exposed to falls hazards are protected when working at heights. Constructors and employers are responsible for ensuring that every worker on the project works in compliance with the requirements in the OHSA and its regulations, and they must always ensure that the health and safety of workers on the construction project is protected.

Please note that if training that met the requirements of Section 26.2 of O. Reg. 213/91 was completed before April 1, 2015, workers who have had that training will have two years (until April 1, 2017) to complete an **approved** working-at-heights training program that is delivered by an **approved** training provider.

#### **Employer responsibilities under the OHSA include:**

- The installation of guardrails, or where that is not reasonably possible, protecting workers with a travel restraint system, a fall restricting system, a fall arrest system or a safety net.
- Developing written procedures for rescuing a worker, before any use of a fall arrest system or a safety net.
- Ensuring workers are provided with adequate personal protective equipment and gear, and that they wear and use this equipment correctly.
- Training workers who may use a fall protection system in its use.

#### **Supervisor responsibilities under the OHSA include:**

- Ensuring that workers work in the manner and with the protective devices, measures and procedures required by the OHSA and its regulations.
- Ensuring that workers use the fall protection equipment and protective devices that the worker's employer requires to be used.
- Advising workers of the existence of any potential or actual danger to the health and safety of the worker of which the supervisor is aware, including any potential fall hazards.

#### **Worker responsibilities under the OHSA include:**

- Using or wearing the protective equipment, devices or clothing that their employer requires them to use or wear.
- Reporting hazards or any contraventions of the OHSA or its regulations to the supervisor or employer.
- Working and using equipment in a safe manner.

Information to help protect you when working at heights is available from the [Ministry of Labour](#) and its [Health and Safety System Partners](#).

March 16, 2015

## IHSA now an approved trainer for Working at Heights in Ontario

MISSISSAUGA—The Infrastructure Health and Safety Association (IHSA) is proud to be one of the first Working at Heights Training Providers to be **approved by the Chief Prevention Officer**. This means that **as of April 1, 2015** all of IHSA's one-day ***Working at Heights: Fundamentals of Fall Prevention*** courses will meet the requirements of the Working at Heights Training Standard released by the Prevention Office of the Ontario Ministry of Labour (MOL).

We will be offering our approved *Working at Heights* course at many [locations](#) throughout Ontario and in many [languages](#). In addition, to help ensure workers have access to IHSA's high-quality training, we have over 85 training partners to date. They include union training centres, member employers, and schools that meet our high standards of program delivery and will be using our course material to deliver **IHSA's approved Working at Heights program as of April 1, 2015**.

This new working at heights training requirement was mandated into legislation by amending Regulation 297/13: [Occupational Health and Safety Awareness and Training](#). According to sections 6 and 7 of the regulation, which will come into effect on April 1, 2015, workers on construction projects must complete a working at heights training program that has been approved by Ontario's Chief Prevention Officer if they are required to use any of the following methods of fall protection:

1. A travel restraint system
2. A fall restricting system
3. A fall arrest system
4. A safety net
5. A work belt
6. A safety belt

The training will be **valid for three years** from the date of completion. Workers who have already received training that meets the current requirements set out in section 26.2 of the Construction Projects Regulation (213/91) will have **two years (until April 1, 2017)** to complete an approved working at heights training program.

Reducing working at heights injuries and fatalities through standardized training was a key recommendation of the Expert Advisory Panel on Occupational Health and Safety that was led by Tony Dean in 2010. To learn more about the Working at Heights Standard and to see the list of approved training providers, visit the MOL's [Working at Heights Training](#) web page.

### **About IHSA**

IHSA is a leader in health and safety education. Through skills-based training, auditing, and evaluation, we provide safety solutions to those who perform high-risk activities such as working at heights, working with energized high-voltage power systems, driving motor vehicles, transporting dangerous goods, working on suspended access equipment, and utility line clearing.

As part of Ontario's health and safety system, we are recognized by the Ministry of Labour, the Ministry of Transportation, the Ministry of Training, Colleges and Universities, and the Workplace Safety and Insurance Board as designated trainers and consultants. So, you can be sure that the training you get from IHSA meets regulatory requirements and compliance standards.

You are automatically a member of IHSA if you pay premiums to the WSIB in one of the 28 rate groups in the industries that we serve:

- construction
- electrical
- utilities
- transportation
- aggregates
- natural gas
- ready-mix concrete

To learn more, visit [ihsa.ca](https://www.ihsa.ca)

## **Introduction to Hazard and Risk Management**

### ***New Course for COR™ Success***

A successful Occupational Health and Safety Management System (OHSMS) minimizes the potential for injury or illness in the workplace. Effective and ongoing hazard and risk management is an important part of that system.

IHSA's new program - **Introduction to Hazard and Risk Management** - assists those who are involved in creating their organization's hazard and risk management system.

An effective hazard and risk management system is a key component to successfully achieving COR™ certification. This new program gives you an opportunity to put your hazard assessment process to the test and see how it measures up against the COR™ standard.

Visit [ihsa.ca/training](http://ihsa.ca/training) to find out when Introduction to Hazard and Risk Management will be offered in your region.

## **Traffic Control-Temporary Work Zones**

### ***Updated for Book 7 revisions***

Every year workers are injured as a result of traffic-related incidents while performing work in and around public roadways. The *Regulations for Construction Projects* require employers to have a traffic protection plan in place to ensure that workers are protected.

IHSA's *Traffic Control Workers-Temporary Work Zones* assists those responsible for creating, implementing, and/or overseeing traffic control in temporary work areas to **develop an effective traffic control plan**. This course has been updated to reflect recent changes to the Ontario Traffic Manual Book 7.

Visit [ihsa.ca/training](http://ihsa.ca/training) to find out when Traffic Control-Temporary Work Zones will be offered in your region.

## CONNECTS

*Resources for Agriculture and Rural Economic Development*

March 2015

### **TECHNICAL UPDATES**

- **New "Cashcropper" App for Crop Rotations:** Download the app at: [www.cashcropper.ca](http://www.cashcropper.ca)
- **Keep Canola In Your Rotation For 2015!** - <http://ontario.ca/b766>
- **Online Course Helps Sprayer Operators Improve Efficiency:** [Sprayers101.ca](http://Sprayers101.ca)

#### ***Pasture Pointers***

***When you put your dairy herd out on grass, you have to change your management to maintain production - Barry Potter, Agriculture Development Advisor, OMAFRA***

As they enjoy a cold glass of milk, consumers may contemplate the image of cows grazing lush green pastures while the sun sets on another summer day. Turning cows out on grass can also mean cheaper feed costs for you and a way to provide exercise for your cows.

However, managing lactating cows on pasture presents its own set of challenges, particularly maintaining production and feed intake. Cows may struggle to eat enough to meet their dietary requirements. Milk production tends to drop when cows graze - often affecting fat and protein percentages.

A Penn State University study that looked at how pasture management affects dry matter intake suggests ways of meeting these challenges. Research on grazing shows Holstein cows eat the equivalent of about three per cent of their body weight per day on pasture. How effectively a cow harvests grass determines intake. Penn State researchers actually developed an equation to calculate how much a cow consumes on pasture. Intake equals grazing time, multiplied by biting rate, multiplied by bite size.

You can influence grazing time by regularly providing your cows with fresh pasture, the equivalent of pushing up feed to the bunk in confinement operations. You have no control over biting rate - the number of times per minute cows decide to clip the grass with their teeth. Grass height and density establish how much forage is available to cows each time they bite, which determines bite size. Ideal grass height is 8-12 inches (20-30 cm), which is critical to maximize bite size.

Higher yielding cows eat more than lower yielding cows. They graze more and have more bites per minute. The biggest factor influencing pasture intake is bite size, the amount of forage intake per bite.

The Penn State study grazed two groups of high-producing Holstein cows on different pasture amounts. One group was offered the forage equivalent of 55 pounds of dry matter (DM) per day, the other 90 pounds. Cows were equipped with electronic recorders to monitor eating and chewing behaviour. Researchers supplemented half the cows in each group with concentrate.

Pasture-only cows grazed for 617 minutes per day, about 10 hours, and averaged 56 bites per minute. Cows that bit more often produced more milk. Cows supplemented with concentrate grazed 1.5 hours less than the pasture-only groups.

For more information go to: <http://ontario.ca/b83b>

This article first appeared in the Ruminations column of The Milk Producer Magazine, April 2011.

## CONNECTS

*Resources for Agriculture and Rural Economic Development*

### **PROGRAMS and SERVICES**

#### **Next Generation Integrated Pest Management**

To attend any of the webinars, simply register by calling: 1-877-424-1300 or email [ag.info.omafra@ontario.ca](mailto:ag.info.omafra@ontario.ca) with the dates you would like to attend.

#### **Rural Ontario Institute's Advanced Agricultural Leadership Program (AALP)**

Class 16 Recruitment: Available on the AALP website at [www.aalp.on.ca](http://www.aalp.on.ca).

#### **Environmental Farm Plan Workshop – 2015:** Register Online at [www.ontariosoilcrop.org](http://www.ontariosoilcrop.org)

#### **Growing Your Farm Profits – 2015:** Register Online at [www.ontariosoilcrop.org](http://www.ontariosoilcrop.org)

#### **2015 Premier's Award for Agri-Food Innovation Excellence Program –**

**Now Accepting Applications** - available at [ontario.ca/agrifoodinnovation](http://ontario.ca/agrifoodinnovation)

#### **Community Economic Development for Rural Areas**

For more information contact Katie Nolan: [Katie.nolan@ontario.ca](mailto:Katie.nolan@ontario.ca)

#### **Exploring Value-Added Opportunities**

To learn more, please contact Karen Fischer, OMAFRA at [Karen.Fischer@Ontario.ca](mailto:Karen.Fischer@Ontario.ca)

#### **Strategic Planning Resource**

Get your free copy by completing the form at: [ontario.ca/b77p](http://ontario.ca/b77p).

#### **Advancing Women Leaders in Agriculture**

More information about the conference visit our website at [www.advancingwomenconference.ca/](http://www.advancingwomenconference.ca/)

#### **2015 Rural Summer Jobs Service - Accepting Applications now**

The goal of the Rural Summer Jobs Service (RSJS) is to encourage rural employers to create summer jobs that enhance the life skills and work experience of students in Ontario. In 2014, over 1,500 employers participated in creating over 4,600 rural summer jobs. The RSJS is part of the Ontario Government's [Ontario Summer Jobs Strategy](#) to assist students across Ontario.

#### **What does the Rural Summer Jobs Service offer?**

The Government of Ontario provides a \$2/hour hiring incentive to eligible, rural employers who can create summer jobs for rural students between the ages of 15 and 30. The program offers an opportunity for employers to hire a student and receive reimbursement for the time worked between April 1st and September 30th. Rural employers may receive the hiring incentive for up to 560 hours per eligible summer employee.

**Application** - Consists of three pages including an updated employer declaration. To ensure acceptance into the program, please make sure that all fields are completed in full.

#### **Important Dates:**

- April 1, 2015: First day of eligibility for subsidized employment for student positions
- April 17, 2015: Deadline for submission of Employer Application forms
- May 2015: Student Checklist and Claim forms will be posted on the OMAFRA webpage
- May 30, 2015: Applicants will be notified of application status
- July 31, 2015: Deadline for submission of the Student Eligibility Checklists
- September 30, 2015: Last day of eligibility for subsidized employment for student positions
- October 23, 2015: Deadline for submission of Employer Claim forms either by email, fax or by mail <http://ontario.ca/bd2f>

## **CONNECTS**

*Resources for Agriculture and Rural Economic Development*

### **RESOURCES**

- There are lots of resources available on the web at the OMAFRA website [www.omafra.gov.on.ca/english/ag.html](http://www.omafra.gov.on.ca/english/ag.html)
- **OMAFRA Economic Development Programs and Resources**  
For more information on OMAFRA's economic development programs and services contact your local REDB advisor <http://ontario.ca/b766> or visit <http://ontario.ca/b767>
- **NEW Publications** - 2015 Field Crop Budgets - <http://www.omafra.gov.on.ca/english/busdev/facts/pub60.pdf>
- Guide to Fruit Production Supplement Publication 360S <http://www.omafra.gov.on.ca/english/crops/pub360/sup/pub360sup.pdf>

### **NEW Factsheets**

- 14-043 Programs and Services for Ontario Farmers  
<http://www.omafra.gov.on.ca/english/busdev/facts/progserv.pdf>
- 13-059 Lease Agreements - Farm Equipment  
<http://www.omafra.gov.on.ca/english/busdev/facts/13-059.pdf>

### **ELECTRONIC BULLETINS AND NEWSLETTERS**

- \* Ag Business Update: <http://www.omafra.gov.on.ca/english/busdev/news/index.html>
- \* Virtual Beef: <http://www.omafra.gov.on.ca/english/livestock/beef/news.html>
- \* Pork News and Views Newsletter: <http://www.omafra.gov.on.ca/english/livestock/swine/news.html>
- \* CropPest Ontario: [http://www.omafra.gov.on.ca/english/crops/field/news/news\\_croppest.html](http://www.omafra.gov.on.ca/english/crops/field/news/news_croppest.html)
- \* CEPTOR - Animal Health News: <http://www.omafra.gov.on.ca/english/livestock/ceptor/news.html>
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- \* Ontario Berry Grower: [http://www.omafra.gov.on.ca/english/crops/hort/news/news\\_berrygrower.html](http://www.omafra.gov.on.ca/english/crops/hort/news/news_berrygrower.html)
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- \* On Organic: <http://www.omafra.gov.on.ca/english/crops/organic/news/news-organic.html>
- \* Specialty Cropportunities: <http://www.omafra.gov.on.ca/CropOp/en/index.htmml>

### **OMAFRA REGIONAL ECONOMIC DEVELOPMENT BRANCH ADVISORS**

To contact your local OMAFRA Regional Economic Development Branch Advisor please go to go to <http://www.omafra.gov.on.ca/english/rural/edr/contacts.htm>.

The CFBA welcomes incoming President Dan Reymer, Vice President Bart Kanters, and new Directors Adam Bender, Alex Schuts, and Terence Rothwell. We sincerely thank Dwayne Job for his commitment and contribution as he completes his term on the board, and all other Directors for their ongoing support. Happy Spring Everyone!

*Sally Akroyd Bombino*

CFBA General Manager

## **2015 CANADIAN FARM BUILDERS ASSOCIATION BOARD OF DIRECTORS**

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