

## WHMIS AFTER GHS

Health Canada has changed the original Workplace Hazardous Materials Information System (WHMIS) requirements in Canada that will incorporate the Globally Harmonized System of Classifying and Labelling Workplace Chemicals (GHS) – an internationally agreed-upon hazard communication system developed by the United Nations.

## WHMIS 2015

WHMIS is a system of combined federal, provincial, and territorial legislation and regulations that first became law in 1988. The main components of WHMIS are hazard identification and product classification, labelling, safety data sheets, and worker education and training. The GHS defines and classifies the hazards of chemical products, and communicates health and safety information on labels and material safety data sheets – referred to as Safety Data Sheets (SDSs). Originally named WHMIS 1988, the system will be referred to as WHMIS 2015 once GHS is incorporated.

## WHMIS 1988 TO WHMIS 2015

Both the amended *Hazardous Products Act* and the new regulations are currently in force, meaning that suppliers may begin to use and follow the new requirements for labels and SDSs for hazardous products sold, distributed, or imported into Canada. Saskatchewan workplaces and other countries have already adopted GHS in into their hazard classification, labeling, and communication laws for workplaces. While the new system contains new international hazard classifications and labelling requirements, the responsibilities for workers, supervisors and suppliers will remain the same.

A multi-year transition plan to update provincial, federal and territorial occupational health and safety WHMIS regulations will take place from now until May 31, 2017. Until this time, suppliers will be permitted to use either WHMIS 1988 or WHMIS 2015 to classify and label product hazards. Beginning June 1, 2017 and ending in May 31, 2018, both distributors and suppliers importing products for their own use are also permitted to continue using either WHMIS 1988 or WHMIS 2015.

## IMPLEMENTATION TIMELINE

Phase	Timing	Suppliers		Employers
		Manufacturers and Importers	Distributors	
Phase 1	Feb 11, 2015 to May 31, 2017	WHMIS 1988 &/or WHMIS 2015	WHMIS 1988 &/or WHMIS 2015	WHMIS 1988 &/or WHMIS 2015
Phase 2	June 1, 2017 to May 31, 2018	WHMIS 2015	WHMIS 1988 &/or WHMIS 2015	WHMIS 1988 or WHMIS 2015
Phase 3	June 1, 2018 to Nov 30, 2018	WHMIS 2015	WHMIS 2015	WHMIS 1988 or WHMIS 2015
Completion	Dec 1, 2018	WHMIS 2015	WHMIS 2015	WHMIS 2015

# Tool Box Talk

## How To Use This Resource

When accidents and incidents happen on the jobsite, we are always quick to point the finger at lack of training, not following practices or procedures, or even improper supervision. The idea that the hazards and dangers associated with the job were not properly communicated to all of the workers is often missed.

Tool Box Talks can go by many names, and although formats may vary, these meetings all serve one purpose: to inform employees and contract workers. Tool Box Talks are short, informal, meetings between management and the workers on a jobsite. The goal of these meetings is to reinforce current safe job procedures, inform workers of new and/or relevant procedures, review recent safety violations/incidents, and ensure workers are up-to-date on the information required to complete their work safely.

Always use a Tool Box Talk form to record the meeting topic, date, who was in attendance, and any follow-up actions to be taken. Not only do these forms help with consistency of record keeping, but they also ensure that nothing is missed. At the end of the meeting have management sign off on the form.

One of the most important aspects of a Tool Box Talk is giving workers an opportunity to voice their concerns and ask questions. All employees have a right to participate in health and safety as it relates to their work and it is the supervisor or manager's responsibility to create an environment for them to do so. Once the meeting is over, and the form is filled out, it should be filed with other documented Tool Box Talks. Remember that Tool Box Talks are short and informal, they are not meant to be intimidating. Use the opportunity to have fun and stay on top of what is necessary to keep safety culture a strong part of the business.



**For a full listing of Tool Box Talk topics, visit: [www.scsaonline.ca/resources/tool-box-talks](http://www.scsaonline.ca/resources/tool-box-talks)**

**For a copy of the Tool Box Talk form, visit: [www.scsaonline.ca/pdf/Tool\\_Box\\_Meeting.pdf](http://www.scsaonline.ca/pdf/Tool_Box_Meeting.pdf)**

## ABOUT THE SASKATCHEWAN CONSTRUCTION SAFETY ASSOCIATION

*The Saskatchewan Construction Safety Association (SCSA) is an industry-funded, membership-based, non-profit organization that provides cost-effective, accessible safety training and advice to employers and employees in the construction industry throughout the province to reduce the human and financial losses associated with injuries. Registered March 20, 1995, the SCSA is, and has been since inception, committed to injury prevention. Serving almost 10,000 member companies with business offices in both Regina and Saskatoon, the major business units of the association are Advisory Services, Business Development, Corporate Services, Program Services and Training. The mission of the SCSA is constructing safety leadership in Saskatchewan and the vision is to create the safest construction environment in Canada.*