

Health and Safety Ontario

What the Law Says

Ontario's Occupational Health & Safety Act (OHSA) gives employers responsibility to:

- Keep a safe and well-maintained workplace; to take all reasonable precautions to protect your workers from illness and/or injury.
- Provide information about the hazards in your workplace, proper safety equipment, training, and competent supervision.
- Post the WSIB's "In Case of Injury at Work" poster and to follow proper procedures in case of injury. (See separate document for poster)
- Post the Occupational Health & Safety Act in your workplace.
- Have worker representation for health and safety—if you have 20+ workers or you deal with a designated substance you must have a joint health and safety committee (JHSC). Construction projects last more than three months with 20+ workers must also have a JHSC. Workplaces with more than five, but less than 20 are required to have a health and safety representative.

Your **supervisors** also have responsibilities in the workplace. These include:

- Providing a safe workplace and to assign safe work; taking all reasonable precautions to protect your workers from illness and/or injury.
- Informing your workers about job hazards and training them to do their jobs safely.
- Providing supervision to ensure that they work safely and use equipment and protective devices properly where required.

What is the Business Case

Failure to comply with the OHSA could result in fines of up to \$25,000 and/or up to a year's imprisonment. Corporations can be fined up to \$500,000. Employers are also subject to penalties for failing to report to the WSIB—within three days of learning of a workplace injury or illness.

Supervisors who fail to comply with the OHSA are also subject to fines of up to \$25,000.