

DUNK & ASSOCIATES / SYSTEMS 24-7

NEWS 24-7

HSEp Feature Article: Validation Bumps and Struggles

25th Anniversary Contest

Technology Updates: Emergency Contacts Now Available!

Hey Spotty, did you know it's national Watermelon Day on August 3rd?

Fire Safety:
Are You Ready for Lithium-Ion Battery Safety?

Feature Article:
Healthy Respect for Hazards

I did!
But did you know Watermelon is around 92% water and a great way to stay hydrated this summer?

Certification Update: Limited Time Summer Pricing!



TECHNOLOGY
UPDATES



SAFETY
UPDATES



FIRE
SAFETY



CERTIFICATION
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EXCELLENCE
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WELLNESS
UPDATES

Click on icons above to jump ahead to sections

Celebrate 25 Years of Systems 24-7 with Us!

Find the Hidden Anniversary Logo and WIN!



To kick off our 25th anniversary, we're hiding a special anniversary logo somewhere in Systems 24-7, and **YOU** could win a **\$25 Home Hardware gift card**! Here's how it works:

1

Find the Anniversary Logo:

Our 25th-anniversary logo will be hidden somewhere in Systems 24-7 starting January 1, 2025. Be the first to spot it!



2

Claim Your Prize:

Send an email to anniversary@systems24-7.com to let us know you've found it with a screenshot of where it was located. The first person to find it wins! However, you must have **100% of your mandatory training completed** to claim the \$25 Home Hardware Gift Certificate. Make sure you get your training done!



3

Keep Looking:

Once the logo is found, we'll move it to a new spot every week. The contest continues all year long, so keep checking and stay sharp!



*Start hunting for the logo on January 1, 2025, and you might just be our next winner!
Ready to celebrate 25 years of Systems 24-7 with us? Let the adventure begin!*

FIRE SAFETY

DID YOU KNOW?

Are You Ready for Lithium-Ion Battery Safety?

The National Fire Protection Association (NFPA) selects a key theme each year for Fire Prevention Week, and this year's spotlight—running from October 5th to 11th—is on lithium-ion batteries in the home. These powerful batteries are everywhere, but are you prepared to use them safely?

Power Up Safely: What You Need to Know About Lithium-Ion Batteries

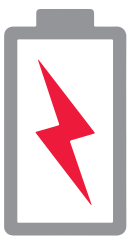
Lithium-ion batteries are found in nearly every household device—from phones and laptops to e-bikes, power tools, and even children's toys. While they're efficient and compact, they can pose serious fire risks if misused, damaged, or improperly disposed of. That's why this year's campaign, "Charge into Fire Safety™: Lithium-Ion Batteries in Your Home," is all about helping you stay safe while staying powered.



1. Buy Smart: Choose Certified Products

Before purchasing any battery-powered device, check for certification labels from nationally recognized testing labs. These marks indicate the product meets safety standards.

Be cautious—many products sold online or in stores may not meet these standards and could pose a fire hazard.



2. Charge Safely: Follow Manufacturer Guidelines

- Always use the charger that came with your device.
- Follow the manufacturer's instructions for charging.
- If you need a replacement charger, only buy one from the original manufacturer or one they've approved.
- Charge devices on hard, flat surfaces—never on beds, couches, or under pillows.
- Don't leave devices plugged in after they're fully charged. Unplug them or remove the battery to avoid overheating.



3. Dispose Responsibly: Recycle the Right Way

Never throw lithium-ion batteries in the trash or regular recycling bins—they can ignite and cause fires.

Instead, take them to a certified battery recycling center or your local hazardous waste drop off.

CERTIFICATION UPDATES



Ontario JHSC Certification – Limited Time Summer Pricing!

Get ready for our hottest deal of the summer! From **now until September 30**, we're offering our **lowest price ever** on our CPO-Approved Ontario JHSC Certification training. Whether you're a new client or just looking to save, this is your chance to get your safety committee members fully certified and compliant — for less!

Summer Blow Out Bundle Includes:

- Part 1 eLearning with a digital manual (printed manuals can be added for \$75 + HST)
- Part 2 Distance Learning with a printed manual

Only \$550 + HST for Systems 24-7 Private Clients
\$650 + HST for members of the public

That's a savings of \$125 per person for our valued clients!

Why Buy Now?

- Lock in the best price — even if you don't plan to train right away!
- Purchase now and train later — you'll have 12 months to use your bundle.
- Reserved spots are fully transferrable if staffing changes, but are non-refundable.
- Most importantly — it's part of the law! Find your legal requirements [here](#).

Act fast! This deal is only available until September 30, 2025.

Register Today!

Need more info? We're here to help — email our JHSC Cert Team at cert@systems24-7.com.



TECHNOLOGY UPDATES

UPDATES

Emergency Contacts Now Available!

We heard you! You can now track an employee's emergency contact directly within Systems 24-7. This new feature helps you keep vital information at your fingertips—because being prepared matters. Employees can update this at anytime within their profile.

Want it turned on for your company? Just email us at support@systems24-7.com, and we'll get you set up!

The screenshot displays the 'My Profile' page for John Smith. The page is divided into several sections: Personal Information, Authentication, Social Insurance Number, Emergency Contact, and Availability. The Emergency Contact section is highlighted with a dashed line and an arrow pointing to it. The Emergency Contact section contains the following fields:

- Emergency Contact First Name: Jane Smith
- Emergency Contact Last Name: Contact
- Emergency Contact Phone: 1234567433
- Emergency Contact Relationship: Wife

The Availability section shows a calendar view with Sunday and Monday selected. The footer of the page includes the text '2025 Systems 24-7. All Rights Reserved. Terms and Conditions | Privacy Policy' and 'Powered by Systems 24-7'.

Compliance Packages Posted

For those clients using our Safety Professional Services, your compliance packages are posted. Log on to **Systems 24-7** and select the Compliance Package feature to view your instructions.

All assignments must be completed to keep your program in compliance.

SAFETY UPDATES

FEATURED ARTICLE

Healthy Respect for Hazards

Behind my office, there is a new subdivision being built. The local construction company has a staff of about 10 crew and a variety of machinery like excavators, bulldozers, dump trucks, etc. They started by clearing the land and are now putting in the critical infrastructure, like water and sewer pipes. I find myself often looking out the window to see what the construction crew is up to.

Over the past month, I have watched in awe as these massive machines move land and create a brand new neighbourhood from scratch. These employees work day in and day out seemingly right beside these large and incredibly hazardous machines, and have yet to observe or witness any incidents. It has me thinking – this is highly hazardous work – how do they work so closely to this machinery safely?



If you recall, last month's newsletter article was about complacency – the baseless thought or belief that the work is safe and hazards don't apply to me. To really break it down, it's the lack of respect for what could hurt you. What I have observed on this construction site has almost been the exact opposite of complacency, this crew appears to have a healthy respect and acknowledgement of the hazards around them.

This crew diligently arrive with their high-visibility vests, their hard hats are on before they leave their vehicles, and they are taking accountability for safety. I've witnessed clear communication from equipment operators to those working around the area. I've seen the crew back up and give space for the equipment to maneuver. The site foreman brings a new case of water and a few bags of ice each day to the worksite, as we are in the thick of the summer heat. And this has me thinking – if this can be done in highly hazardous conditions, what can be done in situations with less hazardous conditions?

There is something to be said or learned from this crew. I wonder if that healthy respect for such dangerous work could be translated into retail, long-term care, or even offices? We know workplace violence and harassment and musculoskeletal disorders are common, so what can we do to address them? What about entanglement in machinery, like a key cutter or a conveyor belt? How can we develop a healthy respect for the hazards around us?

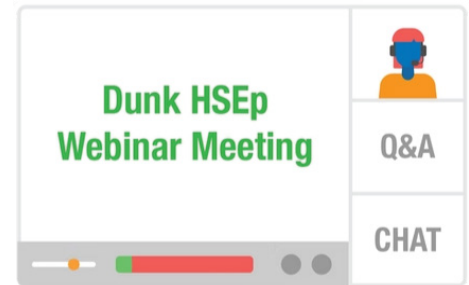
Perhaps it starts at the top. Having leaders who demonstrate the need for health and safety will trickle down to staff. By providing the policies, procedures, effective training, and the ability to ask questions and talk about the hazards present in an open and honest manner can help to dissolve complacency and start to build a healthy respect for hazards.

EXCELLENCE UPDATES

REMINDER

All Guidance & Instruction Webinars are Mandatory in 2025

Just a friendly reminder that all Guidance & Instruction webinars are mandatory for all of our HSEp Members. Attendance is taken for each webinar, if you're not attending, you can view recordings on the Dashboard of the Dunk Portal. The link to register for this and future webinars is on your portal dashboard.



Attending these webinars will provide you with updates to the program and legislation in Ontario. If not attended, you could possibly receive an incomplete in the program as you did not follow the program requirements. This would also result in more work as your evidence submissions will be sent back by Dunk for you to redo until the program requirements are met.

Below is a link to all upcoming webinars. **ATTENDANCE IS A MUST FOR YOU TO BE SUCCESSFUL IN THIS PROGRAM.**

Don't forget to send us an email to let us know you watched the recording to excellence@systems24-7.com so we can add your attendance to the list.

2025 HSEp WEBINARS

Health and Safety Excellence program Guidance and Instruction

October 14, 2025 | 9:00 am - 12:00 pm EDT

Health and Safety Excellence program Orientation

December 2, 2025 | 9:00 am - 12:00 pm EST

LAST RECORDED WEBINAR

HSEp GUIDANCE AND INSTRUCTION WEBINAR

Recorded on: June 17, 2025



FEATURED ARTICLE

Validation Bumps and Struggles

As you progress through your HSEp journey, you notice it's time to get those Evidence Boards ready to submit for validation. For those that are at that stage in their HSEp journey, you're probably thinking, "how can I get through the validation as smoothly as possible"? Well, never fear, Dunk is here to support you in this process. Today, we wanted to share some learnings as members submit their evidence for WSIB validation.

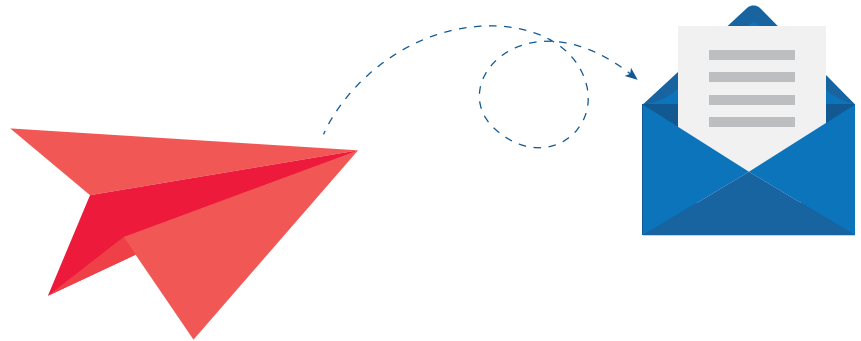
The purpose of the validation is to prove that you have completed the 4 steps of implementation and that you met all of the requirements of the topic that were found in the HSEp - Health and Safety Topics Guide.

Prior to submission, you would have sent your completed Evidence board steps (1-4) to Dunk & Associates to do a review to determine if we believe your submission demonstrates that the program is implemented and effectively "living and breathing" in your workplace. There is a reliance on you, the members, to understand the requirements and meet them in your submission. Don't fret, if you require assistance, we are here to help.

As the HSEp is always improving and as we grow and learn from each submission, we make your journey more efficient. During the validation process, it is the WSIB Validator's goal to make this as seamless as possible and make the end of your journey a positive experience. In order to do this, there are some things that they will always look for no matter the topic. They are:

- **Dates** – They must be sequential in step and show that you have implemented the mandatory 60-day "Full implementation" period in your topic implementation. Don't worry if some of your dates are out of order, as long as they are explained in your submission and make sense, the validator will accept them.
- **Training Retention** – WSIB likes to see that your program is sustainable by demonstrating that training has been retained after your 60-day "Full Implementation" period. This can be done by randomly interviewing the impacted parties on the topic and asking them a few questions from the training. Remember to document so you can show proof. Audio or written documentation is accepted as long as it shows it was retained.
- **Multiple locations with one account number** – If you have multiple accounts with one account number, you can provide a sample of evidence to show that your locations have all met the topic requirements and have implemented them in the workplace. How many locations do I need to submit evidence for? Well, depending on how many locations you have; the general rule is 1/3. Speak to Dunk before submitting your Step 3 Evidence to us for review, and we will assist you with this.
- **Updated Contact Information in the WSIB Digital Portal** – This is a big one, as if the validator has a small question regarding your submission, they will reach out and call you to clarify. If they can't get a hold of you because your contact information is wrong, it will result in an Additional Evidence Request (AER), and there will be more work for you to do in the program and you only have one shot to get it right. Make sure to take the call, or if you are busy, call them back ASAP!

Above are just a few tips to ensure that your validation goes smoothly. Just know that you are not in this alone and we, at Dunk & Associates, are here to advocate that your hard work and evidence earn a rebate.



UPCOMING WEBINARS

Registration is **FREE** for all our monthly webinars.
Seats are limited, register today!



REGISTER

Ignite Safety, Prevent Fires: Workplace Fire Prevention **September 17, 2025 | 1:00 - 2:00 pm EDT**

Protect your workplace with proactive fire safety strategies. Learn how to identify and mitigate fire risks, properly use fire extinguishers, and develop a robust emergency response plan. Join us and make fire prevention a fundamental part of your workplace safety culture!

Take Your Kid to Work Day

October 15, 2025 | 1:00 - 2:00 pm EDT

In Canada, Take Your Kid to Work Day (TYKTW) is an annual event in November, where grade 9 students are invited to spend the day at a workplace to learn more about careers and the working world. Employers who choose to participate in TYKTW Day should be aware of a few key considerations to ensure the event is successful, safe, and compliant with regulations. Has your workplace participated in TYKTW or are planning to this November? Share your experiences and bring your questions as we discuss how to make this event safe and valuable for the students and the workplace.



REGISTER



REGISTER

Knowing What to Do When OHS Shows Up **November 12, 2025 | 1:00 - 2:00 pm EST**

An Inspector knocks on your workplace's door. Are you ready? The first rule is not to panic, but are there other rules? What are the best practices? What information must I provide? When is too much information too much? Join us to learn what to do, how to handle a Ministry inspector, and how to respond to orders. Cut the panic step out and be ready for the Inspector!

2025 WEBINAR LIST

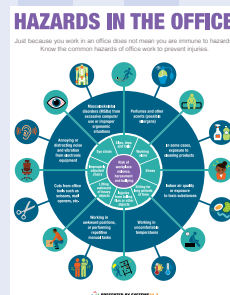
WELLNESS UPDATES

2025 WELLNESS CALENDAR

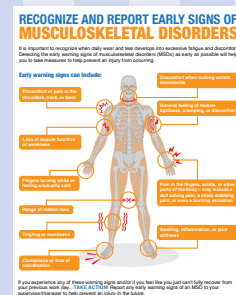
Building wellness into your daily activities can take some time. Learning new habits takes work! Each year Dunk & Associates publishes a wellness calendar full of activities, daily tips, and monthly mottos. Each month is different from the next and includes fun challenges to help with work wellness and work-life balance.



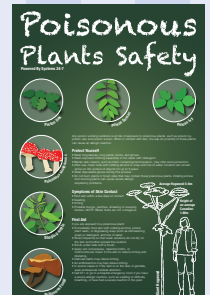
YOUR OTHER COMPLIMENTARY RESOURCES THIS MONTH



Hazards in the Office



Recognize and Report Early Signs of MSD



Poisonous Plants Safety

LEGISLATION UPDATES

OVERVIEW OF IMPORTANT UPDATES

Dunk & Associates continues to monitor legislation updates and implement changes to program content and training modules to ensure you are always kept up to date. To see a recap of the recent changes, please [click here](#).



OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
BRITISH COLUMBIA	
<p>New and Revised B.C. Exposure Limits for Selected Chemical Substances</p> <p>WorkSafeBC's Board of Directors approved the adoption of the 2021, 2022, 2023, and 2024 new and revised American Conference of Governmental Industrial Hygienists Threshold Limit Values (ACGIH TLVs) for various chemical substances.</p> <p>Effective June 20, 2025, several updates will be made to the Table of Exposure Limits for Excluded Substances in Policy R5.48-1 of the Prevention Manual for the selected chemical substances.</p>	<p>See the full information and list of selected chemicals affected by this decision here.</p> <p>Be sure to review your inventory of chemical substances and hazard assessment, and make any necessary updates to align with these changes. Ensure SDSs are replaced as necessary, and update any applicable SOPs. Remember to communicate any updates made to the applicable workers and the safety committee/safety rep.</p> <p>For assistance in applying an exposure limit, consult with a qualified professional or call the WorkSafeBC Prevention Information at 1-888-621-7233.</p>

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
MANITOBA	
<p>Minimum Wage to Increase October 1, 2025</p> <p>The general minimum wage increases from \$15.80 to \$16.00 per hour, effective October 1st.</p>	<p>Review your payroll and make any necessary adjustments effective as of October 1, 2025.</p>

LEGISLATION UPDATES

OVERVIEW OF MAJOR CHANGES		WHAT DOES THIS MEAN FOR EMPLOYERS?	
NEW BRUNSWICK			
<p>Updates to New Brunswick’s Workers’ Compensation Act</p> <p>The Workers’ Compensation Act includes the following key amendments:</p> <ul style="list-style-type: none">• Improving survivor benefits by increasing payments to 90% of net earnings with no family income test, providing greater financial security for families.• Expanding protections for young workers by removing outdated age limits for future loss of earnings assessments, ensuring fair compensation based on career potential.• Increasing lump sum annuities to make retirement savings easier to access for injured workers.• Updating impairment ratings to align with modern medical standards using the latest AMA Guides.• Modernizing legislation with clearer and more inclusive language. <p>WorkSafeNB will continue its five-year legislative review cycle, ensuring that New Brunswick’s workers’ compensation system remains modern, sustainable, and responsive for all who rely on it.</p>		<p>These amendments are aimed at improving financial security, fairness, and clarity for workers and their families.</p> <p>These changes are designed to be sustainable while keeping employer assessment rates stable.</p>	
<p>WorkSafeNB Releases 2024 Annual Report</p> <p>Key achievements highlighted in the 2024 Annual Report include:</p> <ul style="list-style-type: none">• Lowest injury frequency rate in Canada.• Lowest average assessment rate in Atlantic Canada, and second lowest in Canada, reducing from \$1.18 in 2024 to \$1.10 in 2025.• First-ever performance refund issued, with over \$180 million returned to eligible employers.• Increased wage-loss benefits for injured workers—from 85% to 90% of net earnings—and enhancements to the Maximum Annual Earnings cap, rising from \$76,900 to \$82,100.• Enhanced collaboration with key stakeholder groups, including New Brunswick’s fishing and firefighting communities.		<p>The full report is available at www.worksafenb.ca</p>	

LEGISLATION UPDATES

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
NOVA SCOTIA	
Minimum Wage to Increase October 1, 2025 The general minimum wage increases from \$15.70 to \$16.50 per hour, effective October 1st.	Review your payroll and make any necessary adjustments effective as of October 1, 2025.

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
NUNAVUT	
Minimum Wage to Increase September 1, 2025 The general minimum wage increases from \$19.00 to \$19.75 per hour, effective September 1st.	Review your payroll and make any necessary adjustments effective as of September 1, 2025.

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?										
ONTARIO											
Minimum Wage to Increase October 1, 2025 The general minimum wage increases from \$17.20 to \$17.60 per hour, effective October 1st.	Review your payroll and make any necessary adjustments effective as of October 1, 2025.										
MLITSD Health and Safety Compliance Campaigns The Ministry of Labour, Immigration, Training, Skills, and Development has announced its provincial Compliance Campaigns for 2025-2026. The campaigns (formerly referred to as blitzes and/or initiatives) are intended to raise awareness of workplace hazards and promote compliance with the Occupational Health and Safety Act and regulations.	<p>The MLITSD does not inform individual workplaces in advance of plans to conduct a health and safety inspection.</p> <p>Employers should ensure their workplace is ready for an inspection at all times. This includes ensuring the applicable health and safety policies and procedures are current and implemented, training is completed, hazards are identified and controlled, and other resources are being used as needed to develop and implement a health and safety program to keep the workers safe.</p> <table><tr><th>Sector</th><th>Campaign Focus</th></tr><tr><td>ALL</td><td>Chemical Handling</td></tr><tr><td>Health Care</td><td>Workplace Violence and Harassment</td></tr><tr><td>Industrial</td><td>Material Handling</td></tr><tr><td>Retail</td><td>Ergonomics and Musculoskeletal Disorders</td></tr></table> <p>Inspectors are not limited to inspecting only the topics identified in the campaigns. They can apply the OHSA and its regulations to the situations they find at each workplace they inspect.</p> <p>See the full list of sectors, campaign focuses, and more information from the MLITSD here.</p> <p>If you are a full-service Health & Safety client of Dunk & Associates, please contact us if you have an inspection.</p>	Sector	Campaign Focus	ALL	Chemical Handling	Health Care	Workplace Violence and Harassment	Industrial	Material Handling	Retail	Ergonomics and Musculoskeletal Disorders
Sector	Campaign Focus										
ALL	Chemical Handling										
Health Care	Workplace Violence and Harassment										
Industrial	Material Handling										
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**THANKS FOR READING.
SEE YOU NEXT MONTH!**

