

DUNK & ASSOCIATES / SYSTEMS 24-7 NEWS 24-7

Fire Safety: Love Heat? When Is Hot Too Hot?

Feature Article: Don't Get Stuck Doom Scrolling

Technology Updates: Introducing the New Systems 24-7 Android App – Training on the Go!

HSEp Feature Article: Is HSEp Right For Our Business?

Is S.A.D. affecting you this winter?



Visit our Resource page for ways to help your symptoms

Important Dates: Valentine's Day, Family Day, Pink Shirt Day



TECHNOLOGY UPDATES



SAFETY UPDATES



FIRE SAFETY



LEGISLATION UPDATES



EXCELLENCE UPDATES



WELLNESS UPDATES

Click on icons above to jump ahead to sections

IMPORTANT DATES

Valentine's Day

February 14th

Valentine's Day is a time for love and celebration, but it's important to keep safety in mind while enjoying the festivities. Whether you're planning a romantic dinner, a special outing, or simply sending gifts, there are a few key safety tips to remember. If you're driving to a celebration, be cautious on the roads, especially with winter weather conditions, and always have a designated driver if alcohol is involved. When gifting flowers or chocolates, be mindful of allergies. If you are lighting candles, make sure to never leave any burning candles unattended to prevent fires from occurring. Following these tips will create a safe and enjoyable experience for everyone.



Family Day - Office Closure

February 13th - 16th

Dunk & Associates/Systems 24-7 will be closed on both Friday, February 14th and Monday, February 17th for Family Day.

To guarantee a safe and enjoyable day for everyone, keep these safety tips in mind:

- Whether you're heading outdoors for winter activities like skating, skiing, or sledding, be sure to dress warmly in layers, wear proper gear, and take precautions to avoid injury.
- For indoor activities, such as cooking together or enjoying crafts, keep sharp objects, hot surfaces, and small items that could pose a choking hazard out of reach of children.
- If you're traveling, make sure your vehicle is winter-ready, with proper tires and an emergency kit on hand.

Above all, prioritize the well-being of everyone in your family, ensuring that activities are fun, safe, and stress-free so that everyone can enjoy quality time together.



Pink Shirt Day

February 25th

Pink Shirt Day falls on the last Wednesday of February every year; join us on February 25th by wearing pink, in the mission to create a more kind, inclusive world by raising awareness and funds for anti-bullying initiatives.

To learn more, visit: <https://www.pinkshirtday.ca/>



FIRE SAFETY

DID YOU KNOW?

Love Heat? When Is Hot Too Hot?

We all love a warm, cozy home—but when does heat become dangerous? The answer lies in something called the ignition point: the temperature at which a material can catch fire without an open flame.

An ignition point is the minimum temperature at which a substance will ignite spontaneously. Everyday items around your home have surprisingly low ignition points, meaning a little extra heat can lead to disaster.

Ignition Points of Common Materials
Paper: ~233°C (451°F)
Cotton fabrics: ~255°C (491°F)
Wood: ~300°C (572°F)
Cooking oils (depending on type): ~327°C (620°F)
Polyester (will usually melt first): ~440°C (824°F)

The temperatures listed above might seem a bit high, but consider this: space heaters, stovetops, and even unattended candles can create temperatures and conditions where these materials can ignite quickly.

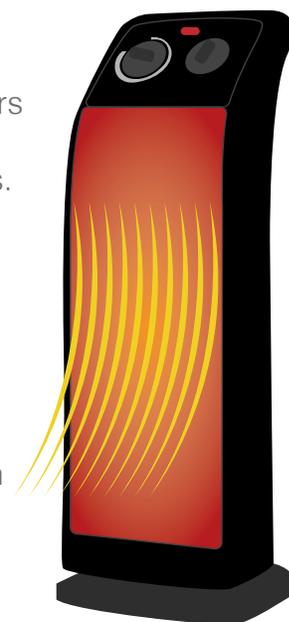
Cooking and space heating equipment are leading causes of residential fires. These often involve materials like paper, fabrics, and oils. A single spark—or even just sustained heat—can start a fire that spreads in seconds.

To help prevent fires:

- Keep heat sources clear. Maintain at least 1 meter or 3 feet between heaters and anything flammable/combustible.
- Ensure all equipment being used complies with Canadian safety standards. Make sure wires and plugs are in good condition.
- Monitor cooking oils closely—never leave pans unattended.
- Avoid clutter near stoves and heaters.
- Always follow manufacturer guidelines for safe operation.

What You Can Do This Month

- Move flammable items away from heat sources.
- Inspect space heaters to ensure they are placed correctly and comply with Canadian *Electrical Safety Standards*.
- Review kitchen safety habits.
- Share these tips with family and friends.



**Heat is comforting—but too much can be catastrophic.
Make ignition awareness part of your safety routine and spread the word!**

TECHNOLOGY UPDATES

UPDATES

Introducing the New Systems 24-7 Android App — Training on the Go!

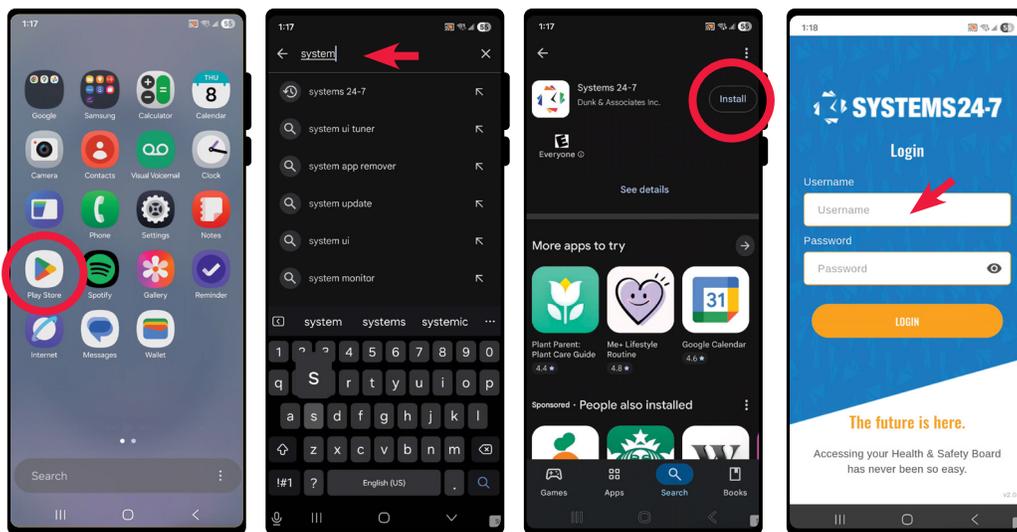
We're excited to announce that the Systems 24-7 Android mobile app is now available in the Google Play Store! This new app makes it easier than ever for employees to access their training—anytime, anywhere—right from their mobile device.

With the Systems 24-7 app, employees can:

- Log in quickly and securely.
- Access assigned mandatory and optional training courses.
- Complete modules on the go.
- Track progress and due dates.
- Stay compliant — even when away from a computer.

This is a great solution for workplaces with mobile teams, shift workers, or employees who prefer to complete training from their phone or tablet.

How to Get Started



1. Open the Google Play Store on your Android device

2. Search for “Systems 24-7”

3. Download and install the app

4. Sign in using your existing Systems 24-7 credentials

The launch of our Android app is part of our continued commitment to providing user-friendly tools that support learning, engagement, and safety in the workplace.

Thank you to our clients and users for your feedback and ongoing support — we're excited to keep improving your Systems 24-7 experience.

If you have any questions or need assistance with the app, please contact our support team — we're happy to help!

Please note, this app is not yet available to complete Ontario JHSC Certification eLearning Training, and not available in French.

Compliance Packages Posted

For those clients using our Safety or HR 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/HR UPDATES

FEATURED ARTICLE

Don't Get Stuck Doom Scrolling

Technology and screens have become permanent fixtures in our everyday lives. From computer terminals to cell phones, smart watches to fitness trackers, we see and use screens throughout the day. Even new vehicles come with large screens. In short, screens are everywhere.

Because of their prevalence, we don't always consider our relationship with screens and the impact it has on our lives. When you have a spare moment between meetings, do you reach for your phone and scroll through emails, texts, and social media? Do you find yourself looking at your phone without thinking and losing your train of thought? Once you're settled into the couch to relax, do you mindlessly "doom scroll" and disassociate with the real world?

If any of these scenarios resonate with you, you are not alone. Our exposure to screens has exponentially increased in the past twenty years, and we don't always have the knowledge or tools to manage our exposure. Just like with anything in our lives, balance is key. While the prevalence of screens is incredibly high, being mindful and aware of your time looking at a screen will help to discover the right balance that works for you.

Here are a few tips to help with your awareness of your screen time:

- Take regular breaks from screens.
 - Apply the 20-20-20 method. Every 20 minutes, look away from the screen to something at least 20 feet away for 20 seconds to help your eyes relax.
 - Set a reminder to get up and move every 60 minutes. You don't need to take a long walk or run, simply stand up and move your body around. A few twists and gentle rocking or shaking can boost your energy. Consider incorporating stretches for your shoulders, back, and neck if working on a screen for extended periods.
- Monitor your exposure.
 - Use technology to your advantage and be aware of your screen usage.
 - If your screen exposure is high, consider using timers or apps to limit the amount of time on social media or scrolling through the news.
- Be intentional with your screen use.
 - Screen time differs depending on the application. Instead of "doom scrolling" or comparing yourself to others on social media, look for educational, brain-stimulating content that allows creativity and connects you with others.

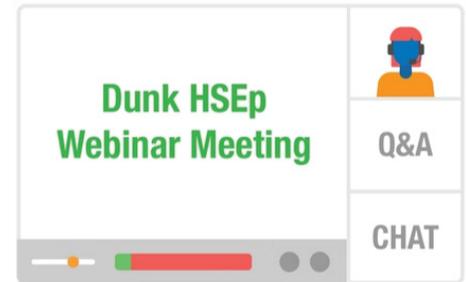


EXCELLENCE UPDATES

REMINDER

All Guidance & Instruction Webinars are Mandatory in 2026

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.

2026 HSEp WEBINARS

Guidance & Instruction

February 10, 2026 | 9:00 - 10:30 am EST

Guidance & Instruction

May 12, 2026 | 9:00 - 10:30 pm EDT

Guidance & Instruction

September 15, 2026 | 9:00 - 10:30 pm EST

HSEp Program Orientation

December 15, 2026 | 9:00 am - 12:00 pm EST

[Click Here for the 2026 HSEp Webinar Schedule](#)

Click here to Register

LAST RECORDED WEBINAR

[Health and Safety Excellence program Orientation](#)

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

Health and Safety
Excellence program
Approved provider



2026

EXCELLENCE UPDATES

Health and Safety
Excellence program
Approved provider



2026

FEATURED ARTICLE

Is HSEp Right For Our Business?

It's hard to believe that we are now a full month into 2026, yet here we are! With a new year comes the task of reviewing and planning for your 2026 Health and Safety Program. Some of you may be trying to decide what gaps within your program need to be added as your business grows. That's where the WSIB's Health and Safety Excellence program (HSEp) comes in. Depending on what new topics you need to do with your program, there may be money on the table to address these items. While the HSEp requires time and effort to complete, if the work has to be done anyway, why not join and receive a rebate?

What is HSEp?

The WSIB's HSEp recognizes an Employer's and workplace's efforts in safety and provides a clear road map for Ontario businesses to improve health and safety, while achieving recognition to help make your workplace a safer place to work. Members can select from one to five topics to implement in their workplace and upon successful completion, earn both financial and non-financial rewards, all while creating a safer workplace culture.

What are the financial rewards?

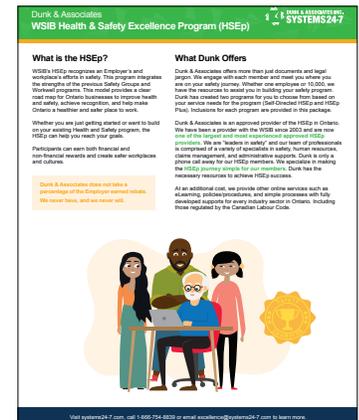
If your topics are successfully validated by the WSIB, you will receive a rebate for your time and efforts in the program. The rebate value is determined by varying factors, but you can expect to receive a minimum rebate of \$2000 per topic, up to a maximum of 200% of your previous years' premiums.

How can Dunk & Associates help?

Dunk & Associates is an approved provider of the HSEp. We have been a provider with the WSIB since 2003 and are now one of the most experienced approved providers in the province. We engage with each business enrolled in the program and meet you where you are on your safety journey. Whether you have one employee or ten thousand, we provide you with the resources to assist you in building your safety program. We pride ourselves in making the HSEp journey a fulfilling experience.

What's Next?

If you're interested in exploring the HSEp with us as your provider, click on the links below to learn more. If you have any additional questions, call us at **1-866-754-8839** or send your questions via email to excellence@systems24-7.com.



HSEp Information and Registration form

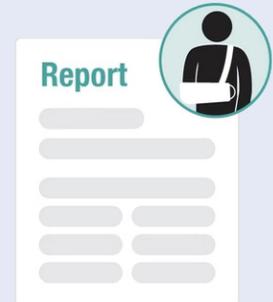
UPCOMING WEBINARS

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

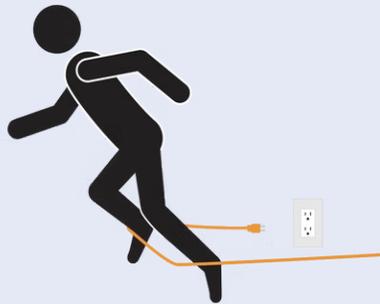
Workplace Compensation Claims Basics

February 18, 2026 | 1:00 - 2:00 pm EST

Navigating workplace compensation claims doesn't have to be so complicated. Join us as we discuss the fundamentals of handling a workplace injury claim. We'll discuss internal and external reporting requirements, when and how to offer modified work, what to do when recommendations from the treating health professional are unclear or non-existent, and when to get the compensation board or compliance officers involved.



REGISTER



REGISTER

Incident Investigations 101

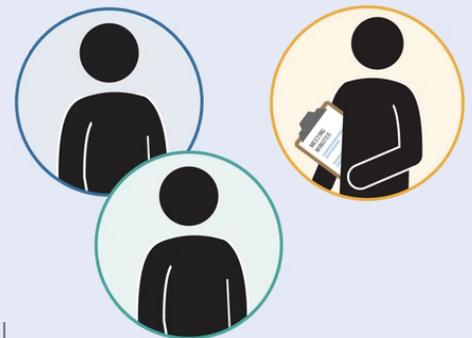
March 18, 2026 | 1:00 - 2:00 pm EDT

Understanding why incidents happen is critical for preventing them in the future. This is why conducting prompt and thorough investigations is an important step. This webinar will provide clarity on what needs to be investigated, as well as determining the scope and timelines for the investigation. We will review the key steps that all managers/supervisors and safety reps/committees need to know to conduct investigations. Note: the focus of this webinar is on safety incidents, not harassment investigations.

Guidance for Safety Reps/Committees

April 15, 2026 | 1:00 - 2:00 pm EDT

Does your Safety Rep/Committee operate effectively? Are they handling things outside of their scope? Are your meetings routine or have they gone stale? Join us as we provide guidance on how to maximize the impact of your Safety Rep/Committee in the workplace. We will tackle issues such as what constitutes a safety issue and what to do when an issue falls beyond their scope, as well as discussing what needs to be covered monthly and on an annual basis. In addition, we'll also talk about when and how to fill the role when someone steps down and how to get others involved.



REGISTER

CLICK HERE FOR THE 2026 WEBINAR SCHEDULE

WELLNESS UPDATES

2026 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.

2026 Full Colour & Interactive

Download

2026 Black & White (Printer friendly)

Download

YOUR OTHER COMPLIMENTARY RESOURCES THIS MONTH



Click on each image to expand and download

SAFETY TALK
IMPACT OF SCREENS

PRODUCTIVITY IMPACTS

OVERALL WELLBEING IMPACTS

ALWAYS REMEMBER, SAFETY FIRST

Impact of Screens

THE LIKES AND DISLIKES OF SOCIAL MEDIA

The Likes and Dislikes of Social Media

WHAT IS SEASONAL AFFECTIVE DISORDER (SAD)?

What is Seasonal Affective Disorder (SAD)?

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?
ALBERTA	
<p>Long-Term Illness and Injury Leave Amendment</p> <p>Effective January 1, 2026, employees can take up to 27 weeks of leave per calendar year. This is an increase from the previous entitlement of 16 weeks.</p>	<p>Ensure you are updating your company's policies on protected leaves of absence to include this increased entitlement.</p> <p>Eligible employees will be entitled to take Long-Term Illness and Injury Leave for medical reasons for up to 27 weeks per calendar year. This leave is unpaid.</p> <p><i>If you are a Full-Service Human Resources client with Dunk & Associates, your HR program has been updated to reflect these amendments.</i></p>

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
BRITISH COLUMBIA	
<p>OHS Regulation Amendments for Parts 8 and 31 - Personal Protective Equipment: Respirators</p> <p><i>Amendments come into effect April 1, 2026.</i></p> <p>The amendment replaces references to two previous editions of CSA Standards with a reference to the 2018 edition CSA Standard CAN/CSA-Z94.4-18.</p>	<p>Ensure you are updating your company's policies on personal protective equipment to reflect the current CSA Standard, and that the equipment provided to employees complies with CAN/CSA-Z94.4-18.</p>

LEGISLATION UPDATES

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
CLC (FEDERALLY REGULATED EMPLOYERS)	
<p>Inspection Blitz</p> <p>The Federal Government announced that it will conduct an inspection blitz in Hamilton and the GTA aimed at identifying and penalizing federally-regulated trucking companies that misclassify employees as “independent contractors.”</p> <p>Key factors to identify employment status include, but are not limited to:</p> <ul style="list-style-type: none"> • Control: the level of control the employer has over the worker’s activities, including the right to direct how work is performed. • Ownership of tools: whether the worker provides their own equipment and the extent of investment in those tools. • Chance of profit and risk of loss: whether the worker has financial investment in the business and faces genuine financial risk. • Integration: whether the work is performed as an integral part of the employer’s business or is merely accessory to it (examined from the worker’s perspective). 	<p>The blitz will focus on companies suspected of violating worker classification rules under the Canada Labour Code (Code). When misclassification is identified, the Labour Program, a federal institution that is part of Employment and Social Development Canada, will conduct full investigations and issue penalties for violations.</p> <p>Federally regulated trucking companies in Hamilton and the GTA should review their worker classification practices to ensure compliance with federal labour standards.</p>
<p>Annual Reports Due March 1st</p> <p>Employer’s Annual Hazardous Occurrence Report (EAHOR) – Due March 1st annually. In January each year, the Labour Program will send either electronically (if you have an email address on file with them) or a letter by mail to download copies of the pre-populated forms for your organization to complete. If this package is not received, a blank form is found on your Systems 247 site (can’t find it, call us at 1-866-754-8839 or email us at support@systems24-7.com).</p> <p>Workplace Health and Safety Committee Report – Due March 1st annually. The Workplace Health and Safety Committee report must be submitted to the Labour Program no later than March 1st. The report can be submitted by email or mail. Information for submitting is found here: https://www.canada.ca/en/employment-social-development/services/health-safety/workplace-safety/employer-annual-report/submit.html. A copy of the report form can be found on your Systems 24-7 site and also at this link: https://catalogue.servicecanada.gc.ca/content/EForms/en/Detail.html?Form=LAB1058</p>	<p>If you are a federally regulated employer, make sure you are completing and submitting these reports before the March 1, 2026 deadline.</p> <p>Information on how to complete the reports can be found at the links below:</p> <p>https://www.canada.ca/en/employment-social-development/services/health-safety/workplace-safety/employer-annual-report/complete.html</p> <p>https://www.canada.ca/en/employment-social-development/services/health-safety/workplace-safety/employer-annual-report/information.html#h2.3-h3.1/content/canadasite/en/employment-social-development/services/health-safety/workplace-safety/employer-annual-report/information.html</p>

CLC continued on the next page 

LEGISLATION UPDATES

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
CLC (FEDERALLY REGULATED EMPLOYERS)	
<p>Employer Annual Harassment and Violence Occurrence Report – Due March 1st annually. The Employer Annual Harassment and Violence Occurrence report must be submitted to the Labour Program no later than March 1st. The report can be submitted by email or mail. Information for submitting is found here: https://www.canada.ca/en/employment-social-development/services/health-safety/workplace-safety/employer-annual-report/submit.html. A copy of the report form can be found on your Systems 24-7 site and also at this link: https://catalogue.servicecanada.gc.ca/content/EForms/en/Detail.html?Form=LAB1206</p>	

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
MANITOBA	
<p>Workplace Safety and Health Regulation, Amendment – Asbestos</p> <p>The Manitoba government is introducing stricter rules to protect workers from asbestos, a known cancer-causing material and the leading cause of occupational death in the province. The new amendments clarify responsibilities, improve training standards, and strengthen enforcement efforts by:</p> <ul style="list-style-type: none"> • Ensuring anyone performing asbestos work has proper training and certification, • Requiring employers who do asbestos work to register so Manitobans can easily see who is qualified, • Setting clearer responsibilities for employers and building owners, and; • Giving safety officers the tools to verify asbestos work is being done safely. 	<p>A phased transition period will give workers, employers and training providers time to prepare for the new requirements. Most amendments take effect on the day the regulation is registered, with certification and employer registration requirements taking effect on June 1, 2027.</p> <p>More information about the regulations, training and certification requirements is available at https://web2.gov.mb.ca/laws/regs/annual/2025/108.php?lang=en</p>

LEGISLATION UPDATES

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
NWT & NU	
<p>Personal Optional Coverage Renewal</p> <p>If you are a business owner, partner, registered director, or owner of a sole proprietorship, you can apply for Personal Optional Coverage. This means that you can have the same workers' compensation benefits as a worker and receive benefits in case of a workplace injury. You can apply for coverage from 1 to 12 months. If you currently have this coverage, you can reapply before January 1, 2026, to ensure continuous coverage.</p>	<p>To apply or renew your Personal Optional Coverage, complete and submit this form for the NWT to employer@wscc.nt.ca or for Nunavut to employernu@wscc.nu.ca.</p>
<p>Annual Payroll Reporting Submissions Open (Due February 28, 2026)</p> <p>Employers can submit their Annual Payroll Report (APR) as early as January 1, 2026. You will receive your APR package by mail in early December with submission instructions.</p> <p>Next year, the average provisional assessment rate will remain steady at \$2.40 per \$100 assessable payroll. While the average base rate remains unchanged, most employers will see their rates rise or fall, based on the claims experience of their industry group or 'subclass'. Employers can now conveniently access their individual assessment rate notification letter through their account on WSCC Connect. Group rates for all industries for the upcoming year and historical rates by Class & Subclass and by Specific Industry are also available.</p>	<p>When reporting, use the YMIR value for your reporting territory. Submitting an APR is mandatory, even if you are reporting zero (0) payroll or have ceased working in our jurisdiction(s). To avoid the late reporting penalty of 15% of your previous year's assessment, submit your APR on or before February 28, 2026. Submit your report through WSCC Connect.</p>

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
ONTARIO	
<p>Reimbursement for Defibrillators</p> <p>As of January 1, 2026, construction projects expected to last three or more months with 20 or more workers must have an AED installed and maintained on-site.</p> <p>Ontario Regulation 360/25 establishes a reimbursement program for defibrillator costs under subsection 22.0.1(2) of OHSa.</p>	<p>To qualify for reimbursement, the following criteria must be met:</p> <ol style="list-style-type: none"> 1. The defibrillator must have been purchased between July 1, 2025 and June 30, 2027. 2. An application for reimbursement must be submitted to the Workplace Safety and Insurance Board (WSIB) no later than July 31, 2027. 3. The application must include: <ul style="list-style-type: none"> • proof of purchase in a form specified by the WSIB; and • if applicable under section 27.1 of Ontario Regulation 213/91, a copy of the approved notification form filed under subsection 6(3) or the project number assigned by the Ministry.

LEGISLATION UPDATES

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
QUEBEC	
<p>Act Respecting Occupational Health and Safety: REMINDER New Provisions in Force - Oct 1, 2025</p> <p>The Regulation on Workplace Prevention and Participation Mechanisms officially came into force on October 1, 2025. It establishes a detailed framework outlining employers' new responsibilities regarding occupational health and safety (OHS).</p> <p>This regulation includes the following chapters:</p> <ul style="list-style-type: none"> • Chapter II: Prevention Program and Action Plan <ul style="list-style-type: none"> • Workplaces with 20 or more workers, and those required by the Commission are required to have a Health & Safety Prevention Program. • Workplaces with fewer than 20 workers (or those not required by the Commission to have a full program) are required to develop and implement an action plan to reduce or eliminate risks. • Chapter III: Health and Safety Committee (for workplaces with 20 or more workers) • Chapter IV: Health and Safety Representative (for workplaces with 20 or more workers) 	<p>The following individuals must be included in the total number of workers at the establishment:</p> <p>Workers who are:</p> <ul style="list-style-type: none"> • Full-time • Part-time • Casual/occasional • Volunteers with an employment or apprenticeship contract • Agency workers or those whose services are leased or loaned • Temporarily assigned to the establishment • Performing work on the road or at another work location • Temporary foreign workers • Interns, students, or trainees with an employment or apprenticeship contract <p>The following individuals must be excluded from the total number of workers:</p> <p>Employer representatives, such as:</p> <ul style="list-style-type: none"> • Managers • Contractors • Superintendents • Supervisors <p>The CNESST has a tool to help determine the number of workers: https://servicesenligne.cnesst.gouv.qc.ca/prevention/mecanismes_prevention_participation/nombre-de-travailleurs</p>

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
SASKATCHEWAN	
<p>Substituting another day for a public holiday</p> <p>Employers now have the ability to substitute another day for any public holiday (except for Remembrance Day) if agreed upon by the employer and the employee or a majority of employees, as the case may be. The substituted day must take place within four weeks of the public holiday. Prior to Bill 5, employers were required to apply to the Director of Employment Standards for a permit to observe a public holiday on another day.</p>	<p>Ensure you are updating your company's policy on Public Holidays to reflect this amendment.</p> <p><i>If you are a Full-Service Human Resources client with Dunk & Associates, your HR program has been updated to reflect this amendment.</i></p>

**THANKS FOR READING.
SEE YOU NEXT MONTH!**

