

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

Technology Updates:
Coming Soon: Systems 24-7
Mobile App – Monthly Talks

Oh no!
You're suffering from
heat stress! We need to
get you some help!

Feature Article:
Smog and Worker
Safety: Why Air
Quality Matters on
the Job

**HSEp Feature
Article:**
To Retain or
Not to Retain?

Fire Safety:
Cool Under
Pressure: Fire
Extinguisher
Safety in Hot
Weather

Building Skills: Everyday Skills for Impactful Work



TECHNOLOGY
UPDATES



SAFETY
UPDATES



FIRE
SAFETY



LEGISLATION
UPDATES



EXCELLENCE
UPDATES



WELLNESS
UPDATES

Click on icons above to jump ahead to sections



Workplaces run best when everyone has the skills to communicate effectively, make sound decisions, and respond constructively to challenges.

Everyday Skills for Impactful Work

Each session features relatable workplace scenarios, interactive discussions, and hands-on activities that encourage skill development and immediate application!



Say It Better: Communication Skills That Prevent Conflict and Build Trust

COMPLETED

Bouncing Back at Work: Adapting When Outcomes Aren't What You Expected

COMPLETED

From Gut Reactions to Smart Decisions: Critical Thinking at Work

Sept 30, 2026 | 1:00-3:00pm EST

Breaking the Cycle: Turn Hindsight into Foresight - You Want to See it Before it Happens

Nov 10, 2026 | 1:00-3:00pm EST

Individual Webinars

- Private Professional Service Clients only: \$50 per person
- Regular Price: \$60 per person

FOR MORE INFORMATION

WWW.SYSTEMS24-7.COM/WEBINARS/SKILLBUILDING

Missed the bundle pricing? You can still purchase the event recording—featuring exclusive one-on-one Q&A sessions with a professional.

From Gut Reactions to Smart Decisions: Critical Thinking at Work

September 30, 2026 | 1:00 pm - 3:00 pm EST

Equip employees with the tools to break down complex situations, weigh options, and make better decisions—faster. Learn to approach challenges strategically, reduce errors, and contribute to outcomes that benefit both team and organization.

Skills we'll develop: problem-solving and critical thinking

[Download Registration Form Here](#)

Have you registered yet?



For more information visit:

www.systems24-7.com/webinars/skillbuilding







FIRE SAFETY

ARTICLE

Cool Under Pressure: Fire Extinguisher Safety in Hot Weather

Summer heat brings fun in the sun—but it can also impact your fire safety equipment. Fire extinguishers are designed to handle emergencies, but extreme temperatures can reduce their effectiveness or even cause damage. Here's how to keep your extinguisher ready when you need it most.

Quick Facts & PASS Technique
Safe Storage Range: -40°C to 49°C (-40°F to 120°F)
PASS Technique:
P - Pull the pin 
A - Aim at the base of the fire 
S - Squeeze the handle 
S - Sweep side to side 

Why Heat Matters: Most fire extinguishers are rated for storage between -40°C and 49°C (-40°F to 120°F). When temperatures soar above that range—like in a garage or car trunk during the summer—pressure inside the extinguisher can rise, risking leaks or failure.

Tips for Keeping Your Extinguisher Safe:

- Store in a cool, dry place: avoid direct sunlight and areas that regularly exceed 49°C (like vehicles or outdoor sheds).
- Check the pressure gauge monthly: heat can cause pressure fluctuations—make sure the needle stays in the green zone.
- Inspect for damage: look for rust, cracks, or corrosion caused by humidity or heat.
- Avoid freezing and overheating: extreme cold or heat can compromise seals and valves.
- Don't leave extinguishers in cars during extreme heat events: temperatures inside vehicles can exceed safe limits quickly.

Extra Summer Safety Tips:

- If hosting outdoor events, keep a portable extinguisher nearby—but bring it back indoors after the event.
- Consider a weather-resistant cabinet for outdoor storage if needed.
- Teach family members how to use the extinguisher with the PASS technique: **Pull, Aim, Squeeze, Sweep**.

What You Can Do This Month

- Check all extinguishers for proper pressure and condition.
- Relocate any extinguisher stored in hot garages or vehicles.
- Review expiration dates and replace if needed.
- Share these tips with neighbors and friends.

Stay cool and prepared! Make June your month to check fire extinguishers and keep them ready for any emergency.



IMPORTANT DATES

Canada Day - Office Closure

July 1

As a reminder Dunk & Associates/Systems 24-7 will be closed for Canada Day on Wednesday, July 1st and will return to regular business hours on Thursday, July 2nd. We wish everyone a safe and happy Canada Day with your friends and family!



TECHNOLOGY UPDATES

UPDATES/COMING SOON

Coming Soon: Systems 24-7 Mobile App – Monthly Talks

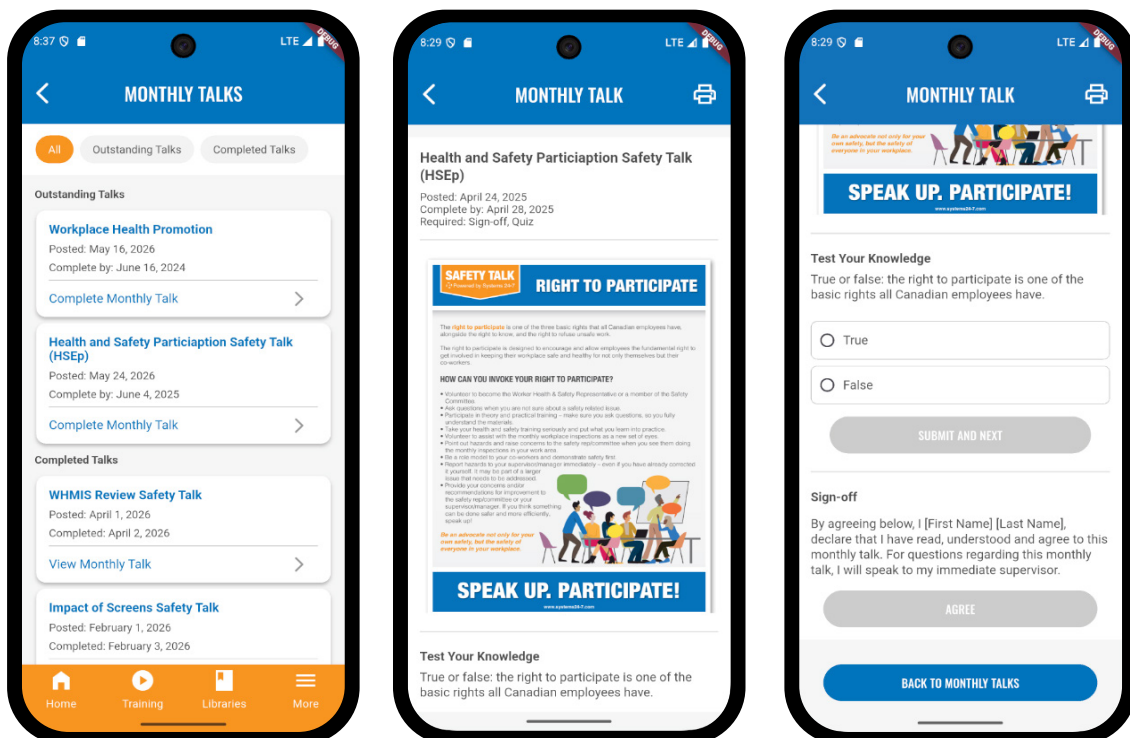
Version: 2.2.0

Monthly Talks are coming soon in the Systems 24-7 mobile app! This will make it easier than ever for your team to access and complete their required talks anytime, anywhere. Stay tuned!

Please note:

- The mobile app is currently available in English only
- It is only available on Android devices (don't worry, an Apple version is coming soon!)
- The app cannot be used to complete JHSC Certification training at this time

If you have any questions or need assistance, our support team is here to help.



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

Smog and Worker Safety: Why Air Quality Matters on the Job

When workers prepare for the day, they tend to focus on the hazards they can see—heavy lifting, moving equipment, slippery surfaces, or vehicle traffic. But one of the most impactful risks isn't always visible.

On days when the air feels hazy, heavy, or thick, smog can quietly affect worker health, comfort, and performance—especially for those working outdoors or in environments exposed to outside air.

Smog forms when pollutants from vehicles, industrial activity, and other sources react with heat and sunlight. As temperatures rise, so do smog levels. While often viewed as an environmental issue, poor air quality is also a workplace safety concern that can directly impact day-to-day operations.

The Hidden Impact on Workers

Even short-term exposure to poor air quality can lead to:

- Eye, nose, and throat irritation
- Coughing or shortness of breath
- Headaches, fatigue, or dizziness

Beyond physical symptoms, smog can reduce concentration and energy levels, which makes mistakes, slower reaction times, and safety incidents more likely. For workers with respiratory or cardiovascular conditions, the risks are even greater.

Who Is Most at Risk?

Higher exposure is more likely for workers who:

- Spend time outdoors or in loading areas
- Work near idling vehicles or equipment
- Operate in spaces with open doors or limited ventilation

Even indoor environments like warehouses, garden centres, or retail spaces with open bays can be affected, as outdoor pollutants easily enter the workspace.

What Can Employers Do?

Managing smog exposure starts with awareness and planning. Practical steps include:

- Monitoring local air quality alerts
- Adjusting schedules to avoid peak smog periods
- Rotating workers to limit exposure time
- Moving tasks indoors where possible
- Increasing rest breaks in cleaner air environments
- Reducing unnecessary vehicle and equipment idling

Just as important is education. Workers should know how to recognize symptoms and feel comfortable reporting them early. Supervisors should remain alert—especially during hot weather, when heat and air quality risks can combine.

Key Takeaway

If the air quality isn't safe, the work environment isn't either.

Smog may be invisible, but its effects are not. Treating air quality as a workplace hazard—just like any physical risk—helps protect workers, prevent avoidable incidents, and keep operations running safely and effectively.

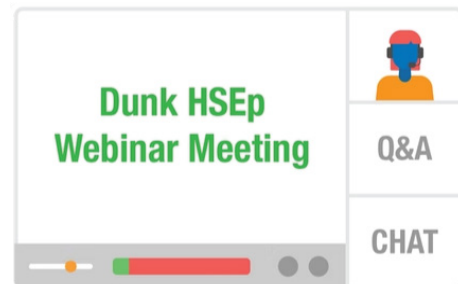


EXCELLENCE UPDATES

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.

Click here to Register



2026 HSEp WEBINARS

Guidance & Instruction
September 15, 2026 | 9:00 - 10:30 am EST

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

LAST RECORDED WEBINAR

Guidance & Instruction
May 12, 2026 | 9:00 - 10:30 am EDT



EXCELLENCE UPDATES

Health and Safety
Excellence program
Approved provider



2026

FEATURED ARTICLE

To Retain or Not to Retain?

Congratulations, you have completed your training and have waited out the 60-day full implementation period! What's next? It's time to evaluate. Use the HSEp evidence submission templates to guide you through this process. We've recently noticed some of our HSEp members struggling with this step, so let's revisit training retention.



Training retention demonstrates to the validator that workplace parties are competent in their roles and responsibilities related to each topic. To successfully measure retention in your workplace, you are required to conduct interviews/surveys with a randomly selected sample of employees from different impacted departments. Impacted means those parties that received the majority of the training and are the main individuals responsible for enforcing your topic program. As you must provide proof that training has been retained, these interviews/surveys must be documented with the exact date, the full name, and the position of the employee.

How many employees must be interviewed or surveyed? This number will depend on the number of employees in your organization. The WSIB typically wants 20% of employees to be interviewed/surveyed; however, for your submission, only 3-5 examples are required due to the sizing limitations of your submission.

Consider the following tips as you evaluate your topic's effectiveness:

- Your interview/survey questions must be related to the topic and be based on initial training. This allows you to determine if training was retained, as you are using the actual questions from training. Only use 3-5 questions from the specific topic training.
- As you interview staff, it is important that you interview different employees for each topic(s). This is to show the validators at WSIB that you are ensuring a good sample is being taken of your staff's knowledge and a broader picture of your overall workforce.
- After the interviews/surveys are completed, answer the pressing question at hand:
 - Was training retained?
 - How do you know this?
 - Do employees understand and follow the procedure?
- As the goal of this section is to successfully demonstrate training has been retained, those involved in your interviews/surveys must get their questions right. If you notice staff are not answering the questions correctly, you must have an action plan to address how you will revisit training and address any knowledge gaps.

As with all attachments for your evidence board, your file must be a PDF or Word document as these are the only acceptable formats WSIB accepts. **The WSIB will not accept Google docs.**

As always, we are here to support you through your journey. Feel free to reach out to us with your questions by phone 1-866-754-8839 or by email (excellence@systems24-7.com).

OUR UPCOMING WEBINARS

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

Professionalism and Ethical Decision-Making

June 17, 2026 | 1:00 - 2:00 pm EDT

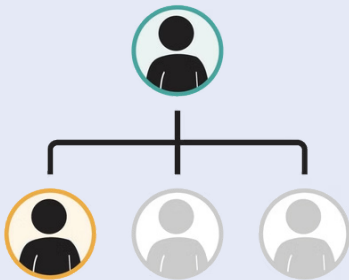
Strong workplaces are built on trust, respect, and integrity. Join us as we look at the impact of professionalism and ethical decision-making on our workplace culture. We will explore the seven principles of ethical decision-making and how to apply them in everyday workplace situations.



REGISTER

The Low Down on Layoffs

September 16, 2026 | 1:00 - 2:00 pm EDT



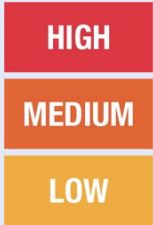
REGISTER

Layoffs can be a tricky subject, especially with each province treating them differently. It is important to know how to handle layoffs so that you don't fall into accidental termination or constructive dismissal. Join us as we discuss how to handle layoffs, including some common questions we get, like "What if someone requests a layoff?" or "How long can I lay someone off before it becomes a termination?" or "Can I lay someone off if they are on a leave already?"

Hazard Assessments in Action!

October 21, 2026 | 1:00 - 2:00 pm EDT

Hazard Assessments can seem like a daunting task, but a good way to approach them is by doing a little at a time. Join us as we fill out a Hazard Assessment together! We encourage your Safety Committee and Supervisors/Managers to participate in this webinar as our Health & Safety Professionals show you how to complete a hazard assessment live, with examples from our participants. Tip: If you are not familiar with hazard assessments, we encourage participants to watch the "Conducting and Maintaining Hazard Assessments" webinar from 2024 prior to attending.



REGISTER

Catching up on Health & Safety Trends

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



REGISTER

What does fostering continuous improvement actually mean in your safety program? Are your incident reports collecting dust? If you are not learning from past incidents, you are doomed to repeat them. To understand what's going on with your health and safety program, it is important to analyze the current landscape of your workplace and your workforce. Join us this month as we talk about workplace trends and how to take the information from your workplace reports and put them into action.

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



Campfire Safety Starts With You



One Spark is All it Takes



The C.H.I.L.L. Method for Heat Stress Prevention

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](#).

Only Ontario legislation updates this month

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
ONTARIO	
<p>Ontario has introduced several occupational health and safety regulatory changes affecting respiratory protection, construction safety, and elevating work platforms:</p> <p>Respirator Updates O. Reg. 113/26 (Control of Exposure to Biological or Chemical Agents) O. Reg. 114/26 (Designated Substances) O. Reg. 115/26 (Asbestos on Construction Projects and in Buildings and Repair Operations)</p> <p>Effective July 1, 2026. Ontario has expanded acceptable respiratory protection standards to recognize CSA-approved respirators (in addition to NIOSH-approved equipment) and updated respirator/filter classifications to align with current standards.</p>	<p>Employers should review policies, training, and equipment requirements to ensure compliance.</p> <p>Respirator Updates Review respiratory protection programs, exposure control plans, and safe work procedures. Update approved PPE lists and purchasing specifications, particularly for workplaces managing biological, chemical, designated-substance, or asbestos-related hazards. Confirm training and fit-testing processes remain current.</p>
<p>Elevating Work Platforms O. Reg. 117/26 (Elevating Work Platforms)</p> <p>Effective January 1, 2027. Ontario has introduced a dedicated regulation for elevating work platforms (e.g., boom lifts and scissor lifts), establishing specific requirements for equipment inspections, maintenance, operator training, familiarization, and recordkeeping.</p>	<p>Elevating Work Platforms Review and update operator training programs, refresher training practices, inspection procedures, maintenance programs, and record retention processes. Ensure workers are appropriately trained and familiarized prior to operating equipment in 2027.</p> <p>Construction employers should prepare for the shift from embedded construction-project rules to this standalone EWP regulation.</p>
<p>Construction Safety – Head Protection O. Reg. 112/26 (amending O. Reg. 213/91 – Construction Projects)</p> <p>Effective July 1, 2027. Workers exposed to side-impact hazards must wear enhanced head protection (Type 2 safety helmets or equivalent). Employers must also ensure helmets have retention systems (e.g., chin straps) where there is a risk of the helmet becoming dislodged.</p>	<p>Construction Safety – Head Protection Construction employers should assess work activities for side-impact head injury hazards, review current hard hat inventories, and plan for equipment replacement where required. Update PPE policies, hazard assessments, and worker training, and establish criteria for when retention systems must be worn.</p>

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

