

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

HSEp Feature Article: Sending Dunk Your Evidence Submissions

Fire Safety:
Fire Ban Basics

Feature Article:
Preparing for Outsiders

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

Certification Update: JHSC Certification
Training to Meet New July 1 Standards

OH NO!
This storm is getting
bad. We need to get
to the basement!

Building Skills: Everyday Skills for Impactful Work

Dunk & Associates offers many
extreme weather resources.
Visit [page 12](#) for some complimentary
posters.



**TECHNOLOGY
UPDATES**



**SAFETY
UPDATES**



**FIRE
SAFETY**



**CERTIFICATION
UPDATES**



**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

Fire Ban Basics: What It Means for Your Summer Fun

Nothing says summer like roasting marshmallows or grilling outdoors—but when a fire ban is in effect, those plans may need to change. Fire bans are put in place to prevent wildfires during hot, dry conditions. Understanding what they mean can help you stay safe and avoid hefty fines.

Allowed vs. Not Allowed	
Allowed:	Not Allowed:
Propane or gas BBQs with shut-off valve	Campfires and backyard fire pits
Electric grills on non-flammable surfaces	Charcoal BBQs and fireworks

What is a Fire Ban? A fire ban is a temporary restriction on open flames and certain outdoor activities to reduce wildfire risk. These bans are usually issued during periods of high heat, low humidity, and dry vegetation.

What Activities Are Affected:

- **Campfires and Fire Pits:** Most bans prohibit all open fires, including backyard fire pits.
- **Charcoal BBQs:** Often restricted because they produce embers.
- **Propane or Gas BBQs:** Usually allowed if they have a shut-off valve and are used on non-flammable surfaces.
- **Fireworks:** Almost always banned during fire bans.

Why It Matters: Wildfires can start from a single spark. In Canada, thousands of hectares burn each year due to human-caused fires—many linked to outdoor activities during dry conditions.

Tips for Staying Safe and Compliant:

- **Check local regulations:** Fire bans vary by region—always confirm before lighting up.
- **Switch to alternatives:** Use propane BBQs or electric grills instead of open flames.
- **Keep water nearby:** Even if using allowed equipment, have a bucket or hose ready.
- **Never ignore a ban:** Violating fire bans can lead to hefty fines and serious fire risks.

What You Can Do This Month

- Review your local fire ban status before planning outdoor activities.
- Share fire ban info with friends and neighbours.
- Prepare a no-fire backup plan for camping or backyard gatherings.

Enjoy summer safely! Respect fire bans and help protect our communities from wildfires.



CERTIFICATION

UPDATE

Dunk & Associates Updates JHSC Certification Training to Meet New July 1 Standards

Dunk & Associates is pleased to announce that our Joint Health and Safety Committee (JHSC) Certification Training has been fully updated to align with the new standards that came into effect on July 1.

These updates reflect important enhancements to JHSC Part 1 learning outcomes, ensuring that certified members are better equipped to support safer, more inclusive, and more effective workplaces.

What's New in Part 1 JHSC Certification Training

The revised standards introduce several key areas of focus, including:

- A deeper understanding of the elements of a successful JHSC, including the key skills required for co-chairs
- New expectations around evaluating JHSC effectiveness and continuous improvement
- Clarification of employer obligations to inform, provide information to, and consult with the JHSC on workplace violence and harassment requirements
- An overview of the purpose of Ontario's Human Rights Code, particularly as it relates to racism and discrimination in the workplace
- Expanded content on the elements of a comprehensive workplace violence policy and program
- Clear definitions of what constitutes a "dangerous circumstance," along with practical examples
- Recognition that JHSC members may experience workplace stress or trauma while carrying out their duties, along with information on available supports and resources

Learners who have already completed Part 1 eLearning do not need to recomplete the material.

Changes to Refresher Training Requirements

In addition to the updates to Part 1, there have been important changes to refresher training requirements. Under the new standard:

- Learners who allow their certification to expire are no longer required to retake Part 1 and Part 2.
- Instead, they can regain their certification status by completing a refresher course at any time.
- The previous one-time exemption request process with the MLITSD has been eliminated.

We have received confirmation from the MLITSD that this change will be grandfathered, meaning it also applies to learners whose certification expired prior to the July 1st update. If you have any employees with expired JHSC Certifications, why not [book a refresher](#) today!



For more information about our updated JHSC Certification Training, please contact us at support@systems24-7.com.

TECHNOLOGY UPDATES

UPDATES/COMING SOON

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

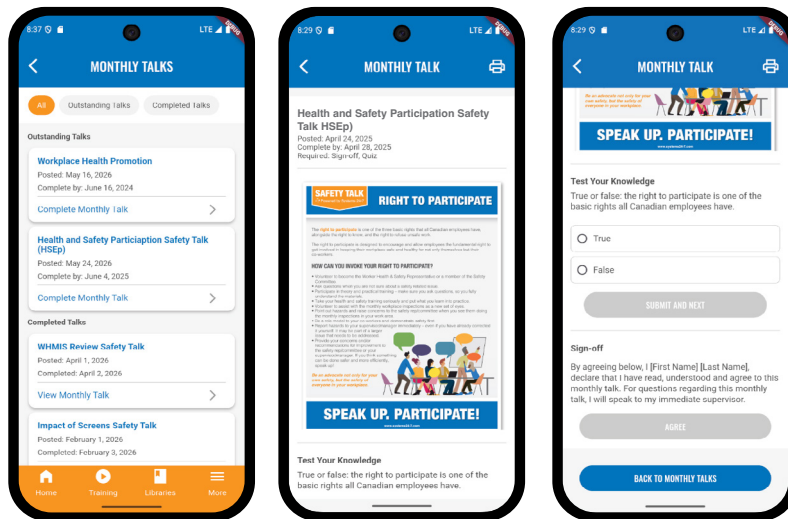
Version: 2.2.0

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.



COURSE UPDATE

Naloxone Administration

This is an update to an existing Ontario-specific course but will now apply to all provinces/territories.

Being prepared to respond quickly and effectively to an opioid overdose can save a life. This training is designed to give employees the knowledge and practical tools to recognize an opioid overdose and respond effectively — including how to safely administer nasal-based naloxone, a fast-acting medication administered in the nose that can reverse the effects of opioids in minutes.



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

Preparing for Outsiders

Visitors in the workplace can include customers, vendors, inspectors, delivery personnel, consultants, contractors, clients, maintenance technicians, or any other person who is not regularly assigned to work in the area. While their presence may seem routine, visitors can introduce new hazards, affect normal operations, and create additional safety and emergency planning considerations. Whether someone is onsite for five minutes or several days, workplaces must be prepared to manage their presence safely.

Know Who Is in the Workplace and Control Access

One of the most important parts of visitor safety is knowing who is onsite, why they are there, and where they are permitted to go. Visitor management is not just about signing people in. It is about maintaining awareness and control over everyone entering the workplace. Proper sign-in, sign-out, identification, and access control procedures help ensure visitors are authorized, monitored, and accounted for while onsite, especially in emergencies. Visitors should only access authorized areas and remain escorted where required. Any unknown, unauthorized, or unescorted individual in a restricted area should be reported immediately. Employees should also be informed when visitors will be onsite so they can plan work activities accordingly and remain alert to any temporary hazards created by their presence.

Visitors Do Not Know Workplace Hazards

Unlike regular employees, visitors may be unfamiliar with:

- Workplace hazards and restricted areas
- Vehicle and equipment traffic patterns
- Required PPE zones
- Alarm systems and emergency signals
- Evacuation routes and assembly points
- Hazardous processes or chemicals in use
- Site-specific rules and procedures

What may be obvious to regular employees may be completely unknown to someone visiting for the first time. Never assume a visitor knows where they can go, what they can touch, or what hazards may exist around them.

Visitor Orientation Matters

Visitor orientation should be proportionate to the hazards present and the nature of the visit. At minimum, visitors may need information regarding:

- Restricted areas
- Designated walkways/traffic routes
- Required PPE
- Site-specific hazards
- Emergency alarms and evacuation procedures
- Who to contact if assistance is needed

Contractors and extended visitors may require a more formal safety training before beginning work.



Continued on next page

SAFETY UPDATES

FEATURED ARTICLE CONTINUED

Contractors Can Introduce New Hazards

When contractors are onsite, they often bring their own equipment, tools, vehicles, materials, and work processes, all of which can create additional hazards:

- Hot work such as welding, grinding, or cutting
- Electrical installation or maintenance
- Excavation or trenching
- Work at heights
- Lockout/tagout activities
- Mobile equipment or cranes
- Hazardous substances, chemicals, or compressed gases
- Dust, fumes, noise, vibration, or airborne contaminants

Contractor activities can also disrupt normal operations by altering traffic routes, restricting access, creating temporary work zones, or requiring employees to operate around unfamiliar equipment. For this reason, coordination and communication are essential whenever contractors are working in shared spaces.

Plan for Accessibility and Assistance Needs

Some visitors may require additional assistance while onsite. This may include individuals with mobility limitations, temporary injuries, medical restrictions, language barriers, sensory impairments, or unfamiliarity with the workplace layout. Consider accessibility needs in advance where possible and ensure visitors can safely access the workplace, understand instructions, and receive assistance during emergencies if required.

Visitors Can Affect Employee Behaviour

The presence of visitors can also affect employee behaviour. They may become distracted, alter their normal routines, rush tasks, or focus more on assisting the visitor than on the work being performed. In some cases, employees may feel pressure to continue working in unsafe conditions to avoid inconveniencing a visitor or contractor.

Safety procedures must always remain the priority, regardless of who is present. No task should be rushed or performed unsafely because a visitor is watching or waiting.

Emergency Preparedness for Visitors

Visitors may not know what to do in the event of an alarm, evacuation, medical emergency, or other incident unless they are informed beforehand. Where applicable, visitors should be advised of emergency procedures, evacuation routes, assembly points, and who to follow during an emergency.

Special consideration may also be required for visitors who may need assistance during evacuation, such as individuals with mobility limitations or those unfamiliar with the building.

Contractor accountability should also be addressed before work begins. Determine in advance who is responsible for accounting for contractors during emergencies, where they are expected to report during evacuations, and how headcounts will be coordinated if they are supervised by an external contractor lead.

When visitors are onsite:

- Be aware of who is in the workplace and where they are located
- Follow visitor sign-in / sign-out procedures
- Ensure visitors receive required orientation or instructions
- Verify visitors have required PPE before entering hazard areas
- Escort visitors where required
- Ensure visitors remain within designated walkways or approved areas
- Report unauthorized or unescorted visitors immediately
- Coordinate with contractors before working in shared areas
- Adjust work activities if visitor presence creates new hazards
- Communicate hazards, restricted areas, and emergency procedures clearly
- Confirm who is responsible for visitor/contractor accountability during emergencies

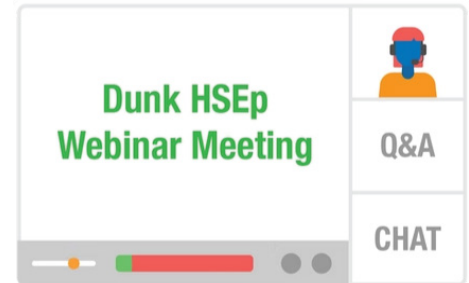
An effective visitor management process helps organizations maintain control of their workplace, protect workers and visitors alike, and ensure emergency preparedness remains effective when non-workers are onsite. Every visitor should leave the workplace as safely as they entered.

EXCELLENCE UPDATES

REMINDER

All Guidance & Instruction Webinars are Mandatory in 2026

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

Sending Dunk Your Evidence Submissions

We've touched base on how to complete your topic evidence submissions; next comes the challenge of sending in your submissions. It seems easy, but depending on the size of your submissions, it may be more complicated than anticipated.

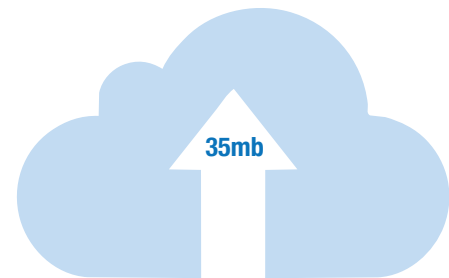
There are a couple of factors which may make it challenging to email us your submissions:

Document Type and Size

- When you attach your supporting evidence to the evidence board, certain files are larger than others.
- Images or photos taken from your phone can be large in size and take up lots of megabytes (mb).
- Ensure the photos used as evidence are not blurry or illegible.
- If you are adding videos or audio clips, which are perfectly acceptable and encouraged, these files also take up lots of megabytes.
- We strongly suggest using PDF files where applicable (i.e. policies, training records, reports, etc.) This can be easily done by printing the document to PDF in the applicable printing option for your software platform. This will greatly reduce the size and allow the WSIB to access the documents.

Email Sending Limits

Most email accounts have sending limits. This varies per account but typically ranges from 15mb to 35mb. A typical evidence board, if PDFs are utilized, is between 4mb and 8mb in size. Dunk has seen submissions in excess of 50mb, which contain many images and far too much information. Sometimes it's better to submit one topic per email if the submission sizes are larger instead of all of them in one email.



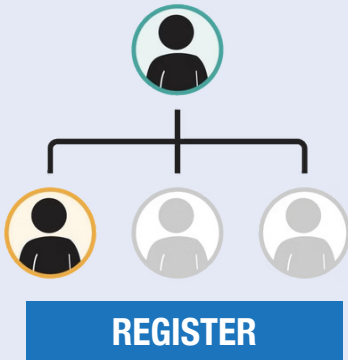
Loading...

The purpose of the evidence boards is to assist our members and keep them on track. We ask the necessary questions and provide examples of the document types that should be attached to demonstrate successful implementation of the topic. Following these suggestions keeps the submission size down. Once Dunk receives your submissions, we will review and provide feedback to improve your submission. We also try to remove any unnecessary information to keep your evidence submission relevant to the topic.

As both Dunk and the WSIB do not use Google Docs or Google Drive, we cannot accept any of those file types as they cannot be opened. There are other options available to our members if the above suggestions have been applied and still do not work. Please reach out to Dunk if you are having any difficulties with your submissions.

OUR UPCOMING WEBINARS

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



The Low Down on Layoffs

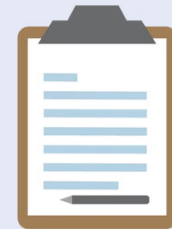
September 16, 2026 | 1:00 - 2:00 pm EDT

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.



Catching up on Health & Safety Trends

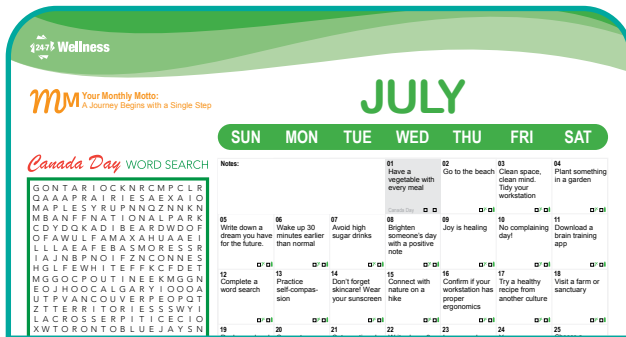
November 18, 2026 | 1:00 - 2:00 pm EDT

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.

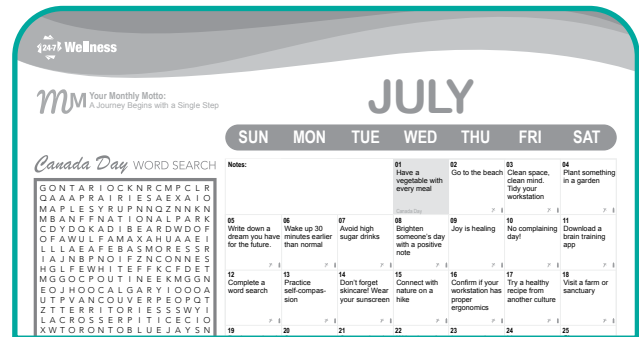
WELLNESS UPDATES

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 motto's. Each month is different from the next and includes fun challenges to help with work wellness and work-life balance.



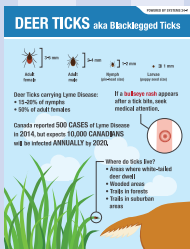
2026 FULL COLOUR & INTERACTIVE
Download



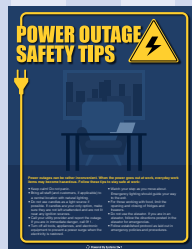
2026 BLACK & WHITE
(Printer friendly)
Download

YOUR OTHER COMPLIMENTARY RESOURCES THIS MONTH

Click on each image to expand and download



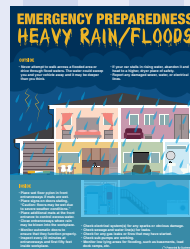
Deer Ticks



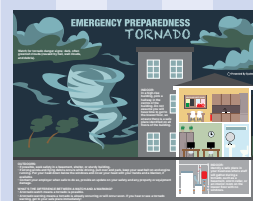
Power Outage Safety Tips



Hail Storm



Heavy Rain/ Floods



Tornado



Long Weekend Ahead?

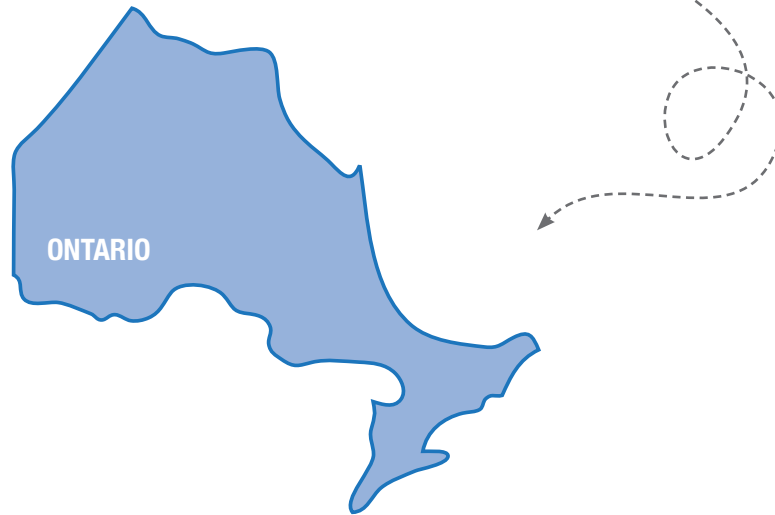
Emergency Preparedness Posters

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](#).

Click to skip ahead to the province you need

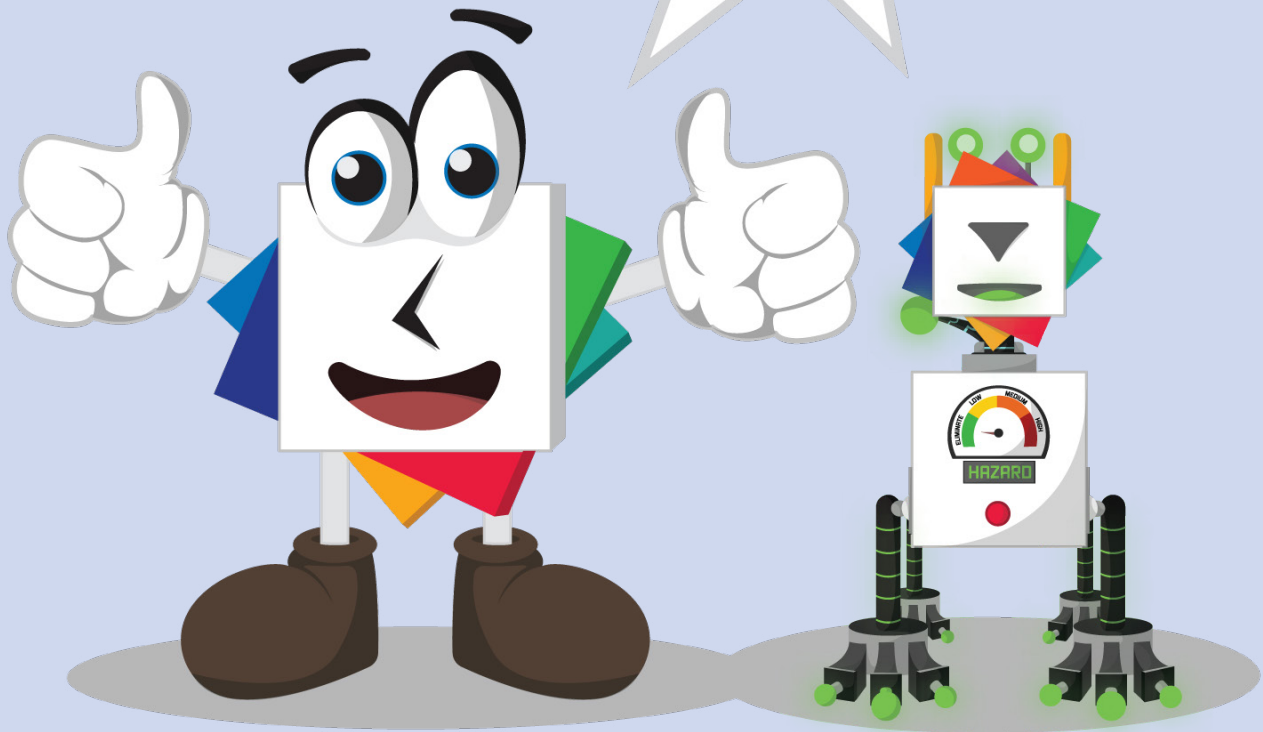


OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
FEDERAL	
<p>Effective October 20, 2026, amendments to the Canada Labour Code will introduce Equal Treatment pay requirements. Under these provisions, employers must provide the same rate of pay to employees performing substantially similar work, regardless of whether they are employed on a full-time, part-time, permanent, or temporary basis.</p> <p>The regulations provide the following definitions:</p> <ul style="list-style-type: none"> • Employment status means an employee's status as full-time, part-time, permanent, or temporary. Full-time generally means working an average of 30 or more hours per week. Temporary includes fixed-term, seasonal, casual, or irregular employment. • Comparable wages refer only to the same type of rate of wages (time-based rates, mileage rates, commission rates). All time-based wages (hourly, daily, weekly, monthly or annual salaries) can be compared with each other. 	<p>Federally regulated employers should take proactive steps to assess their current compensation structures, relationships with temporary staffing providers, and workplace policies to ensure readiness for the upcoming requirements. As part of this review, employers should identify any existing wage differences and evaluate whether they fall within one of the allowable exceptions under the new legislation.</p>

LEGISLATION UPDATES

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
ONTARIO	
<p>Effective July 1, 2026, amendments to:</p> <ul style="list-style-type: none"> • O. Reg. 113/26 Respiratory Protection • O. Reg. 114/26 Designated Substance <p>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>Review designated substance management programs and exposure control measures.</p> <p>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>First Aid training program updates, effective June 22, 2026</p> <p>WSIB is bringing First Aid training in line with national standards (Canadian Standards Association (CSA) Z1210:24, First aid training for the workplace — Curriculum and quality management for training agencies).</p> <p>There will be new names for training courses and certificates: Emergency First Aid will be called Basic First Aid, and Standard First Aid will be called Intermediate First Aid.</p> <p>First aiders will continue to be able to recertify Intermediate First Aid certificates once. In the updated program, they will be able to recertify with any WSIB-approved training provider.</p>	<p>All first aid certificates issued up until June 21, 2026, by current WSIB-approved providers will remain valid until they expire.</p> <p>Verify approved training providers and review future first aid training schedules. You can review the list of providers approved to deliver workplace first aid under the updated program as of June 22, 2026.</p>

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



Local Phone: 705-731-4979 | Fax: 705-731-4980 | Toll Free: 1-866-754-8839

