

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

Building Skills: Everyday Skills for Impactful Work

Feature Article: Are your employees moving around safely?

Attention! Our new hours of operation starting August 31, 2026, will be 8am-5pm Eastern Time

Missed our last email? Visit page 11 for our Wildfire Resource!

HSEp Feature Article: Validation Bumps and Struggles

Introducing our brand new Monthly Spotlights!

Fire Safety: Extinguishers: Able, Available, and Awesome

Technology Updates: Systems 24-7 Mobile Is Here—Now on Android and iOS!



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

[Download Registration Form Here](#)

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 EDT

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.

Monthly SPOTLIGHT



International Overdose Awareness Day - August 31, 2026

International Overdose Awareness Day is a global campaign to raise awareness about overdose, reduce stigma, and remember those lost, while reinforcing that overdoses are preventable with the right knowledge and response. Workplaces play a key role by ensuring employees can recognize the signs of an overdose and act quickly. Dunk & Associates supports this effort with resources for organizations, including our newly updated Naloxone Administration course, which equips participants with the skills and confidence to respond effectively in an emergency. This training covers how to administer naloxone safely and provide immediate assistance while awaiting emergency medical services.

Attention! Our new hours of operation starting August 31, 2026, will be 8am-5pm Eastern Time

Upcoming Course: JHSC Part 1 (Webinar)

Part 1 Training equips organizations with the essential knowledge to support workplace health and safety representatives and Joint Health and Safety Committee (JHSC) members in meeting their legal responsibilities. Dunk & Associates' Part 1 program meets—and exceeds—the minimum standards established by the Ministry of Labour, Immigration, Training and Skills Development (MLITSD), and is suitable for workplaces across all sectors in Ontario.

Not just for committee members.

Are you looking to build a strong foundation in workplace safety? This course is an excellent starting point and a valuable addition to your résumé. Continue with Part 2 to achieve full JHSC Certification.

Upcoming dates:

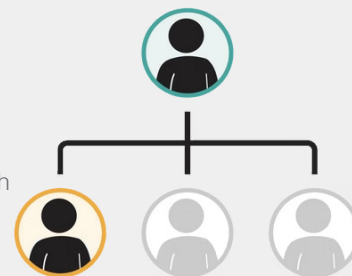
September 8, 9, 10, 2026
8:00 am to 4:30 pm daily EDT (online)

Cost: \$375/learner plus tax
for current members of a Dunk Program

REGISTER

Upcoming Webinar: The Low Down on Layoffs

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?". Join Dunk & Associates and special guest [Mathews Dinsdale LLP](#) for this helpful webinar!



Webinar Date:

September 16, 2026
1:00 pm to 2:00 pm EDT (online)

Cost: FREE

REGISTER

Upcoming Skill Building: From Gut Reactions to Smart Decisions: Critical Thinking at Work

This webinar is part of our [2026 Skills Building Series](#), designed to strengthen essential soft skills, prepare employees for mentorship roles, and support overall professional growth.

In this session, we focus on problem-solving and critical thinking—key skills for navigating today's workplace. Participants will learn how to break down complex situations, evaluate options effectively, and make confident, timely decisions.

Equip your team with practical tools to approach challenges strategically, reduce errors, and contribute to stronger outcomes for both their team and the organization.

Webinar date:

September 30, 2026
1:00 pm to 3:00 pm EDT (online)

Cost: \$60/learner plus tax or
\$50/learner plus tax for those that are
private professional service clients

REGISTER

FIRE SAFETY

ARTICLE

Extinguishers: Able, Available, and Awesome

A fire extinguisher is one of the simplest tools to stop a small fire before it becomes a big problem—but only if it's ready when you need it. This month, let's make sure your home extinguishers are in top shape.

Why Fire Extinguishers Matter

Most home fires start small. A working extinguisher can prevent thousands of dollars in damage and save lives. But an extinguisher that's expired, hidden, or broken won't help when seconds count.

Able: Is Your Extinguisher Ready to Work?

- Check the pressure gauge: The needle should be in the green zone.
- Inspect for damage: No rust, dents, or broken parts.
- Know the type: ABC extinguishers cover most household fires (wood, grease, electrical).

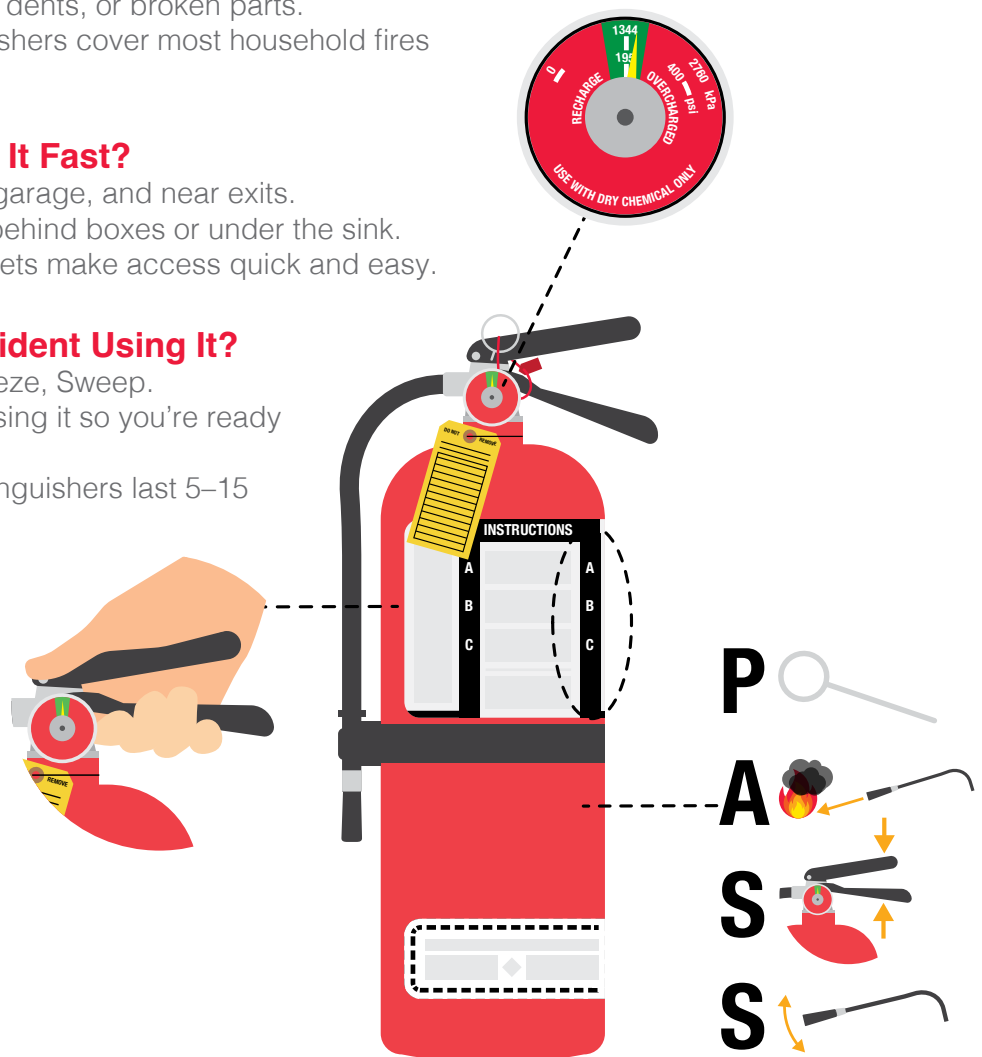
Available: Can You Grab It Fast?

- Place in key spots: Kitchen, garage, and near exits.
- Keep it visible: Don't hide it behind boxes or under the sink.
- Mount it securely: Wall brackets make access quick and easy.

Awesome: Are You Confident Using It?

- Learn PASS: Pull, Aim, Squeeze, Sweep.
- Practice mentally: Imagine using it so you're ready under pressure.
- Replace if expired: Most extinguishers last 5–15 years—check the date!

Stay safe and stay ready—because an extinguisher that's Able, Available, and Awesome can make all the difference!



TECHNOLOGY UPDATES

NOW AVAILABLE

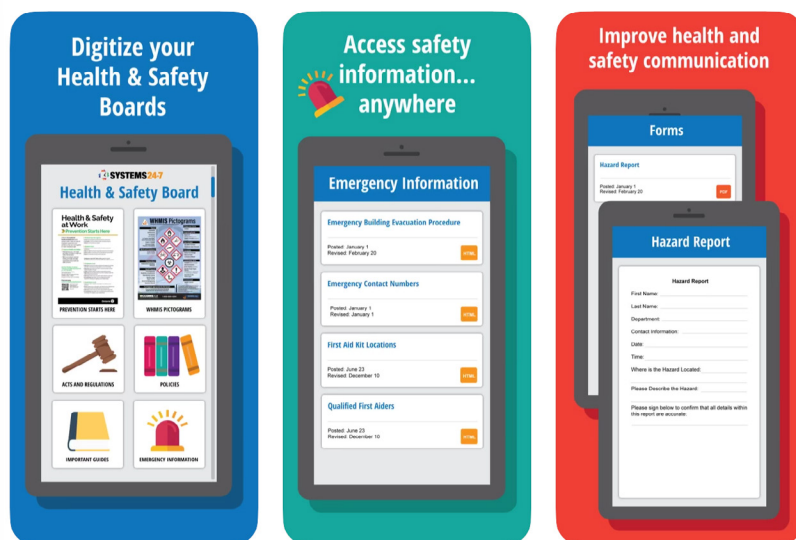
Systems 24-7 Mobile Is Here—Now on Android and iOS!

Your workplace is now right at your fingertips.

The Systems 24-7 mobile app is officially available for Android and Apple devices, making it easier than ever for employees to stay connected, complete training and access important workplace resources—wherever the workday takes them.

With the app, users can access:

- Company Dashboard
- Training
- Libraries, including policies, forms, SOPs and more
- Surveys
- High Fives



Whether your team is working from the office, the shop floor, a job site or on the road, Systems 24-7 keeps the tools they need only a tap away.

Download It Today

Android: [Get Systems 24-7 on Google Play](#)

iPhone and iPad: [Get Systems 24-7 on the Apple App Store](#)

The iOS app is currently unlisted and must be accessed using the direct link above.

This Is Only the Beginning

The launch of the iOS app marks an exciting new chapter for Systems 24-7—and there is much more on the way.

New mobile features are coming soon. Stay tuned—you won't want to miss what's next!



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

Are your employees moving around safely?



Not every serious workplace injury involves heavy machinery, hazardous chemicals, or working at heights. In many workplaces, some of the highest-risk incidents happen during ordinary movement; walking through parking lots, crossing streets, taking out garbage, backing up vehicles, entering loading areas, or simply moving from one area of the workplace to another.

Many workplace incidents occur during routine movement when employees are distracted, rushing, fatigued, carrying objects that block visibility, or assuming vehicle operators can see them. Poor lighting, weather conditions, noise, blind spots, uneven walking surfaces, congestion, and inadequate traffic flow can all contribute to serious incidents involving pedestrians, vehicles, or mobile equipment.

An employee taking out the garbage may step behind a reversing truck without realizing the driver cannot see them. A worker crossing a parking lot while checking a phone may fail to notice a moving vehicle. An employee rushing between appointments may become distracted while driving and overlook changing road conditions. These situations may seem minor in the moment, but the consequences can be severe or even fatal.

In many workplaces, employees work around forklifts, garbage trucks, delivery vehicles, reversing company vehicles, powered industrial trucks, or heavy equipment throughout the day. In others, employees regularly cross streets during deliveries, travel between locations, move through busy parking lots, or work near roadways and railway crossings. These environments create constant interaction between pedestrians, vehicles, and equipment, increasing the potential for struck-by incidents and vehicle-related injuries.

Weather and environmental conditions can increase risk even further. Rain, snow, ice, fog, darkness, glare, and uneven walking surfaces may reduce visibility and increase stopping distances for both pedestrians and drivers. During busy periods, congested loading areas, entrances, or parking lots can create additional hazards, particularly when employees are rushed or distracted.

Continued on next page

SAFETY UPDATES

FEATURED ARTICLE CONTINUED

Because these activities are routine, they are often performed with very little thought. Employees may become comfortable with familiar routes, familiar tasks, and familiar surroundings. Over time, this sense of familiarity can create complacency, causing people to operate on “autopilot” instead of actively paying attention to their surroundings.

Employers should regularly assess how employees move through the workplace and identify areas where pedestrians and vehicles interact. Parking lots, loading docks, waste disposal areas, entrances, warehouses, customer pickup areas, sidewalks, crossings, and roadways should all be evaluated for potential hazards. Reviewing traffic patterns, visibility concerns, signage, lighting, speed control measures, pedestrian routes, and housekeeping conditions can help identify risks before incidents occur.

Simple preventive measures can make a significant difference. Clearly marked pedestrian walkways, designated crossing points, mirrors at blind corners, warning signs, barriers, reversing alarms, speed limits, high-visibility clothing, and proper lighting can all help improve awareness and separate pedestrians from moving vehicles or equipment.

Vehicle condition is another important part of movement-related safety. Employers should ensure preventive maintenance programs are in place and that vehicles are inspected regularly. Vehicle inspection checklists can help identify issues involving brakes, tires, steering, lights, mirrors, backup alarms, cameras, windshield wipers, and other critical safety systems before they contribute to an incident. Employees should also understand the importance of reporting defects, damage, or unsafe conditions immediately.

Driving for work introduces additional risks related to traffic, fatigue, distractions, road conditions, weather, and time pressures. Employees driving for meetings, deliveries, service calls, or travel between job sites may spend a significant portion of the day on the road. Organizations should ensure employees understand safe driving expectations, avoid distracted driving, wear seatbelts, follow traffic laws, and adjust driving behaviour based on weather and road conditions.

Employees working near railway crossings should also remain alert at all times. Trains require significant distance to stop and may approach more quietly or quickly than expected. Employees should never attempt to cross tracks when warning systems are active and should always stop, look, and listen carefully before crossing.

Creating a safer workplace is not only about controlling major hazards. It is also about recognizing the risks associated with routine movement and encouraging employees to remain aware throughout the workday. Taking a few extra moments to slow down, stay alert, follow safe procedures, and pay attention to surroundings can help prevent serious injuries and save lives.

UPDATES

New Resource Available: Eye Wash Station Safe Operating Procedure (SOP)

Help ensure employees know how to respond quickly and safely in the event of an eye exposure emergency.

The Eye Wash Station SOP helps establish consistent procedures for the use, inspection, maintenance, and emergency response requirements for eyewash stations while providing a practical training resource for employees.

If you would like this SOP added to your Systems 24-7 site, simply contact our Support Team by emailing support@systems24-7.com.

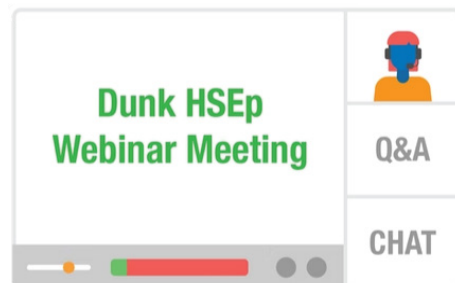


EXCELLENCE UPDATES

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

Only two more webinars left! Make sure to register today!



2026 HSEp WEBINARS

Guidance & Instruction

September 15, 2026 | 9:00 - 10:30 am EDT

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



FEATURED ARTICLE

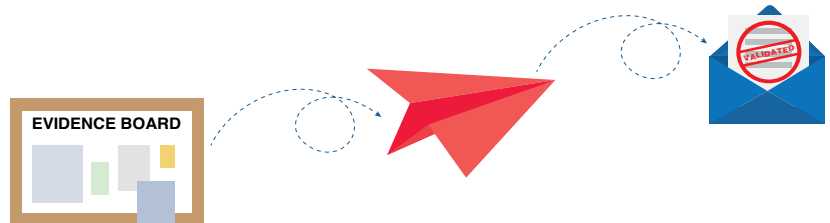
Validation Bumps and Struggles

As you progress through your HSEp journey, you may notice it's time to get those Evidence Boards ready for validation. For those who 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, we are always here to support you in this process. Today, we wanted to share some lessons learned 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 (Plan, Do, Check, Act) and that you met all of the topic requirements found in the HSEP - Health and Safety Topics Guide.

Prior to submission, you would have sent your completed evidence submission templates for steps (1-4) to us to review to determine if we believe your submission demonstrates that the program is implemented and effectively "living and breathing" in your workplace.

The expectation from the WSIB validation team is on you, the member, to understand the requirements and demonstrate your ability to implement them in your submission. Don't fret; if you require assistance, we are here to help.



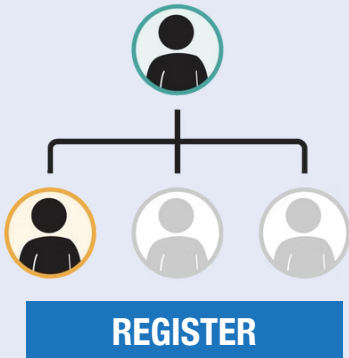
As the HSEp is always improving, and as we grow and learn from each validation, we make your journey more efficient. During the validation process, it is the WSIB Validator's goal to make this as seamless as possible and make the end of your HSEp journey a positive experience. In order to do this, there 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 the interviews so you can show proof. Audio or written documentation is accepted as long as it shows that training was retained.
- **Multiple locations with one account number** – If you have multiple locations 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 20%. Speak to Dunk before submitting your Evidence Step 3 to us for review, and we will assist you with this. It's also recommended by the validation team that you use different locations for different topics, depending on how many locations you have under the account.
- **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 ahold 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. 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 earned a rebate.

OUR UPCOMING WEBINARS

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



The Low Down on Layoffs

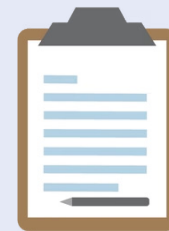
September 16, 2026 | 1:00 - 2:00 pm EDT

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.



HIGH

MEDIUM

LOW

REGISTER



REGISTER

Catching up on Health & Safety Trends

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

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.

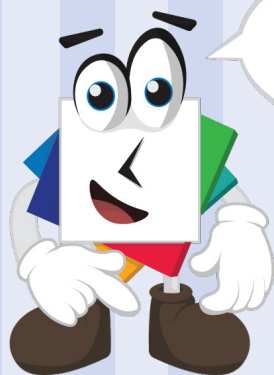
WELLNESS UPDATES

2026 WELLNESS CALENDAR

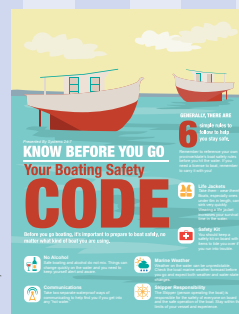
Building wellness into your daily activities can take some time. Learning new habits takes work! Each year Dunk & Associates publishes a wellness calendar full of activities, daily tips, and monthly motto's. Each month is different from the next and includes fun challenges to help with work wellness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



YOUR OTHER COMPLIMENTARY RESOURCES THIS MONTH



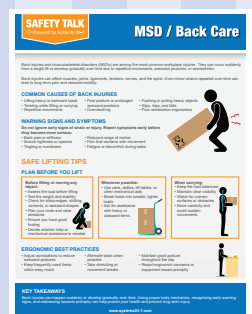
Click on each image to expand and download



Boating Safety Code



Wildfire Smoke



MSD/Back Care Safety Talk

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	
Minimum Wage to Increase Effective June 1, 2026 The general minimum wage increases from \$17.85 to \$18.25 per hour, effective June 1st.	Review your payroll and make any necessary adjustments effective as of June 1, 2026.

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
MANITOBA	
Attachment Leave A 16-week unpaid attachment leave for adoption and surrogacy was passed and took effect June 1.	Update policies, HRIS codes, forms and manager training; eligibility generally requires seven consecutive months of employment. <i>If you are a Full-Service HR client with Dunk & Associates, your HR program will be updated with these requirements.</i>
Limitations on Sick Notes Sick-note restrictions was passed on June 1 and takes effect October 1, 2026. Bill 11 prohibits an employer from requiring a sick note unless the absence continues for a period of more than one week or the employee has been absent from work because of injury or illness on more than 10 scheduled workdays in that calendar year.	Revise absence procedures: notes will generally be limited to absences over one week or more than 10 scheduled workdays in a year, with broader provider acceptance and reimbursement. <i>If you are a Full-Service HR client with Dunk & Associates, your HR program will be updated with these requirements.</i>

LEGISLATION UPDATES

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
NEW BRUNSWICK	
Pay Transparency Act The Pay Transparency Act was passed on June 12. Job postings require expected compensation and salary-history practices are restricted.	Revise internal and external postings, interview guides and wage-approval processes; monitor later commencement of reporting provisions. <i>If you are a Full-Service HR client with Dunk & Associates, your HR program will be updated with these requirements.</i>
Job-Protected Illness Leave Employment standards amendments created up to 27 weeks of unpaid long-term illness and injury leave for eligible employees. This is an increase from the previous 5-day entitlement.	Update leave, documentation, privacy, benefits, accommodation and reinstatement procedures. <i>If you are a Full-Service HR client with Dunk & Associates, your HR program will be updated with these requirements.</i>

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
NOVA SCOTIA	
Minimum Wage to Increase Effective October 1, 2026 The general minimum wage increases from \$16.75 to \$17.00 per hour, effective October 1st.	Review your payroll and make any necessary adjustments effective as of October 1, 2026.

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
PEI	
New Employment Standards Act A new Employment Standards Act and regulations came into force June 30, replacing the prior statute. Key changes include: Hours of Work • Maximum weekly hours are reduced from 48 to 44 hours. • The Act expressly allows averaging agreements in prescribed circumstances for determining overtime. • References to Sunday as the mandatory day of rest have been removed, providing greater scheduling flexibility while maintaining weekly rest requirements. Leaves of Absence The legislation significantly expands job-protected leaves. Notable additions and enhancements include: • 27-week medical leave (new). • Expanded eligibility for unpaid sick leave. • Updates to existing family and compassionate care-related leaves to better align with modern workplace needs and federal EI benefits.	Immediate review is required across hours, overtime, scheduling, rest, leave, vacation, holidays, termination, tips, complaints and enforcement. See more information here. <i>If you are a Full-Service HR client with Dunk & Associates, your HR program will be updated with these requirements.</i>

PEI continued on the next page

LEGISLATION UPDATES

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
PEI	
Termination and Layoffs The Act modernizes termination provisions by: • Updating notice requirements and related rules. • Introducing clearer group termination (mass layoff) provisions. • Clarifying employer obligations during terminations. Stronger Enforcement The new Act strengthens compliance by: • Providing Employment Standards Officers with enhanced investigative and enforcement powers. • Introducing or expanding administrative monetary penalties. • Modernizing complaint and enforcement processes. Wage and Employment Standards Administration The legislation also modernizes administrative rules, including: • Updated record-keeping obligations. • Clearer rules regarding payment of wages. • Modernized complaint procedures and employment standards administration.	

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
SASKATCHEWAN	
Minimum Wage to Increase Effective October 1, 2026 The general minimum wage increases from \$15.35 to \$15.70 per hour, effective October 1st.	Review your payroll and make any necessary adjustments effective as of October 1, 2026.

LEGISLATION UPDATES

OVERVIEW OF MAJOR CHANGES		WHAT DOES THIS MEAN FOR EMPLOYERS?
YUKON		
Workers' Safety and Compensation Board (WSCB) policy updates Effective June 1, 2026, the Yukon Workers' Safety and Compensation Board (WSCB) implemented a coordinated set of policy revisions to strengthen employer accountability for workplace injuries, return-to-work obligations, and regulatory compliance. The updates focus on using administrative penalties to encourage early reporting, cooperation, and safe return-to-work practices. Key Changes Include: Administrative Penalties • Introduced a new Administrative Penalties Policy (7.9) establishing a modern framework for imposing financial penalties where employers or workers fail to comply with legislative obligations. • Administrative penalties are intended to encourage compliance rather than punish, and may be used when education or voluntary compliance is insufficient. • The policy outlines factors considered before imposing a penalty, including the seriousness of the non-compliance, compliance history, and whether the contravention was repeated. Employer Notice of Injury • Revised the Employer's Notice of Injury Policy (7.8) to reinforce employers' obligation to report workplace injuries promptly. • Clarifies reporting expectations and the circumstances in which failure to report, or delayed reporting, may result in administrative penalties. • The revisions are intended to improve timely claim adjudication and access to benefits and return-to-work services for injured workers. Return-to-Work and Re-employment The return-to-work policy suite was updated to clarify employer and worker responsibilities throughout the recovery process: • Duty to Co-operate: Clarifies expectations for employers and workers to actively participate in return-to-work planning and identifies when non-cooperation may lead to penalties. • Employer's Obligation to Re-employ: Reinforces the statutory obligation for qualifying employers to re-employ injured workers when the legislative criteria are met. • Compliance with Re-employment Obligations: Provides clearer guidance on how the WSCB assesses whether an employer has fulfilled its re-employment duties. • Termination After Re-employment: Clarifies how the WSCB evaluates situations where an injured worker is terminated within the protected re-employment period. • Re-employment Penalties and Payments Policy Revoked: The previous standalone penalty policy was removed, with administrative penalty provisions now consolidated under the new Administrative Penalties Policy.		Review injury reporting procedures to ensure workplace injuries are reported promptly. Update return-to-work and accommodation processes to reflect the revised cooperation and re-employment expectations. Ensure these updates are communicated to the workplace. Recognize that failure to meet reporting or return-to-work obligations may now result in formal administrative penalties under the new enforcement framework. <i>If you are a Full-Service Health & Safety client with Dunk & Associates, your H&S program will be updated with these requirements.</i>

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

