

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

25th Anniversary Contest

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Sending Dunk Your
Evidence
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Feature Article:
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Randomize Test Questions

Fire Extinguisher
Safety: The History
and Evolution of Fire
Extinguishers



HAPPY BIRTHDAY CANADA

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Celebrate 25 Years of Systems 24-7 with Us! Find the Hidden Anniversary Logo and WIN!



CONTEST ALERT!

Looking for a way to incentivize employees to complete their training?

Don't forget to communicate our 25th anniversary logo contest! Each week, we post our anniversary logo somewhere within Systems 24-7. The first user to screenshot it and email it to us wins a \$25 Home Hardware gift card! The only rule....they must have 100% of their training completed! Only one gift card is available each week to claim!

Print this poster and share it within your workplace! Let the hunt begin!



FIRE EXTINGUISHER SAFETY

DID YOU KNOW?

The History and Evolution of Fire Extinguishers

From ancient bucket brigades to smart extinguishers with IoT sensors, the journey of the fire extinguisher is a testament to human ingenuity in the face of danger. Let's explore how this life-saving device evolved over centuries.

Early Firefighting Methods

Before the invention of fire extinguishers, fire suppression was rudimentary. People relied on buckets of water, sand, or blankets to smother flames. In ancient Rome, a group called the Vigiles acted as firefighters, using pumps and buckets to douse fires.

1819: The First Portable Extinguisher by Captain George Manby

Nearly a century later, Captain George William Manby introduced the first portable fire extinguisher. It was a copper vessel containing three gallons of potassium carbonate solution pressurized by compressed air. This marked the beginning of mobile firefighting tools.



20th Century: Chemical and Pressurized Innovations

By the mid-1900s, fire extinguishers diversified:

- Carbon tetrachloride and methyl bromide were used in early chemical extinguishers, though later banned due to toxicity.
- Foam extinguishers were developed for flammable liquid fires.
- Dry chemical extinguishers became standard for electrical and grease fires.



Fun Fact: Fire Extinguishers in Space

NASA uses specially designed extinguishers aboard the International Space Station. These use CO₂ or nitrogen gas to suppress fires in microgravity, where flames behave differently than on Earth.

1723: The First Fire Extinguisher by Ambrose Godfrey

The first recorded fire extinguisher was patented in 1723 by Ambrose Godfrey, a German-born chemist. His invention was a large, stationary device that used gunpowder to explode a container of fire-suppressing liquid. Though not portable, it was revolutionary for its time.

Late 1800s: The Soda-Acid Extinguisher

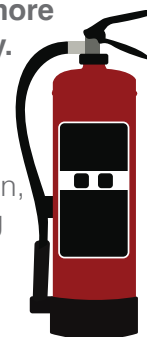
The soda-acid extinguisher became popular in the late 19th century. It worked by mixing sodium bicarbonate and sulfuric acid, creating a chemical reaction that released carbon dioxide to expel the water-based solution. This design remained in use for decades.



21st Century: Smart and Sustainable Solutions

Modern fire extinguishers are safer, more efficient, and environmentally friendly. Innovations include:

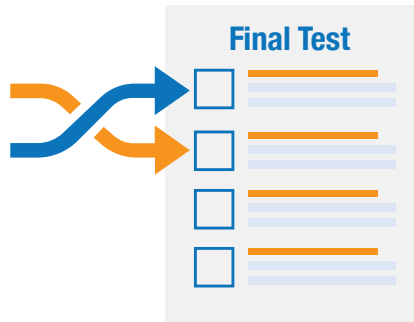
- Clean agents like Halotron and FE-36, which leave no residue.
- Smart extinguishers with IoT integration, capable of detecting fires and alerting emergency services in real time.
- Eco-friendly models that avoid ozone-depleting chemicals.



TECHNOLOGY UPDATES

UPDATE

Randomize Test Questions



An update has been made to Systems 24-7 to randomize all questions in the final test. This will ensure that learners always receive different variations of the test questions each time they take a test. As a reminder, there are many customization options on Systems 24-7 quizzes. Administrators can override passing score requirements, decide if learners need to only re-do the failed questions, or if they need to restart a course from the beginning if learners fail a test. For more information, refer to your course administration user guide or email support@systems24-7.com.

SAFETY AND HR UPDATES

COMPLIMENTARY RESOURCES



Click on images to open complimentary resources

Compliance Packages Posted

For those clients using our Safety/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 AND HR UPDATES

FEATURED ARTICLE

Complacency

Have you ever noticed something that seemed unsafe, but just kept walking? Perhaps there was a spill on the floor, maybe a burnt-out light bulb, or only skimming through a pre-use inspection instead of methodically observing and recording actual conditions? While you may not think much of it in the moment, these micro-decisions all contribute to a culture of complacency in the workplace.

What is complacency? In the context of health and safety, complacency is a sense of self-satisfaction and confidence in one's own abilities, that leads to a lack of awareness of danger and/or deficiency. It's the overall attitude that "I've got this!" but based on faulty ground.

It's easy to develop a mindset of complacency, especially when many of our workdays are so similar. We get comfortable with the way things are going, familiarity sets in, and we may stop thinking critically about our actions or surroundings. You may have gone into "auto-pilot mode" when performing a simple task, like putting on your shoes. Then, still not really paying attention to the surroundings, you didn't notice the banana peel on the floor, leading to a slip and fall. Complacency can sneak in over time, quietly, and when this mindset goes unchecked, it can result in an incident, injury, or even a fatality.

Don't allow complacency to take hold of your workplace. Address the misconception that years of experience make you immune to errors, and ensure leadership sets the tone for the workplace. Frequently engage with your workers, communicate about the risks, and document when a near-miss takes occurs. We can learn from these incidents to prevent further incidents from taking place, and to help protect our workplaces and our workers.

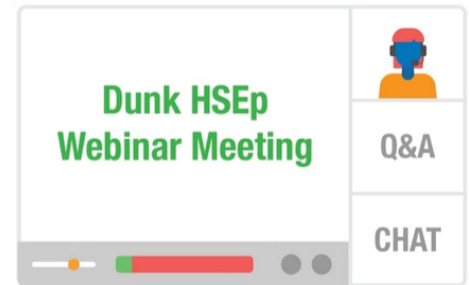


EXCELLENCE UPDATES

REMINDER

All Guidance & Instruction Webinars are Mandatory in 2025

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



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

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

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

2025 HSEp WEBINARS

Health and Safety Excellence program Guidance and Instruction

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

Health and Safety Excellence program Orientation

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

LAST RECORDED WEBINAR

HSEp GUIDANCE AND INSTRUCTION WEBINAR

Recorded on: June 17, 2025



FEATURED ARTICLE

Sending Dunk Your Evidence Submissions

We have touched base on how to complete your topic evidence submissions, next comes the challenge of sending us 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 into the evidence board, certain files are larger than others. Images or photos taken from your phone are quite large in size and take up lots of megabytes (mb). Dunk has always suggested using PDF files where applicable (i.e. policies, training records, reports, etc.) These 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 allows WSIB to open the document to be able to read it. Additionally, sometimes photos are blurry and illegible. Also, if you are adding videos or audio clips, which is perfectly acceptable and encouraged, these files also take up lots of megabytes.



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 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.

The purpose of the evidence boards is to assist our members and keep them on track. We ask the questions that need to be answered and provide examples of the document types that should be attached to demonstrate successful topic implementation. By following these suggestions, it 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 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 still having difficulties.

UPCOMING WEBINARS

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



REGISTER

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

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

Take Your Kid to Work Day

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

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



REGISTER



REGISTER

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

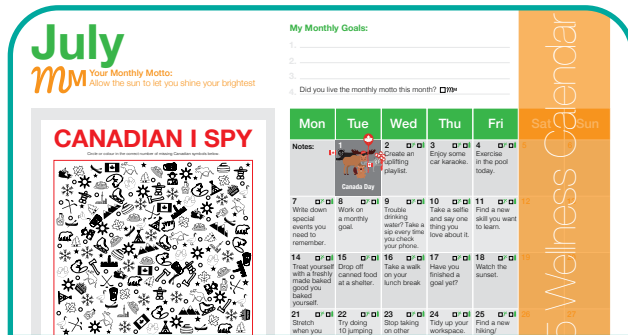
An Inspector knocks on your workplace's door. Are you ready? The first rule is not to panic, but are there other rules? What are the best practices? What information must I provide? When is too much information too much? Join us to learn what to do, how to handle a Ministry inspector, and how to respond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

2025 WEBINAR LIST

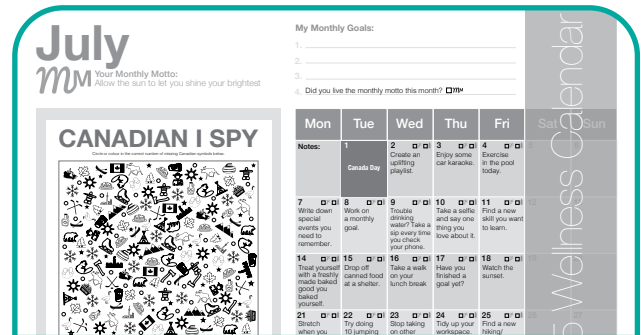
WELLNESS UPDATES

2025 WELLNESS CALENDAR

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

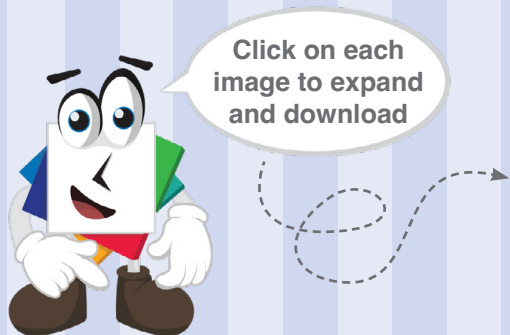


**2025 FULL COLOUR
& INTERACTIVE**
Download

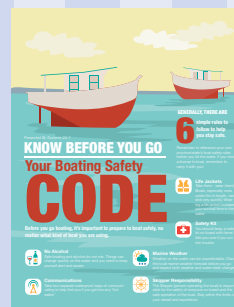


2025 BLACK & WHITE
(Printer friendly)
Download

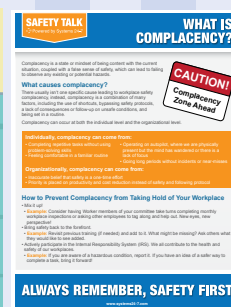
YOUR OTHER COMPLIMENTARY RESOURCES THIS MONTH



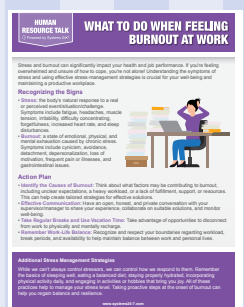
**10 Steps to
Safe Lawn
Mowing**



**Your boating
Safety Code**



**What Is
Complacency?**



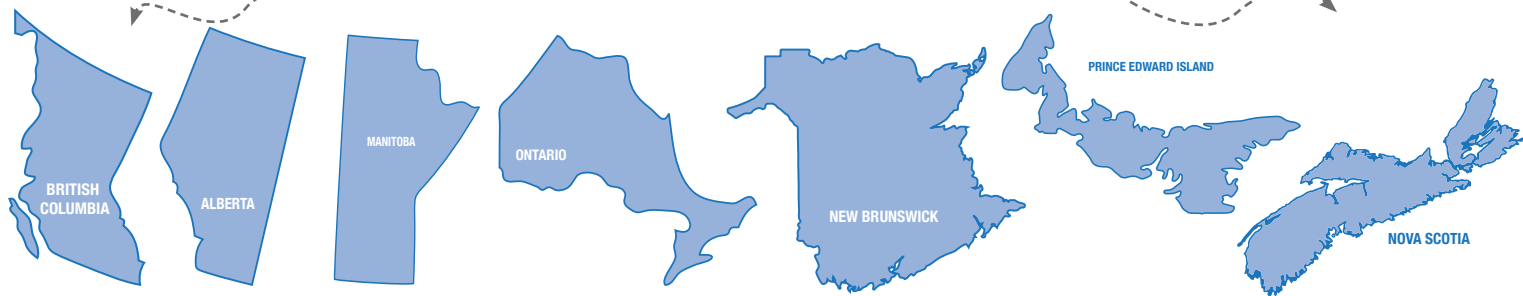
**What To Do
When Feeling
Burnout at
Work**

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



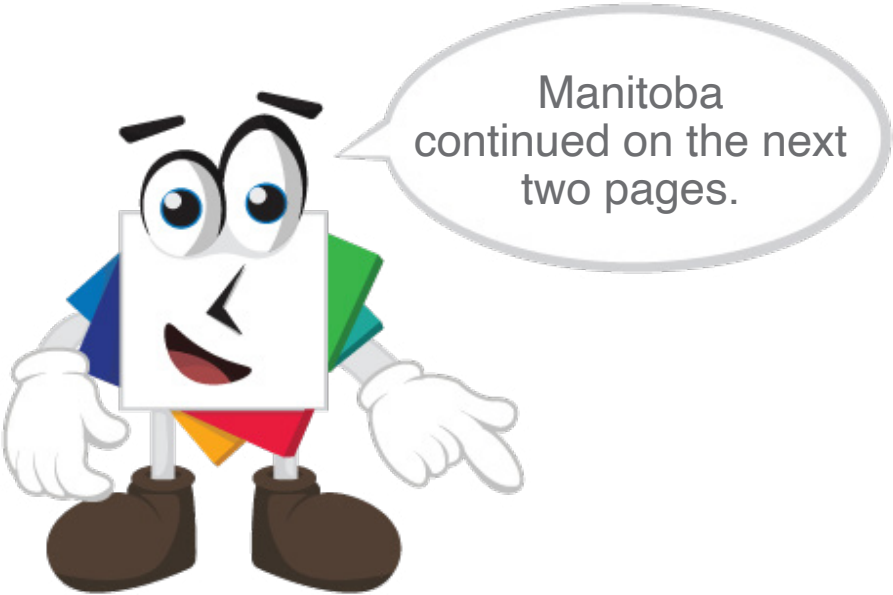
OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
<div>ALBERTA</div> <div>OHS Act – Scene Disturbance after Incidents</div> <div><p>Until recently, the OHS Act stated that a person may disturb or conduct work, provided that no injury or illness occurred, at the scene of the following types of incidents:</p><ul style="list-style-type: none">the collapse or upset of a crane, derrick or hoist, andthe collapse or failure of any component of a building or structure necessary for the structural integrity of the building or structure.<p>As of April 2025, this has been amended. Effective immediately, a person shall not disturb or conduct work at the scene of these incidents, whether or not an injury occurred, unless directed by a Director or other person authorized under section 33(9) of the OHS Act.</p></div>	<div><p>When any of the following incidents occurs at a work site or in connection with a worksite, the scene of the incident must not be disturbed (unless otherwise directed by a Director, an occupational health and safety officer, or a police officer):</p><ul style="list-style-type: none">(a) an injury, illness, or incident that results in the death of a worker,(b) an injury, illness, or incident in which there is reason to believe the worker has been or will be admitted to a hospital beyond treatment in an emergency room or urgent care facility,(c) an unplanned or uncontrolled explosion, fire, or flood that causes a serious injury or illness or that has the potential of causing a serious injury or illness,(d) the collapse or upset of a crane, derrick, or hoist, and(e) the collapse or failure of any component of a building or structure necessary for the structural integrity of the building or structure.<p>Ensure that your policies are updated with this change, and that employees are aware of their responsibilities to secure a scene post-incident.</p><p><i>If you are a Full-Service client with Dunk & Associates, your H&S program is not affected by these legislative updates.</i></p></div>

LEGISLATION UPDATES

OVERVIEW OF MAJOR CHANGES		WHAT DOES THIS MEAN FOR EMPLOYERS?	
BRITISH COLUMBIA			
<p>Bill 11 Receives Royal Assent - Sick Notes</p> <p>Once enacted, this bill will amend the existing <i>Employment Standards Act</i> to prevent employers from requesting sick notes for short-term absences, among other related updates.</p> <p>Currently, the act allows employers to request “reasonably sufficient proof” that an employee is sick. The changes to the act will clarify employers can’t request, and employees are not required to provide, a sick note written by a physician, nurse practitioner or registered nurse as evidence that the employee’s short-term absence from work was related to illness or injury.</p> <p>Regulations will set out how many days is considered a short-term absence, and how often an employee may be absent before their employer can request a formal sick note.</p> <p>These amendments are expected to come into force in the fall of 2025 but an exact date has not been set yet.</p>		<p>This new restriction on sick note requests will only apply to health-related absences taken under certain “specified circumstances” and on a “shot-term basis,” both of which will be defined in upcoming regulations. It will not apply to health documentation needed for longer-term absences, medical accommodations, or confirming an employee’s fitness to return to work after an injury.</p> <p><i>If you are a Full-Service Human Resources client with Dunk & Associates, your HR program will be updated to reflect these amendments, once in force.</i></p>	
<p>OHS New Guidelines: Part 7 Radiation, G7.23(c) (iv) Standard for laser devices in health care</p> <p>The purpose of this guideline is to acknowledge that the Canadian Standards Association Group has replaced CSA Standard Z386-01, Laser Safety in Health Care Facilities with CSA Standard Z7001-24, Safe use of energy-based medical and surgical devices in health care.</p>		<p>If your workplace uses any radiation equipment, ensure you are aware of the new requirements. Click here for more information.</p>	
<p>Activity-Related Soft Tissue Disorders</p> <p>On April 25, 2025, WorkSafeBC’s Board of Directors approved policy changes aimed at clarifying and consolidating guidance on determining whether an ASTD (Activity-Related Soft Tissue Disorder) is caused by the nature of a worker’s employment in cases where it is being considered an occupational disease.</p>		<p>The amended policies apply to all decisions, made on or after July 14, 2025. See full policy here.</p>	

LEGISLATION UPDATES

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
MANITOBA	
<p>WCB Surplus Funds</p> <p>The Workers Compensation Board of Manitoba (WCB) is distributing surplus funds to employers whose premiums fund the workers compensation system.</p> <p>The WCB is returning \$122 million in surplus funds. Each eligible employer will receive a credit to their account of 50% of their 2024 actual premium.</p>	<p>To qualify for the refund credit, employers must have fulfilled their 2024 payroll reporting responsibilities and owed a WCB premium.</p> <p>Employers who did not report their payroll for 2024, or who did not owe WCB premiums for 2024, are not eligible. However, if an employer subsequently submits their 2024 payroll, the WCB will process the credit which will be applied to their account.</p> <p>See full information here.</p>



LEGISLATION UPDATES

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
MANITOBA	
<p>Bill 29: The Workplace Safety and Health Amendment Act Receives Royal Assent</p> <p>The following amendments are now in force:</p> <ul style="list-style-type: none"> • The purposes of the Act are expanded to include enabling workers to work in psychologically safe workplaces. • Dangerous work is confirmed to be work involving an imminent risk of serious physical or health injury where reasonable controls have not been put in place. • An employer may be ordered to put in place a medical surveillance program if the Chief Occupational Medical Officer has reason to believe that a worker has been over-exposed to a harmful substance. • The period during which improvement orders and stop work orders must be posted at a workplace is extended and orders of the branch may be served electronically. • An employer who is required to conduct a risk assessment must ensure that the assessment is carried out by a competent person. • Replaced “accident” with “incident” • Administrative penalty for failure to report serious incident. Fine amounts are set out in the Administrative Penalty Regulation and vary depending on the type and frequency of the offence. Administrative penalties currently range from \$1,000 to \$5,000. 	<p>Psychological Safety</p> <p>The Act states that a psychologically safe workplace is “a workplace in which the psychological well-being of workers is promoted, and active measures are undertaken to prevent harm, whether negligent, reckless or intentional, to the psychological well-being of workers”.</p> <p>Employers are responsible for identifying and addressing risks to psychological safety that workers may encounter in the workplace.</p> <p>Dangerous Work</p> <p>The interpretation section helps to ensure that the right to refuse dangerous work is understood and applied consistently. It clarifies that “dangerous work” is a situation where there is an imminent risk of serious physical or health injury, and where adequate controls have not been implemented.</p> <p>Ensure employees are aware of this clarification on the definition of Dangerous Work and their right to refuse dangerous work.</p> <p>Medical Surveillance</p> <p>Medical surveillance involves monitoring the health of workers through tests and examinations to identify possible health problems related to occupational duties or exposure to hazards. Examples may include hearing tests, lung function tests, blood tests for lead or chemical exposure, and chest X-rays, depending on the type of exposure.</p> <p>The COMO’s authority has been expanded to order an employer to implement and maintain a medical surveillance program in workplaces where workers are suspected of being over-exposed to a harmful substance, such as asbestos, lead, etc. Previously, medical surveillance programs were only required in the mining industry.</p> <p>Posting Improvement Orders and Stop Work Orders</p> <p>The person against whom an improvement order is made, ex. employer, must prepare a written report on measures taken or to be taken to remedy a contravention. If there is no workplace safety and health committee or worker safety and health representative, this person must post a copy of the report for at least seven days or until the order has been complied – whichever is longer.</p> <p>Competent Risk Assessments</p> <p>An employer must ensure that the assessment is carried out by a person who is competent based on their knowledge, experience, and training.</p> <p>Replace “accident” with “incident”</p> <p>Ensure your policies are updated to reflect the updated term.</p> <p>Report serious incidents</p> <p>Under the Workplace Safety and Health Regulation, when a serious incident occurs at a workplace, an employer is required to immediately and by the fastest means of communication available notify the Workplace Safety and Health Branch (WSH). Failure to report a serious incident to WSH as required may now result in the issuance of an administrative penalty to the employer.</p> <p><i>If you are a Full-Service Health & Safety client with Dunk & Associates, your H&S program will be updated to reflect these amendments.</i></p>

LEGISLATION UPDATES

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
MANITOBA	
<p>Bill 43: The Human Rights Code Amendment Act Receives Royal Assent</p> <p>The following amendments are now in force: Bill 43, the Human Rights Code Amendment Act, added “gender expression” to the list of protected characteristics under the Manitoba Human Rights Code. With the passing of this Bill, Manitoba joins the majority of Canada in including gender expression as a protected characteristic.</p>	<p>Gender expression is how a person publicly presents their gender. This can include behaviour and outward appearance such as dress, hair, make-up, body language, and voice. A person’s chosen name and pronoun are also common ways of expressing gender.</p> <p>Ensure you have updated your policies to reflect this amendment, and that this is communicated to the workplace.</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?
NEW BRUNSWICK	
<p>WCB Employer’s Report of Injury or Illness</p> <p>WCB has updated the Employer’s Report of Injury or Illness form.</p>	<p>When reporting a claim to WCB, ensure you use the most up-to-date version of the Employer’s Report of Injury or Illness form.</p> <p><i>If you are a Full-Service Health & Safety client with Dunk & Associates, this form has been updated on your health & safety site under Section 12.</i></p>
<p>Return to Work Responsibilities</p> <p>WorkSafeNB revised Policy 21-413 governing employers’ return-to-work and re-employment of injured workers’ duties. The policy clarifies that “suitable work” may be an existing position or one modified for the worker’s restrictions</p>	<p>Ensure you consider the worker’s pre-accident employment, aptitudes, skills, available work, and any safety concerns for the returning worker or coworkers when offering suitable work after workplace incident.</p> <p><i>If you are a Full-Service Health & Safety client with Dunk & Associates, your H&S program will be updated to reflect these amendments.</i></p>

LEGISLATION UPDATES

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
NOVA SCOTIA	
<p>Bill 464: Stronger Workplaces for Nova Scotia Act - Duty to Cooperate Comes into Effect July 15th</p> <p>The Return to Work and Duty to Cooperate Policy sets out guiding principles that will help WCB support workers and employers to know their role and responsibilities in early and safe return-to-work.</p>	<p>Employers and workers will be required to work together to get people back on the job. That means staying in touch throughout the process and offering suitable duties when the employee returns to the workplace. Not complying with these requirements could result in penalties for the employer and/or worker.</p> <p>See WCB's full guidance on the Duty to Cooperate to ensure you are aware of your responsibilities. Remember to update your Return-to-Work policies and provide training to workers on their responsibilities.</p> <p><i>If you are a Full-Service Health & Safety client with Dunk & Associates, your H&S program will be updated to reflect these amendments.</i></p>

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
ONTARIO	
<p>Long-Term Illness Leave – in effect as of June 19, 2025</p> <p>An employee with at least 13 weeks of service is entitled to an unpaid leave of up to 27 weeks under Employment Standards Act if the employee is unable to perform the duties of their position because of a serious medical condition.</p>	<p>As of June 19, 2025, eligible employees are entitled to take long-term unpaid leave due to serious illness for up to 27 weeks in a 52-week period.</p> <p>For a long-term illness that exceeds this timeframe, employers still have the duty to accommodate under Human Rights legislation.</p> <p>Make sure you are updating your company's policies on protected leaves of absence to include this new leave.</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>

LEGISLATION UPDATES

OVERVIEW OF MAJOR CHANGES		WHAT DOES THIS MEAN FOR EMPLOYERS?	
PRINCE EDWARD ISLAND			
Temporary Foreign Worker Protection Act - Consultations open		See full information on the consultation here , including how to provide your feedback.	
From now through July 21, PEI will hold public consultations on the new Temporary Foreign Worker Protection Act employer registry requirements and administrative penalty regulations. The first phase of the Act's implementation occurred on April 1, 2025, when new protections for temporary foreign workers and a licensing requirement for recruiters took effect.			

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

