November 2026 | Issue 146

DUNK & ASSOCIATES / SYSTEMS 24-7

NEWS 24-7

Technology Updates: Monthly Talks Are Now Available in the Systems 24-7 App! | Update to Systems 24-7 App - Version v2.2.0.55

New: Safe Food Handler Certification Training

HSEp Feature Article: Validation Bumps and Struggles!

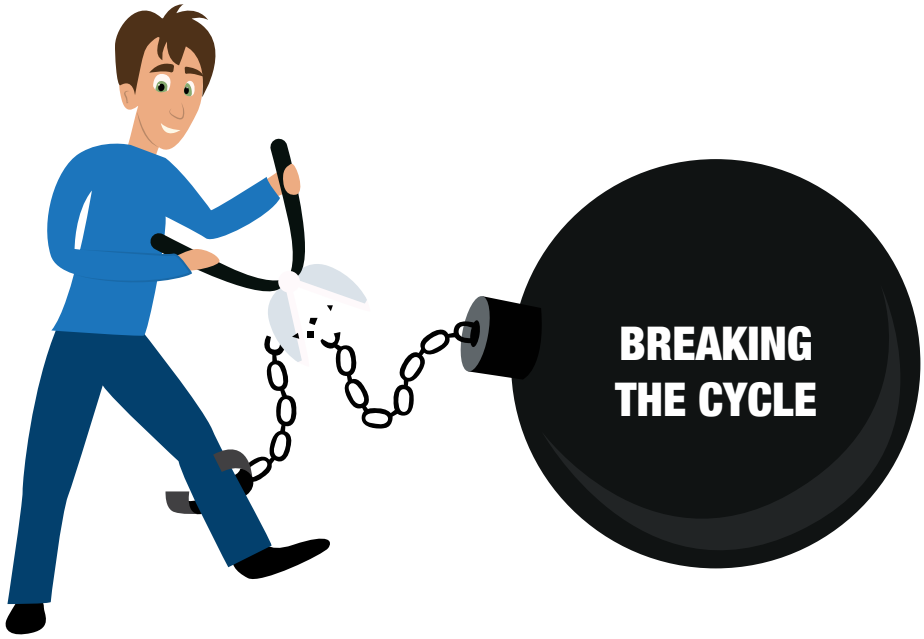
The Final Building Skills: Everyday Skills for Impactful Work

Feature Article: Winter Driving: Prepare Before You Go

Fire Safety: Cold Weather, Hot Tips: Fire Extinguishers and Winter Safety

TECHNOLOGY UPDATES
SAFETY UPDATES
FIRE SAFETY
LEGISLATION UPDATES
EXCELLENCE UPDATES
WELLNESS UPDATES

Click on icons above to jump ahead to sections



FINAL WEBINAR

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

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

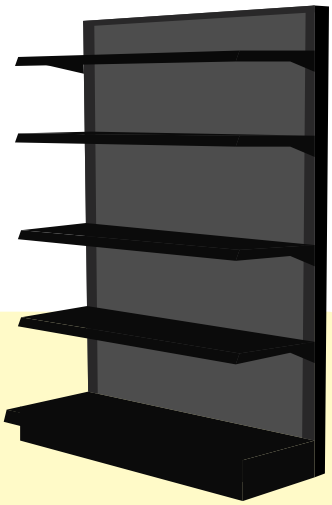
This session teaches employees to analyze past actions, recognize patterns, and make realistic improvements. When teams learn from experience instead of repeating mistakes, productivity, safety, and workplace culture all improve.

Skills we'll develop: reflective thinking and pattern recognition

Download Registration Form Here

For more information visit: www.systems24-7.com/webinars/skillbuilding

Monthly SPOTLIGHT



Display Metal Shelves SOP: This SOP covers routine manual installation, removal and height adjustment of removable metal display shelves using the shelving system's designed adjustment features, and should be used in conjunction with further site training and experience. This SOP should be used for practical training for employees on this process. Employee sign-off records for this SOP should be kept on file.

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

This session teaches employees to analyze past actions, recognize patterns, and make realistic improvements. When teams learn from experience instead of repeating mistakes, productivity, safety, and workplace culture all improve.

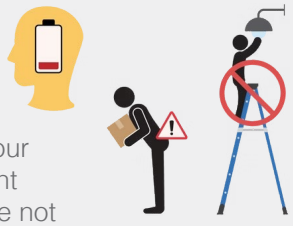
Skills we'll develop: reflective thinking and pattern recognition.

Webinar date:
November 10, 2026
1:00 pm to 3:00 pm EST (online)

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

REGISTER

Catching up on Health & Safety Trends



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.

Webinar Date:
November 18, 2026
1:00 - 2:00 pm EST

Cost: FREE

REGISTER

2026 HSEp WEBINARS

HSEp Program Orientation

This Guidance and Instruction webinar is a special one where we will do an orientation of the new Dunk HSEp Portal as well as go over our new program.

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

REGISTER

COURSE UPDATE

Aerial Lift Awareness and Transportation of Dangerous Goods Certificate Updates

Updates have been made to the Aerial Lift Awareness and Transportation of Dangerous Goods Certificates on Systems 24-7. If any of your active employees have printed the previous certificate, please ensure they download and print the updated certificate for their records.

Visit our website to learn more about the online training courses we offer:
https://www.systems24-7.com/training-elearning-course-list

DUNK & ASSOCIATES INC.
SYSTEMS 24-7
Proudly 100% Canadian

Starting at
$22.99
per Learner
+tax

Safe Food Handler Training

LEARN TODAY. WORK TOMORROW.

- Food Safety Basics
- Personal Hygiene
- Prevent Cross-Contamination
- Safe Food Storage & Temperature Control
- Cleaning & Sanitizing
- Allergen Awareness

About the Course

Dunk & Associates is proud to deliver approved Safe Food Handler Certification Training via eLearning across Canada in all provinces, with the exception of Quebec.

Our Safe Food Handler Certification Training is designed to provide participants with the knowledge and skills needed to handle food safely and prevent foodborne illness. The course covers key food safety principles, including personal hygiene, cross-contamination prevention, safe food storage, temperature control, cleaning and sanitizing, and allergen awareness.

Upon successful completion, participants will receive a certificate valid for five years.

Required in Many Food Businesses

At least one certified food handler or supervisor on site during every operating hour unless different by local by-law.

A Great Resume Builder for Students!

Get Started Today!
Flexible. Convenient. 100% Online.

Scan the QR code or visit our website to register.
systems24-7.com/safefoodhandler

SAFE FOOD. HEALTHY PEOPLE. BRIGHTER OPPORTUNITIES.

Invest in your future!

FIRE SAFETY

ARTICLE

Cold Weather, Hot Tips: Fire Extinguishers and Winter Safety

When the weather turns chilly, we cozy up with heaters, fireplaces, and holiday cooking—but these can increase fire risks. Your extinguisher is your first line of defense, and here's how to keep it ready while teaching the family what to do.

Why Winter Fire Risks Are Higher

- **Heating equipment:** Space heaters and fireplaces can spark fires if not used safely.
- **Holiday cooking:** Extra baking and big family meals mean more time in the kitchen.
- **Dry air:** Low humidity means flames spread faster indoors.

Cold Weather Extinguisher Tips

- **Check the pressure gauge:** Ensure all adults know that the needle needs to be in the green zone.
- **Avoid freezing:** Keep extinguishers in warm spots—garages and sheds can get too cold.
- **Keep it easy to grab:** Don't hide extinguishers behind coats or holiday boxes.
- **Talk about when to use it:** Remind kids that extinguishers are for adults, and their job is to get out and call for help.

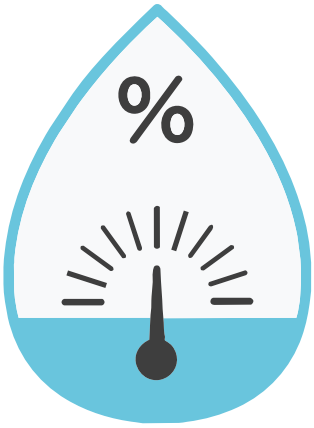
Family Winter Fire Safety Must-Dos

- **Inspect heaters and fireplaces:** Make it a family checklist—look for frayed cords or dirty chimneys.
- **Stay in the kitchen:** Cooking together? Make sure someone is always watching the stove.
- **Test smoke alarms:** Let kids help push the button and hear the sound.

What You Can Do This Month

- Move extinguishers to warm, easy-to-reach spots.
- Practice your family fire escape plan before holiday gatherings.
- Show kids where extinguishers are—and remind them their job is to stay safe and get out.

Stay warm, stay safe, and make fire safety a family tradition this winter!



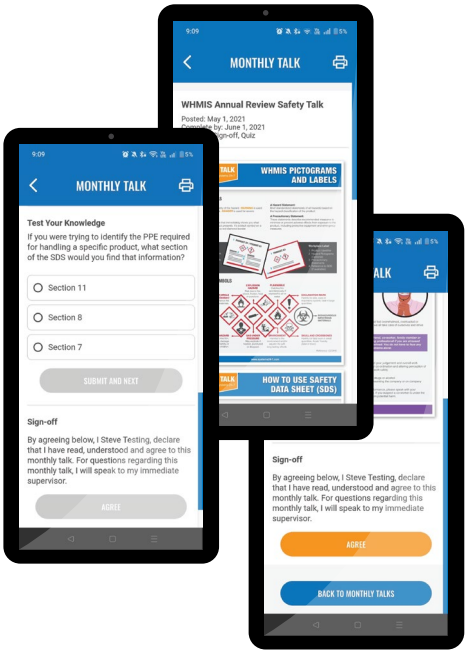
TECHNOLOGY UPDATES

UPDATES

Monthly Talks Are Now Available in the Systems 24-7 App!

We're excited to announce that Monthly Talks are now available directly through the Systems 24-7 app!

Making workplace safety and employee engagement a regular part of your operations just got easier! With Monthly Talks now accessible through the app, employees and supervisors can conveniently access important safety topics and workplace reminders right from their mobile devices.



Why use Monthly Talks in the app?

Convenient access: Review Monthly Talks directly from your mobile device.

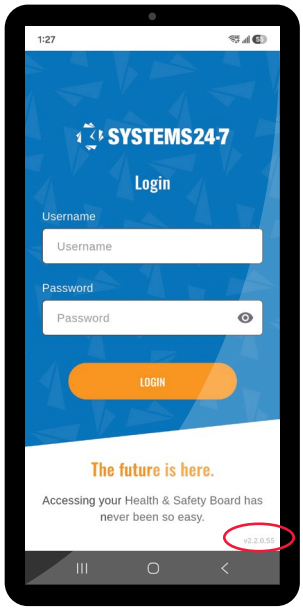
Greater flexibility: Access information when and where it works best for your team.

Ongoing awareness: Reinforce important safety messages and encourage regular workplace conversations.

Easy integration: Make Monthly Talks part of your existing team meetings and safety discussions.

Ready to get started?

Open your Systems 24-7 app and explore the feature! Need help? Email us at support@systems24-7.com.



Update to Systems 24-7 App - Version v2.2.0.55

A new version of the app has been released. When you log in, the home screen will display the version code v2.2.0.55 in the lower-right corner. Please update your app as required.

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

Winter Driving: Prepare Before You Go

A quick trip to the store, a routine commute to a client, or a familiar drive on roads you have travelled hundreds of times before can feel like nothing out of the ordinary. However, winter conditions can change quickly, and an unexpected delay or roadside breakdown can leave drivers stranded and exposed to freezing temperatures. What begins as a manageable snowfall can quickly develop into whiteout conditions, icy roads, or hazardous driving conditions, making preparation an important part of every winter journey.

Before You Leave
Before heading out, check the weather forecast, alerts, and road conditions, and be prepared to delay your trip if conditions are unsafe. Take a few minutes to make sure your vehicle is ready for winter by checking the battery, lights and wipers, top up the washer fluid with winter-grade fluid; and ensure your vehicle has winter tires appropriate for your driving conditions. Transport Canada recommends winter tires on all four wheels when driving in cold, snowy, or icy conditions.

Before setting off, clear snow and ice completely from your windows, mirrors, lights, and roof so that you have a clear view and snow does not fall onto other vehicles while you are driving. Make sure you have enough fuel or battery charge to complete your trip, with some extra capacity in case an unexpected delay leaves you on the road longer than planned.

Pack for the Unexpected
Even a short journey can become a long one if weather or road conditions deteriorate, so it is important to keep a well-stocked winter emergency kit in your vehicle. Your kit should include warm clothing, a blanket, water, non-perishable snacks, a flashlight, first aid supplies, and a phone charger or power bank. It is also a good idea to carry winter tools such as a shovel, ice scraper, and traction aid, along with a warning light, reflective safety triangles, or another warning device to help make your vehicle visible if you become stranded.

If You Become Stranded
If your vehicle becomes stranded in severe winter weather, stay inside unless remaining in the vehicle puts you in immediate danger. Leaving your vehicle can increase the risk of becoming lost or exposed to the cold, particularly during a snowstorm or when visibility is poor. Turn on your hazard lights or other warning lights and call for assistance. If there is an emergency, such as an injury or immediate danger, call 911. For a non-emergency breakdown, contact your roadside assistance provider from a safe location.

While you wait for help, use blankets and warm clothing to help maintain your body temperature and watch for signs of hypothermia, such as shivering, confusion, difficulty speaking, drowsiness, or loss of coordination. If you suspect that someone is experiencing hypothermia, treat it as a medical emergency and call 911.

If you need to run the engine for warmth, do so sparingly. CCOHS recommends running the vehicle for about 10 minutes every hour. Before starting the engine, make sure the exhaust pipe is clear of snow or other obstructions, as a blocked exhaust can cause carbon monoxide to build up inside the vehicle. CCOHS also recommends opening a window slightly on the side sheltered from the wind to allow fresh air into the vehicle. Never run the engine if the exhaust pipe is blocked.

Before your next commute or business trip, take a few minutes to check your vehicle, review the weather and road conditions, and refresh your emergency kit. A little preparation can make a significant difference if winter conditions change unexpectedly.

EXCELLENCE UPDATES

Health and Safety Excellence program
Approved provider
WSIB Ontario
2026

FEATURED ARTICLE

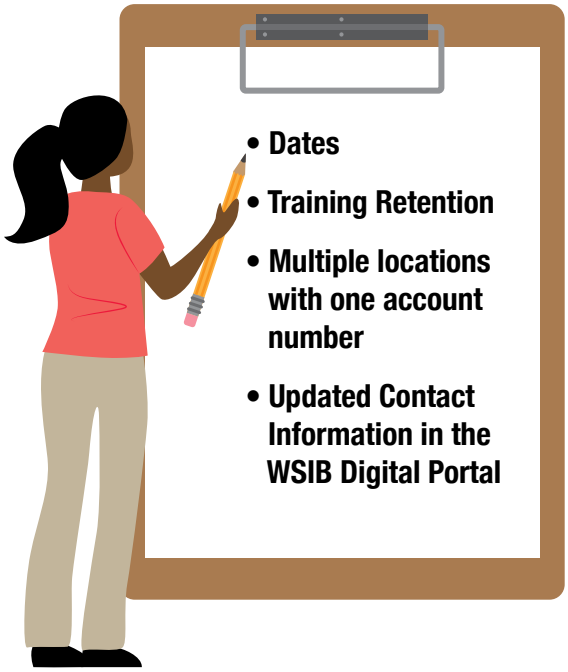
Validation Bumps and Struggles

As the year draws to a close, are you getting ready to submit your Evidence Boards for WSIB validation? If you've reached this stage in your HSEp journey, Dunk is here to help. We're sharing lessons learned from member submissions to help you understand what to expect, prepare your evidence, and submit with confidence.

The validation process confirms that you've completed all four steps of implementation and met all the requirements for your topic, as outlined in the HSEp – Health and Safety Topics Guide.

Before submission to WSIB, you would have already sent your completed Step 1-4 Evidence boards to Dunk & Associates for review. We review each step to determine whether your submissions demonstrate that the program is living and breathing in your workplace. It is up to you to ensure you understand the requirements for each topic. 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 submission, we strive to make your journey more efficient. During the validation process, the WSIB Validator's goal is to make this as seamless as possible and make the end of your 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:



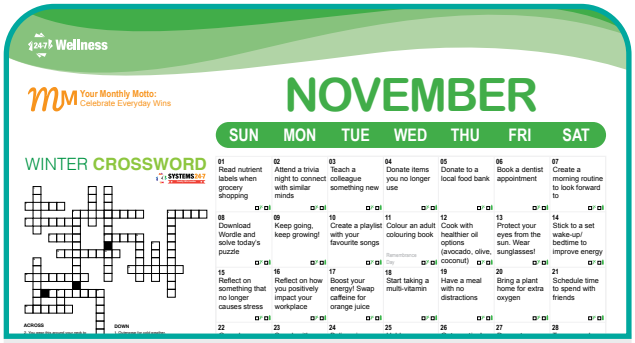
- **Dates and Implementation Period –** Your evidence should show a clear timeline and demonstrate that you completed the required 60-day implementation period. If any dates appear out of sequence, provide a brief explanation.
- **Training retention –** Show that people remember what they learned after the 60-day implementation period. For example, interview a random sample of people impacted by the topic and ask a few questions about their training. Keep written notes or audio recordings of their responses as evidence that learning has been retained.
- **Multiple locations under one account number –** All locations must meet the topic requirements, but you may be able to submit evidence from a sample of locations. The general guideline is one-third of your locations, depending on how many you have. Contact Dunk before submitting your Evidence Boards for review so we can help you determine the appropriate sample.
- **WSIB Digital Portal contact information –** Keep your contact details up to date so the validator can reach you with questions about your submission. Answer their calls or return them promptly. If they cannot reach you, they may issue an Additional Evidence Request (AER), which requires additional documentation and a deadline to respond. You have only one opportunity to provide the requested evidence, so make sure your response is complete and submitted on time.

Follow these steps to ensure your validation goes smoothly. Remember, you are not in this alone, and we, at Dunk & Associates, are here to advocate that your hard work and evidence have earned you a rebate.

WELLNESS UPDATES

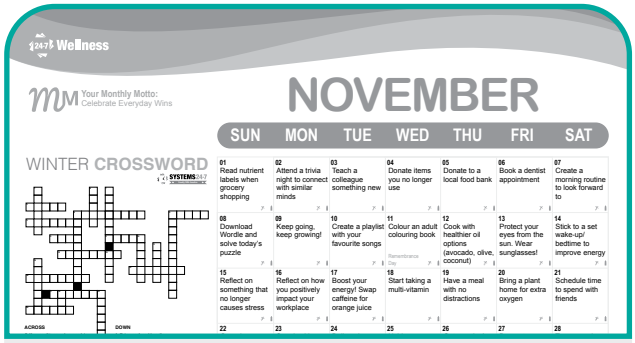
2026 WELLNESS CALENDAR

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)

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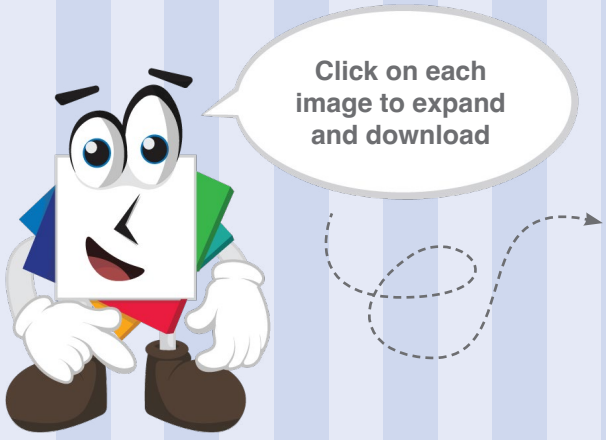
YOUR OTHER COMPLIMENTARY RESOURCES THIS MONTH



Emergency Preparedness Cold Weather Storms

Lest We Forget November 11th

When should you start suspecting that IAQ may be a problem?

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?
FEDERAL – TEMPORARY FOREIGN WORKER PROGRAM	
Employer Relationship Rules – Updated September 18, 2026 Service Canada clarified who can be the employer in a Labour Market Impact Assessment (LMIA) application. The employer must hire the worker, set the work terms and pay the worker directly. A staffing agency that only recruits workers for another business cannot hire the worker for that business. Temporary foreign workers cannot be treated as independent contractors.	If you use the Temporary Foreign Worker Program, review your LMIA, employment agreements and payroll set-up. Make sure the approved employer directly employs and pays the worker. Do not reclassify the worker as a contractor. Non-compliance can lead to penalties or program bans. Source: Government of Canada – TFWP Program Requirements

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
BRITISH COLUMBIA	
Respirator Face Seals – Effective November 6, 2026 WorkSafeBC approved changes to respirator face-seal rules. The amendments update requirements for workers who must wear a tight-fitting respirator.	Review your respiratory protection program before November 6. Check respirator selection, fit testing, worker instruction and any conditions that could affect the face seal. Source: WorkSafeBC
Workplace Exposure Limits – Updated September 3, 2026 WorkSafeBC updated its policy and table for workplace exposure limits. The changes follow the 2026 review of limits for chemical and biological substances.	If workers may be exposed to hazardous substances, review the new limits. Update exposure checks, controls, monitoring, protective equipment and training where needed. Source: WorkSafeBC – OHS Updates
Pay Transparency Reports – Due November 1, 2026 The reporting rule now reaches provincially regulated employers with 50 or more employees working in B.C. The employee count is based on January 1 of the reporting year. Covered employers must prepare a pay transparency report and post it on a public website.	If you had 50 or more B.C. employees on January 1, 2026, prepare and post your report by November 1. Gather the required pay and gender data now. A Business BCeID is needed if you use the B.C. reporting tool. Source: Government of B.C. – Pay Transparency Reporting Guide

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
NOVA SCOTIA	
Labour Standards Code Changes – Passed September 2026 New rules will lower the weekly overtime threshold from 48 hours to 44 hours and protect employee tips and gratuities. Extra hours that are allowed by the employer can also count for overtime. The overtime and tip changes take effect April 1, 2027.	Review schedules, overtime costs, payroll rules and any tip-pooling process before April 2027. Plan manager training and policy changes where needed. Source: Nova Scotia – Labour Standards Changes | Nova Scotia – September Legislative Session *If you are a Full-Service HR client with Dunk & Associates, your HR program will be updated with these requirements.*

THANKS FOR READING.
SEE YOU NEXT MONTH!

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