



WORKPLACE TRANSITION TO WHMIS 2015

Presented By:
Angela Francoeur
Health and Safety Officer – Regulatory Review

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OUTLINE

- Background
- WHMIS 2015
- Roles and responsibilities
- WHMIS Regulation 2016-6 in New Brunswick
- Transition to WHMIS 2015
- Resources



WHMIS HARMONIZATION WITH GHS

- GHS – Globally Harmonized System of Classification and Labelling of Chemicals
- February 2015 – Health Canada amended federal legislation
- Legislative gap in many jurisdictions
- New Brunswick amending legislation as quickly as possible
 - Public review until October 26, 2015 www.gnb.ca
- Now refer to WHMIS 1988 (old WHMIS) and WHMIS 2015 (new WHMIS)



WHMIS 2015

- Main components haven't changed
- Hazard identification
- Product classification
- Labelling
- Safety Data Sheets
- Employee education and training
- Protection of confidential business information (CBI)



ROLES AND RESPONSIBILITIES

- Remain essentially unchanged for suppliers, employers and employees



ROLES AND RESPONSIBILITIES - SUPPLIERS

- From the *Hazardous Products Act*
 - “*Supplier*” means a person who, in the course of business, sells or imports a hazardous product
- Suppliers must continue to:
 - Ensure the appropriate classification of hazardous products
 - Provide labels
 - Provide Safety Data Sheets (SDS) (formerly Material Safety Data Sheets (MSDS))



ROLES AND RESPONSIBILITIES – NB EMPLOYERS

- Employers must continue to:
 - Educate, ***New** instruct and train employees on the hazards and safe use of products
 - Ensure that hazardous products are properly labelled
 - Prepare workplace labels and SDSs as necessary
 - Provide access for employees to up-to-date SDSs
 - Review the education and training provided to employees – annually or when work conditions or hazard information changes
- ***New** Periodically assess employee knowledge of WHMIS



ROLES AND RESPONSIBILITIES - EMPLOYEES

- Employees must continue to:
 - Participate in WHMIS education and training programs
 - Take necessary steps to protect themselves and their co-workers
 - Check for a label
 - Read, understand and follow instructions on labels and SDS
 - Follow the safety procedures
 - Label a new container when a hazardous product is transferred or decanted
 - Participate in identifying and controlling hazards



WHMIS REGULATION IN NEW BRUNSWICK



Labels



Safety Data Sheets



Education,
Instruction & Training



Confidential Business
Information



SUPPLIER LABELS



WHMIS 2015 LABELS

- Supplier Labels
 - Standardized signal words, hazard statements, precautionary statements, pictograms
 - Pictogram, signal word and hazard statement must be grouped together.
 - No more hatched border
 - Bilingual

Product WSNB-1 / Produit WSNB-1



Danger

Fatal if swallowed.
Causes skin irritation.

Precautions:

Wear protective gloves.
Wash hands thoroughly after handling.
Do not eat, drink or smoke when using this product.

Store locked up.
Dispose of contents/containers in accordance with local regulations.

IF ON SKIN: Wash with plenty of water.
If skin irritation occurs: Get medical advice or attention.
Take off contaminated clothing and wash it before reuse.
IF SWALLOWED: Immediately call a POISON CENTRE or doctor.
Rinse mouth.

Danger

Mortel en cas d'ingestion.
Provoque une irritation cutanée.

Conseils :

Porter des gants de protection.
Se laver les mains soigneusement après manipulation.
Ne pas manger, boire ou fumer en manipulant ce produit.

Garder sous clef.
Éliminer le contenu/réceptacle conformément aux règlements locaux en vigueur.

EN CAS DE CONTACT AVEC LA PEAU : Laver abondamment à l'eau.
En cas d'irritation cutanée : Demander un avis médical/consulter un médecin.
Enlever les vêtements contaminés et les laver avant réutilisation.
EN CAS D'INGESTION : Appeler immédiatement un CENTRE ANTIPOISON ou un médecin.
Rincer la bouche.

ABC Chemical Co., 123 rue Anywhere St., Mytown, ON NON ONO (123) 456-7890

METHANOL

DANGER

POISON
FLAMMABLE
VAPOUR HARMFUL
MAY CAUSE BLINDNESS IF
SWALLOWED

Keep away from heat, sparks and flame. No smoking. Container must be grounded when being emptied. Vapour may travel long distance. Avoid contact with eyes and skin. Do not inhale vapours or mist. Do not take internally. Harmful if absorbed through the skin.

FIRST AID: In case of contact, immediately flush eyes and skin with plenty of water for at least 15 minutes.

If swallowed, induce vomiting by sticking finger down throat, or by giving soapy water to drink. Repeat until vomit is clear.

If affected by vapour, move to fresh air.

If breathing has stopped, apply artificial respiration.

GET MEDICAL ATTENTION IMMEDIATELY.

PRECAUTIONS: Wear chemical-goggles and resistant gloves. Wash thoroughly after handling. Use with enough ventilation to keep below TLV. Keep container closed. Never use pressure to empty container.



MÉTHANOL

DANGER

POISON
INFLAMMABLE
VAPEURS NOCIVES
PEUT PROVOQUER LA CÉCITÉ,
SI AVALÉ

Garder loin de la chaleur, des étincelles et des flammes. Ne pas fumer. Brancher le contenant à une prise de terre avant de le vider de son contenu. Les vapeurs peuvent s'étendre sur de longues distances. Éviter tout contact avec les yeux et la peau. Ne pas respirer les vapeurs. Ne pas absorber. Nocif si absorbé par la peau.

PREMIERS SOINS: En cas de contact avec les yeux ou la peau, laver à grande eau pendant au moins 15 minutes.

Si avalé, provoquer le vomissement en introduisant un doigt dans la gorge ou en faisant absorber de l'eau savonneuse à la victime. Répétez jusqu'à cessation du vomissement.

Sortir au grand air, si indisposé par les vapeurs.

Si la respiration est interrompue, recourir à la respiration artificielle.

OBTENIR DES SOINS MÉDICAUX IMMÉDIATS.

PRÉCAUTIONS: Porter des lunettes protectrices (pour produits chimiques) et des gants résistants. Se laver minutieusement après usage. Utiliser dans un endroit bien aéré, afin de maintenir un niveau de vapeurs tolérable. Garder le contenant fermé. Ne jamais user de pression en vidant le récipient.

**SEE MATERIAL SAFETY DATA SHEET FOR PRODUCT
VOIR FICHE SIGNALÉTIQUE**

ABC Company
Anytown, Ontario Telephone 123-4567

Careful

Attention

WORKSAFE
TRAVAIL SÉCURITAIRE



WORKPLACE LABELS



WHMIS 2015 LABELS

- Workplace labels continue to be required when:
 - A hazardous product is produced (made) at the workplace and used in that same workplace
 - A supplier label becomes lost or unreadable
 - A hazardous product is decanted into another container
 - Unless used immediately
 - It remains “Under the control of the person who decanted it”, and will be used during one shift.



WHMIS 2015 LABELS

- Workplace Labels
 - Must include product name, safe handling precautions and a reference to SDS
 - Pictograms are optional
 - Can be bilingual or on language, depending on the workplace
 - Must be easy to read and durable
 - Missing or damaged labels must be replaced

PRODUCT K1



Fatal if swallowed
Causes skin irritation

See SDS for more information

PRODUCT K1


Fatal if swallowed
Causes skin irritation

See SDS for more information

PRODUCT K1

Precautions:

- Wear protective gloves
- Wash hands thoroughly after handling
- Do not eat, drink or smoke when using this product



See SDS for more information

SAFETY DATA SHEETS (SDS)



SAFETY DATA SHEETS

- Provide information about a product's hazards and advice about safety precautions
- Usually written by the manufacturer or supplier
- An employer might need to prepare one if they are producing a hazardous product for use within their workplace or for sale
- Sixteen sections for information

SAFETY DATA SHEETS

1. Identification
2. Hazard identification
3. Composition/Information on ingredients
4. First aid measures
5. Firefighting measures
6. Accidental release measures
7. Handling and storage
8. Exposure controls/personal protection
9. Physical and chemical properties
10. Stability and reactivity
11. Toxicological information
12. Ecological information
13. Disposal considerations
14. Transport information
15. Regulatory information
16. Other information

SAFETY DATA SHEETS

- In WHMIS 1988 MSDS required to be updated every three years
- In WHMIS 2015 SDS required to be current at the time of sale (onus on supplier).
- In WHMIS 2015 an employer must ensure that the SDS in their workplace are the most current ones available.
- Products produced at the workplace also require SDS

EDUCATION, INSTRUCTION & TRAINING



EDUCATION, INSTRUCTION & TRAINING

New

- **Education** refers to general or portable information about how WHMIS works and the hazards (such as why a product is a corrosive and what information you can find on labels and SDS)

New

- **Instruction** refers to detailed information provided to an employee about how something should be done – verbal or written

New

- **Training** refers to the site- and job-specific information at the workplace for storage, handling, use, disposal, emergencies, spills, etc., and what to do in unusual situations



EDUCATION, INSTRUCTION & TRAINING

- Employers and employees must ensure they can answer these questions for every hazardous product they work with
 - What are the product's hazards?
 - How do I protect myself from those hazards?
 - What do I do in case of an emergency?
 - Where can I get further information?



EDUCATION, INSTRUCTION & TRAINING

- Employers must establish a program that:
 - Is developed and implemented in consultation with the JHSC or h&s rep
 - Relates to any other hazard prevention and control program in place
 - Results in employees being able to apply the information to protect themselves
- New** • Periodically evaluates employee knowledge of WHMIS
- Is reviewed at least once a year, to determine if any changes are required



COMMON QUESTION

- What do you mean by ‘periodically evaluate’ employee knowledge of WHMIS?

ANSWER

- Determine a schedule for evaluation that aligns with the annual review of the entire system (as required in Section 7(4))
- An evaluation tool has been developed that you can use or adapt for your own use

Evaluation of workplace knowledge of Workplace Hazardous Materials Information System

Q Section 6(3)(b) of the *Workplace Hazardous Materials Information System Regulation* requires my workplace to periodically evaluate the WHMIS knowledge of our employees. What is meant by ‘periodically evaluate’?

A In consultation with the JHSC or a health and safety representative, your workplace can determine a schedule for evaluating the WHMIS knowledge of employees. This should align with the annual evaluation of the system, as required in section 6(4) of the Regulation. All employees who are potentially exposed to hazardous products must be evaluated at least once each year through mechanisms such as monthly health and safety inspections.

Finally, it is important for your workplace to keep records of the periodic evaluations. The following tool can be used as a guide.

Evaluation of employee WHMIS knowledge

EMPLOYEE NAME: _____ DATE: _____

Selecting one or more products used at the workplace, ask the employee to:

<p>1 Provide the meaning of the pictogram(s). The employee should be able to indicate what the pictogram represents (flammable, oxidizer, corrosion, health hazard, etc.)</p>	
<p>2 Identify the hazards of the product(s). The employee should be able to describe the possible effects or incidents that could occur when using the product (explosion, poisoning, skin/eye irritation, inhalation, etc.)</p>	
<p>3 Identify the means to protect themselves from those hazards. The employee should be able to tell you what safe working procedures are to be followed and what personal protective equipment is required (including cleaning and PPE maintenance).</p>	
<p>4 Identify what the employee needs to do in case of an emergency. The employee should know the immediate means of dealing with incidents related to the product (first aid, asking for assistance, evacuation, etc.)</p>	
<p>5 Identify where the employee can get further information about the product(s). What additional information can be found on the Safety Data Sheet?</p>	

Results of evaluation *(circle one)*

GOOD	FAIR <small>(Recommend review of general WHMIS awareness and worksite-specific information)</small>	POOR <small>(Retrain on general WHMIS awareness and worksite-specific information)</small>
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Name of evaluator: _____

Department: _____

Notes or comments: _____



CONFIDENTIAL BUSINESS INFORMATION



CONFIDENTIAL BUSINESS INFORMATION (CBI)

- In both WHMIS 2015 and WHMIS 1988
 - Employers who produce hazardous products at their workplace and/or for commercial sales have the same rights as suppliers and can apply for CBI
 - Strict process to follow to have ingredient(s) considered as confidential business information
 - Health Canada must grant approval
 - CBI may be granted if disclosing an ingredient's name on an SDS would give competitors a financial advantage and/or there was a significant cost in the development of the product
 - Supplier/employer must still disclose the name of the ingredient to a health and safety professional in an emergency

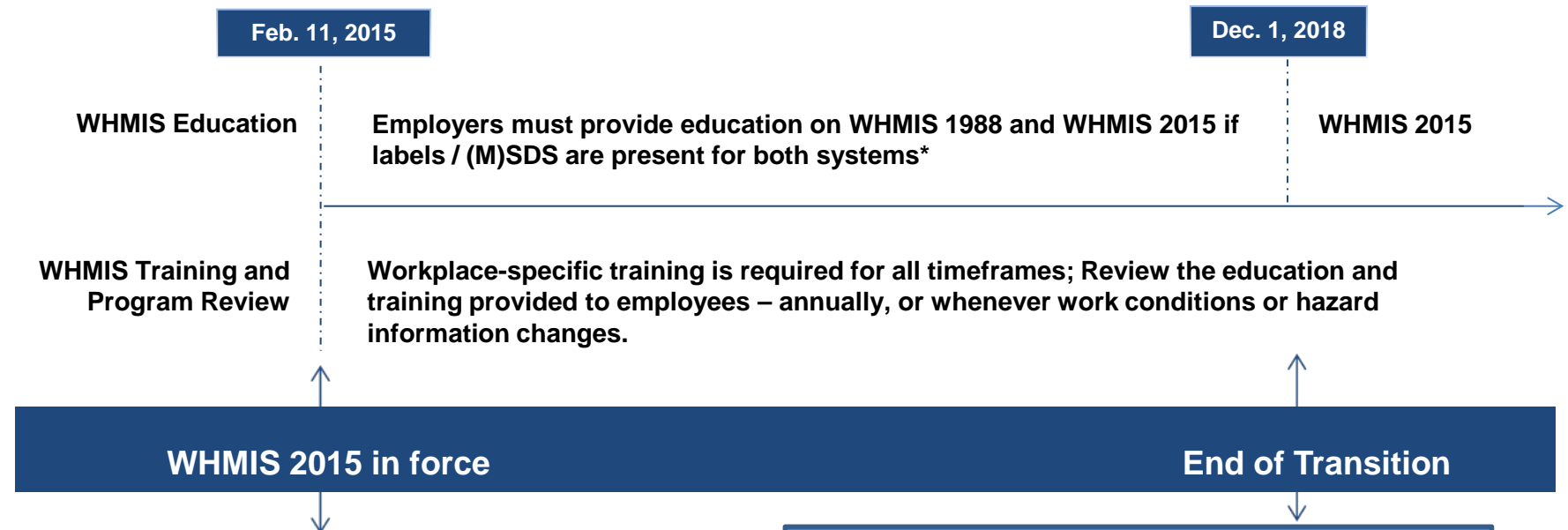


MULTI-YEAR PHASED TRANSITION

- Phase One – Suppliers and employers can comply with WHMIS 1988 or WHMIS 2015
- Phase Two and Three – Labels and SDS from WHMIS 1988 gradually phased out – working through the supply chain
 - Manufacturers and importers
 - Distributors
 - Workplace level (employers)

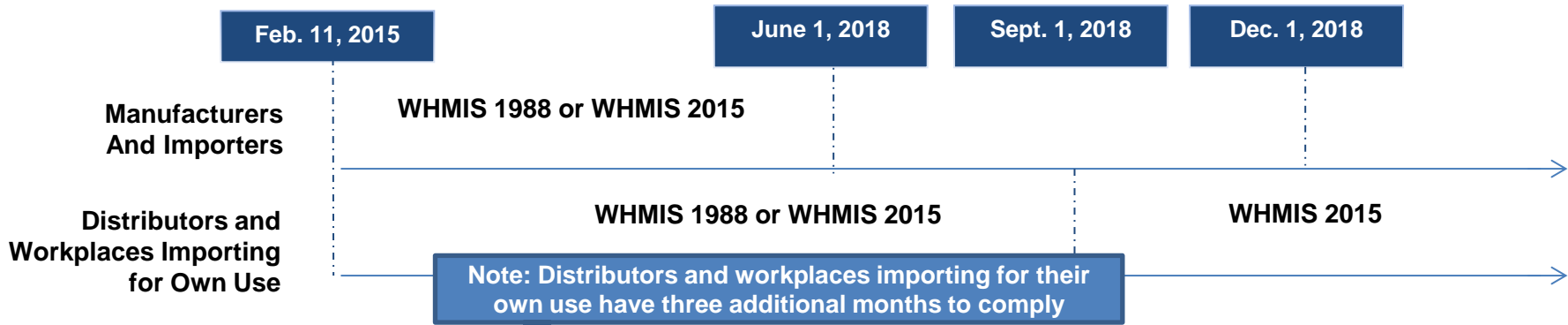


EMPLOYER EDUCATION, INSTRUCTION AND TRAINING OF EMPLOYEES



Note: Manufacturers and importers now have until June 1, 2018 to complete their transition to WHMIS 2015

SUPPLIER LABELS AND SAFETY DATA SHEETS



*This includes employer-produced labels / (M)SDS

COMMON QUESTION

- During transition, if we have WHMIS 1988 MSDS in our workplace do we still have to update them every three years?

RESOURCES FOR WORKPLACES

- Public review period (insert link from gnb.ca page once it is available)
- WHMIS.org
- CCOHS.org
- Safety Excellence portal
worksafenb.ca



Engaging You in Safety

- Safe Waste Collection ^{New!}
- Transitioning to WHMIS 2015
- New legislation now in effect

[LEARN MORE](#)



QUESTIONS?

