



Barrier-Free Workplaces



Well legislation has set new ground rules for Ontario's disabled community in the workplace. Under Ontario's Accessibility for Ontarians with Disabilities Act (AODA), employers will soon be obligated to ensure a barrier-free workplace through all the stages of the employment cycle, whether it's the initial job posting, the interview or the eventual job.

The idea that this is a hiring quota system is a total misconception. It's about restructuring your policies so you're welcoming people with disabilities.

Using the term "barrier" covers a range of disabilities: physical,

sensory, mental health, developmental and learning. According to the act, it's "anything that prevents a person with a disability from fully participating in all aspects of society."

In Ontario there are about 1.85 million people who have some form of disability. According to the Ontario government, in 2006, almost one-half of these people between the ages of 15 and 64 were unemployed, compared to about one-quarter of those in the same age group without disabilities.

Complying with the act may not be as costly as some employers think. In the case of someone in a wheelchair, accommodation could be as

simple as raising a desk a few inches.

While the Act became law in 2005, it is being rolled out in five standards: customer service, built environment, information and communication, transportation and employment. Customer service was the first to become law in 2008 and the employment standard is currently awaiting ministerial approval (expected this fall).

"It begins with a cultural shift in our attitudes. It's not the disability that's the problem. It's the barriers.

It is imperative that all workplaces get onboard now with the new legislative requirements. Train-

(Continued on page 3)

New Workplace Protections for Temporary Workers

The passing of Bill 139 into law on May 4, 2009, will effectively end fees charged to workers by temporary agencies, reduce barriers to permanent work, ensure workers receive public holiday pay, require agencies to provide

information on employment standards rights and provide equal access to agency termination and severance protections under the employment standards act.

Bill 139 also declares both temporary work agencies

and client companies legally responsible when a worker is penalized for trying to enforce their rights, a provision that should empower workers to directly address workplace health and safety and human rights issues with

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Temp workers continued...

their employers without fear of reprisal.

“The fight for fairness for agency workers is far from over, but the passage of Bill 139 proves we are moving in the right direction,” said Cammie Peirce, coordinator of the CAW Brampton Chrysler workers action centre. “Over 70 percent of the job postings our action centers receive right now come from temporary employment agencies. There’s no doubt temp agency work dominates in an increasingly weak labor market.”

The legislation is part of the Government’s Poverty Reduction initiative designed to aid low income workers. Over 700 000 people in Ontario have temporary jobs, many through

temporary help agencies. As a result, the Bill will impact a wide range of employees and employers.

Bill 139 will come into effect in November of this year.

CAW Canada-May 8, 2009



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Conducting a Business Impact Analysis and Risk Assessment

Conducting a **Business Impact or Risk Assessment Study** is completed through factual, clear and informative findings. The results from the Analysis and Risk Assessment will provide the leaders of your organization with the tools for the development of your Business Continuity, Crisis Management and Disaster Recovery Plans.

A Business Impact Analysis 7 step approach utilizes the following steps:

1. Department Profile

2. Business Functions
3. IT Recovery Requirements
4. Business Function Impact
5. Critical Records and Documentation
6. External Business Partners, Vendors, and Supplier Products and Services
7. Department Recovery Requirements

A Risk Assessment looks at the threat, the impact of the threat and the likelihood of it occurring followed by risk remediation, action items and next steps.

Follow up with a BIA– Business Impact Analysis of Results from both your IA and RA reports on findings.

For a copy of the complete white paper please go to:

www.beyond-wellness.com/contactus.php

For assistance in conducting your Business Impact and Risk Assessment of your organization call 519-821-7440 or email: info@beyondrewards.ca

H1N1 Information Sessions

There are a number of presentations scheduled for Wellington and Dufferin counties in October and November put on by Public Health. These are free information sessions open to the public. Topics which will be discussed are; How to prevent the flu, Flu vaccines, What to do if you get the flu. The sessions will all be held at 7pm and will run approximately one hour.

For more information and presentation locations visit the Wellington-Dufferin-Guelph Public Health website : www.wdghu.org



Health, Safety and Wellness—MOL Safety Blitz's 2009

Not only is it flu season, but it is MOL Season! The Ministry of Labour has been conducting workplace audits and inspections under their new Safe Work Inspection Blitz. The following have already been completed:

Forklift Blitz — Industrial Sector — February -[Safety Blitz Targets Industrial Workplaces](#). [Blitz Results](#)

Materials Handling Blitz — Construction Sector — March -[Safety Blitz Targets Construction Sites](#)

Musculoskeletal Disorders Blitz — Construction, Health Care, Industrial and Mining Sectors — April -[Safety Blitz Targets Ontario Workplaces](#)

New and Young Worker Blitz — Industrial Sector — June—[Safety Blitz Targets Ontario Workplaces](#) [Blitz Results](#)

Electrical Blitz — Mining Sector — July—[Electrical Hazards In Mines Targeted](#)

Chemical Blitz — Industrial Sector — August—[Blitz Targets Workplace Chemical Hazards](#)

Vehicle Body Repair Blitz — Industrial Sector — September—[Inspections Target Vehicle Body Repair Facilities](#)

Electrical Safety Blitz — Construction Sector — September 25 through

October 2009—[Electrical Safety Blitz Targets Construction Sites](#)—

“Ministry of Labour inspectors will visit construction sites throughout the province looking for electrical hazards that could cause workplace injuries or fatalities. Inspectors will check that electrical power is disconnected before work begins, that appropriate lockout procedures are being used, and that workers are otherwise protected if power cannot be disconnected.” from The News Room. What's next?

<http://news.ontario.ca/mol/en/2009/09/electrical-safety-blitz-targets-construction-sites.html>



Barrier-Free Workplaces continued....

ing your staff and contract workers on the new requirements, evaluate your workplace building structure to ensure it is in compliance with the new legislation or if you have to update your facility to meet the new legislative requirements. It is Ontario's goal to be completely barrier free by 2025. -HR Reporter- October 5, 2009

Are you prepared? Are you already compliant? If not you need to be. For more information, plan on attending one of our upcoming training sessions.

AODA (Accessibility for Ontarians with Disabilities Act) Compliance Training Sessions with new Accessible Build Environment Standards.

-Dates and Times TBA-
www.beyond-wellness.com/event.php
Call today to get your name on the list—space is limited.

Will be held in Guelph, Kitchener, Cambridge, Hamilton and Toronto areas. 519-821-7440
or email:
info@beyondrewards.ca



Upcoming Events

Bridges to Better Business Small Business Forum

Monday, October 26, 2009
Holiday Inn, Guelph, 601 Scottsdale Drive

AODA (Accessibility for Ontarians with Disabilities Act) Compliance Training Sessions with new Accessible Build Environment Standards.

See Barrier Free Workplaces above for details.

Pandemic Planning Workshop

Thursday, November 26, 2009
Port Elgin, Location TBA
www.beyond-wellness.com/event.php

Train Insurance Services Inc. Lunch and Learn Seminar

Thursday, November 12, 2009
YMCA/YWCA of Guelph
130 Woodland Glen Drive @ 11:45am

For Personal Pandemic Planning Workshops or Assistance for your Organization
Call:(519)821-7440
Or
Email: info@beyondrewards.ca

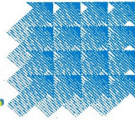
Health & Safety Due Diligence for Supervisors and Managers

Dates and Times

TBA. Call today to get your name on the list. Spaces are limited. Will be held in Guelph, Kitchener, Cambridge, Hamilton and Toronto areas. 519-821-7440 or email: info@beyondrewards.ca

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- Human Resource Project Management
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- Recruitment—Specializing in Intermediate to Executive Staffing
- Health and Safety—audits, assistance in setting up your committees, training and more!
- Wellness Programs—lunch and learns and more
- Risk Management—Pandemic Planning, Emergency Management, Corporate Business Continuity Planning, Municipal IMS/EMS Planning

Developed in Ontario, Canada in 1989 as an HR Training & Development and Career Development firm, Beyond Rewards services have grown to offerings in all HR related disciplines as well as offerings in Risk Management Consulting and Health, Safety and Wellness. Beyond Rewards Inc. was incorporated in 2009 in Ontario, Canada. Our team consists of highly qualified HR, Health, Wellness, Safety and Management Professionals, Administrative Assistants and Associates in varied disciplines utilized as the need arises from our clients.



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