

**Allied Tradesperson of the Year**

I am sending out submission forms for our members to nominate the person they believe has done more for your company and the industry this past year. The winner should be a person who has gone above and beyond just selling a product or service but has provided you with advice and information that has helped you improve your plant and grow your business. This is our first attempt at this award and the board of directors look forward to reading your submissions. A winner will be selected and honoured at our upcoming conference in October.

**Allied Trades Representatives** (article written by Sid Chelsky)

None of us should be so smug that we believe that we know best how to run our businesses. There is a resource out there that can be relied on to provide constructive ideas and suggestions that would help improve our businesses and the bottom line of our statements.

I refer to the allied trade representative that visits our plants on a weekly or monthly basis. These men and women are privy to knowing what is going on in the industry and have visited many plant operations that are successful and thriving. They can spot problems in your plant that you either do not see or have accepted as normal.

You should ask them for their constructive opinions that may help you improve your plant, whether it is in production, cleanliness, image, or anything else that they can see that will help you improve your business. Remember that if you are successful, they will also be successful because their sales to your business will grow as yours sales do as well.

Allied trades representatives do not receive enough appreciation that those of us in the industry who have listened to their advice and have benefited from it. Next time one of these representatives come into your plant, greet them warmly and give them the time to talk about their products and services.



**Ask Sid???????**

**Executive Director CFA**

I have received numerous calls and emails from membership with questions regarding garments, care labels, employment concerns, environmental concerns, etc. This is prompting me to reach out to you to email me your questions or concerns and I will attempt to answer them. If I do not have the answer, I will reach out to my contacts and get the answers for you. I will share information that I learn with all our membership if it is of importance and value to them.

**Member Comments**

Hi Sid,

Re: **The Many Costs Of A Rogue Employee: Are Punitive Damages One Of Them?**

Great article and very important. In an effort to curb this we have implemented employee contracts which stipulates many things, in particular this very topic. It does come with a cost but well worth the peace of mind that it has provided us. We use an HR group which is very popular called Peninsula. Great company.

Sincerely, Konstadin

Dino Kantzavelos,

TSC WETCLEAN - CLEANER CLOTHES - CLEANER PLANET

I have received a call from **Suzanne Aboud** of **Le Maitre Nettoyeur in Montreal, Quebec** who is concerned about legislation and feedback from clients regarding the use of poly bags. Several hotel managers and housekeepers are also demanding environmental solutions to replace the use of poly bags that are contaminating the environment.

I suggested that they consider the use of biodegradable bags or convincing the hotels to purchase reusable reversible garment bags that they could have the hotel name printed on the bags and left in the rooms. This could be a good marketing solution for the hotel and in order to prevent loss of these bags by guest taking them home without sending in dry cleaning, they could leave a note attached that the cost of these bags will be added to their bill, if not used to send in clothes for cleaning.

**CFA is currently in the process of meeting with government officials to discuss the issues involved and finding solutions that will be acceptable to both the public and the cleaners. Gila Martow MPP Thornhill with Executive Director of CFA Sidney Chelsky. Working together for environmental solutions. Thank you for listening to our concerns.**



**Heat Wave - Remember to make sure your staff is kept cool and have plenty of liquid to keep them hydrated. Ice cream is a great treat once in a while.**

Please fill out this form soon and email, fax or mail it back to Sid Chelsky.



# Canada: Major Changes To The Canada Labour Code On The Horizon

## Labour, Employment and Human Rights Bulletin | Federal Sector Update

Last Updated: June 25 2019

Article by [Christopher Pigott](#)

The Federal Government has just made a number of significant announcements regarding employee entitlements under Part III of the *Canada Labour Code* (the "Code"):

The Government announced the firm "coming into force" date for new labour standards that were included in recent legislation but not brought into force. It is now clear that the following new employee entitlements under Part III of the Code (among others) will come into force on **September 1, 2019**:

Right to request flexible work arrangements.

New or expanded leaves of absence, including: Personal Leave of up to 5 days (the first 3 days are paid); Leave for Traditional Aboriginal Practices of up to 5 days; Leave for Victims of Family Violence of up to 10 days (the first 5 days are paid); and expanded Bereavement Leave of up to 5 days (with 3 days paid).

Ability to modify work schedules and substitute general holidays.

Requirement to give an employee at least 96 hours' notice of her work schedule and at least 24 hours' notice of a shift change.

Allowing overtime to be compensated via paid time off.

Limited right to refuse overtime.

The ability to divide, interrupt, or postpone vacation.

The Government made changes to the *Canada Labour Standards Regulation* (the "Regulations") in connection with the new employee entitlements under Part III described above. The Regulations impose new or modified requirements with respect to record keeping, information posting, the manner in which certain employee entitlements are calculated, and other technical changes. The Regulations will come into force on September 1, 2019.

The Government announced a consultation process concerning further regulatory changes related to Part III of the Code - labour standards. These regulations will address the employee entitlements described above that are coming into force on September 1, 2019, as well as additional legislative changes that will come into force at a later date (such as changes to individual and group termination entitlements).

These initiatives are happening alongside separate legislative and regulatory processes related to the new federal *Pay Equity Act*, *Accessible Canada Act*, and new rules concerning harassment and workplace violence. All signs pointed to continued frenetic activity in the federal labour realm.

*The content of this article is intended to provide a general guide to the subject matter. Specialist advice should be sought about your specific circumstances.*

**Christine Jonathan and Christopher West of MacDonald, Sager, Manis LLP, who are specialists in Employment Law will be speaking at the CFA Conference in October. They will be available to answer your questions at that time.**

**Christine Jonathan and Christopher West, Employment Law specialists at MacDonald, Sager, Manis LLP will be speaking at our conference in October. They are prepared to answer any questions or concerns that you may wish to ask about at that time. They will be addressing WSIB questions as well. Please email me your questions and concerns now, so that I can prepare a list for them to address at the conference.**

**Marketing** - I was reading an email from DLI News titled "Unique Marketing Propositions". I recalled a conversation I had with a dry cleaner in San Francisco. This may not work for everyone, especially if you are successful in your discount marketing. She told me that she is surrounded by discount dry cleaners in her area and it is difficult to compete and make a profit. I suggested to her that she consider a radical change in her business. I suggested that she retrain her staff to be able to produce a higher standard in cleaning and pressing, as well as the presentation in packaging. If she wanted to stand out from the others, she should concentrate on the customer base that appreciate and demand this quality. Together with some advertising of her work standards and word of mouth by her customers, she should be able to rebuild her business to be more profitable.

## BEST PRACTICES AWARDS

The closing date for receiving submissions is August 31, 2019. The Best Practices Award will be selected from the submissions received and the winner(s) will be selected to be entered in the International Best Practices Awards in Frankfurt, Germany on June 20, 2020. The contest is open to retail and commercial textile cleaning companies. The winner(s) will be compensated for travel and hotel for the event (subject to CINET rules). All submissions will be recognized at the annual Canadian Fabricare Association Conference being held at the Holiday Inn Yorkdale Hotel on Saturday, October 5, 2019. Information on the conference can be viewed at our website [www.fabricare.org](http://www.fabricare.org) or by emailing the Executive Director of CFA and on the CINET website <https://www.cinet-online.com/>.

Please send all submissions to the Executive Director of the Canadian Fabricare Association. **The inclusion of pictures, video and audio would be of great value to the presentation.** For more information regarding the Best Practices Awards, contact Sidney Chelsky, Executive Director of CFA.

Please find the below criteria that we use for the Global Best Practices Awards Program. Click on the word document below for submission form or go to [www.fabricare.org](http://www.fabricare.org) and download the form.

1. **Quality;** Skills and knowledge are important to maintain professional textile care quality. A continuous quality that meets customers' expectations is of the utmost importance. Training & education and labour policy are the basic of quality. Certification, if available, can enhance the quality approval of a professional textile care company.
2. **Sustainability;** Implementation of best practices is the key for safe & sustainable processing. Using modern equipment, operation, optimal working methodologies enhance safe and sustainable professional textile cleaning and/or laundering.
3. **Business model & Service concept;** Meeting customers' demands of specific markets requires a clear business model for textile cleaning & textile service companies to offer the best value proposition. The right services, contributing to the ease and convenience of customers / end-users and fitting into the chosen business model is therefore important. Marketing is required to communicate the key message of textile cleaning / textile services.
4. **Innovation;** The world is changing and so is the market demand, therefore innovations are important to cope with changing customer demands on quality and services, legislation and environmental requirements. What are the innovations of the textile cleaning / textile service company?
5. **Key-note;** Own presentations, explanation, visualization and substantiating why the company should win the award.

**CFA acknowledges the financial support for the Best Practices Awards from the following companies: Christeyns, Kreussler, Seitz, and Electrolux**



**kreussler**

**CFA acknowledges and thanks the following companies and individuals who are sponsoring the upcoming conference on October 4 -6, 2019:**

Fabricare Cleaning Centers (Clark McDaniel) – Luncheon on Saturday  
GreenEarth Cleaning Canada (Robert Kuenzlen) – Coffee Breaks (2)  
Willms & Shier Environmental Lawyers LLP – Saturday Night Cocktail Hour  
Harco – Saturday night Cocktail Party  
SPOT Business Solutions – Friday night Cocktail Party  
Sparkle Solutions – Saturday morning Breakfast  
Sparkle Solutions – Speakers Gifts  
Dalex Canada – Overall Conference Support  
Rivard Investments, Newtex Cleaners & Gibson’s Cleaners – Saturday night wine at dinner  
Cleaners Supply – Gift Certificates



## **RMBCL LIMITED & RIVARD INVESTMENTS**

**If you would like to participate as a sponsor, please contact Sid Chelsky to reserve your choice of sponsorship.**

The following companies and individuals will be displaying their products and services at the upcoming conference on October 4-6, 2019:

- SPOT Business Solutions
- Extox Industries (Artur Keyes);
- GreenEarth Cleaning Canada (Robert Kuenzlen)
- Harco (Rob Jackson);
- Sparkle Solutions (Bruce Miller);
- Braun (Gary Ostrum)
- Ontario Laundry Systems (Craig Gibson);
- A.L. Wilson Chemicals (Bob Edwards)
- Starchup (Nick Chapeau);
- CINET (Peter Wennekes),
- Wiesner Insurance (Jason Wiesner)
- Environment Canada and Climate Change – Compliance
- EZ Products (Diane Rue)

Starchup



**We have sold out all our available Table Tops. Thank you to all our allied trade supporters. Remember to visit each table during the conference and ask how they can help you grow your business.**

**I also cannot stress the importance of supporting our allied trade members of CFA. They are always there to support our association and our programs, and they deserve your patronage. Here is a list of our allied trade members. Keep it handy.**

Cleaner's Supply Inc	Markham	(800) 531-2943	Jan Gary ext 199
Cleaner's Supply Inc	Markham	(800) 531-2943	Crystal Granish
Dalex Canada Inc.	Concord	(905) 738-2070	Ashlynn McConvey
Dalex Canada Inc.	Concord	(905) 738-2070	Lou Mignardo
Dalex Canada Inc.	Concord	(905) 738-2070	D'arcy McConvey
East Coast Laundry Systems	Halifax	(902) 403-4484	Peter Blunden
Exttox Industries Inc.	Mississauga	(905) 670-7738	Arthur Keys
EZ Products	Wauchula	(877) 906-1818	Diane Rue/David Brown
Fabricare Systems	Acworth	(770) 966-9323	Brian Athens
Fabritec International	StoneyCreek	(905) 807-3579	John Regan
Flomen Insurance Agency	Markham	(416) 410-4155	Stephen Flomen
Green Dolphins Inc.	Mississauga	(905) 673-0707	Amie Hingston
Green Dolphins Inc.	Mississauga	(905) 673-0707	Nick Plesa
GreenEarth Cleaning Canada Inc	Thorndale	(519) 636-9282	Robert Kuenzlen
Harco Co Ltd	Mississauga	(905) 890-1220	Rob Jackson
Harco Co Ltd	Mississauga	(905) 890-1220	Malcolm Caldwell
Lavanett	Missiissaiga	(905) 402-3140	Earl Eichen ext. 210
Marsh Canada Ltd	Toronto	(416) 349-4649	Marek Malycha
MacDonald, Sager, Manis LLP	Toronto	(416) 364-1553	Jordan Cohen
Monster Mechanical Ltd.	Guelph	(416) 688-4115	Leo Bissonnette
Miele Canada	Vaughan	(705) 717-9884	Corey Gaucher
Ontario Laundry Systems	Mississauga	(905) 673-1308	Craig Gibson
Richard Ponsonby Creative	Mississauga	(416) 578-8961	Richard Ponsonby
Sparkle Solutions	Vaughan	(905) 660-	Bruce Miller, Ext 251

		2282	
Spot Business Systems	Draper	(801) 208-2231	Mark Jones
Starchup	Brooklyn	(574) 360-7593	Nick Chapleau
Techstar Plastics Inc.	Port Perry	(905) 985-8479	Bill Barnes
Wiesner Insurance	Brampton	(905) 451-4205	Jason Wiesner (ext 26)
Willms & Shier Environmental Lawyers	Toronto	(416) 862-4828	Jacquelyn Stevens

Please print out this list and keep it available for when you need to call one of our allied trades

## Canada: Top Five Things To Consider When Dismissing An Employee

Last Updated: July 1 2019, Article by [Paul J. Willetts](#), [Vey Willetts LLP](#)

The decision to [terminate an individual's employment](#) is not an easy one. At times, however, whether due to economic pressures, or poor performance, it may nevertheless be necessary.

The process your organization follows when carrying out a termination of employment is important. It can have a big impact on the affected individual and, if done carefully, can reduce the potential risk of liability to your organization. Here are our top five things that any employer should take into consideration when looking to dismiss an employee.<sup>1</sup>

### 1. Consider whether termination is appropriate

Prior to moving ahead with an employee dismissal, it is important to consider the surrounding context. Generally speaking, employers should avoid dismissing an employee immediately before, during or after a leave of absence. For example, it may be imprudent to fire an individual immediately following a physician-approved absence for illness, or a parental leave, taken in accordance with statutory entitlements.

In both cases, it may be perceived that the decision to dismiss the individual was made, at least in part, due to his/her absence from the workplace, as well as reflecting a potential violation of statutory requirements. As such, if it is necessary to dismiss an individual immediately following his/her return from an approved leave, be sure that you can clearly demonstrate, with sufficient evidence, that the decision to dismiss was solely for a legitimate work-related reason wholly unrelated to the employee's absence from the workplace.

In many cases, this can be difficult for employers to prove. Moreover, the *Employment Standards Act, 2000* only permits the termination of employment following a return from leave in limited and carefully prescribed circumstances. Accordingly, if the decision to terminate is being made in close proximity to an approved leave, it is best practice to seek guidance from your legal counsel.

### 2. Understand obligations to the employee upon termination

Prior to setting up the termination meeting, ensure that you have a clear understanding of the employee's statutory and contractual entitlements, and that the company will be complying with the same. In addition,

put together a clear termination letter informing the individual of the payments and entitlements they will receive (both mandatory and those additional amounts that would be provided in exchange for the execution of a release agreement).

### **3. How and when to tell the employee that he/she is being dismissed**

The importance of the manner, and timing, of a termination cannot be overstated. Termination should never come as a surprise. Ideally, even in the case of economic lay-offs, the employee should have a good idea that the decision is coming.

We regularly speak with former employees that are surprised and hurt at being let go and frequently take issue with the way that the decision was communicated to them. As such, the termination meeting presents an opportunity for an employer to present information in a respectful and courteous manner. Think carefully about which person within your organization is best positioned to deliver the message. In addition, it is always best practice to have two company representatives present for this meeting (i.e. a manager and a representative from HR), have the termination letter in hand and agree beforehand what reasons, if any, will be provided to the individual.

Beyond that, give consideration to where the termination meeting will take place. Ideally, you will want the meeting to occur in relative privacy (i.e. in a private meeting room), thus reducing the risk of embarrassment and awkward questions from interested co-workers.

Finally, when an employee is fired is as important as the process itself. Organizations should avoid letting go employees on a Friday afternoon (or right before a holiday period). It leaves the dismissed employee with extra time to sit and stew on things, which can lead to feelings of anger and resentment. Instead, consider carrying out the dismissal mid-week, so that the individual can immediately look to apply for Employment Insurance benefits and begin reaching out to people within their network for support.

### **4. The information that you should share with the employee**

As mentioned above, individuals (especially those that are surprised to learn they are being dismissed) may ask why they are being dismissed. Have an answer prepared to this question. While provincially regulated employers in Ontario are not required to provide any reasons, explaining to an employee, in a respectful way, why their employment is ending, can help the individual come to terms with the unwelcome news.

That said, ensure that any answer you do provide is truthful. Employers can accrue unintended liability by misstating the reasons for a termination (i.e. the employer states that the position is being eliminated and then 2 weeks later the dismissed employee sees a job posting for their former role).

Beyond that, share practical information with the dismissed employee, such as when their benefits coverage will end, how to convert benefits coverage (and timelines for the same) and, if a severance offer is being made, encourage the individual to take time to review and receive whatever advice they may feel necessary in this regard prior to responding.

### **5. Steps following the dismissal meeting**

It is best practice for your organization to have a plan in place for what happens following the termination meeting.

You may want to provide the dismissed employee with a point person at the organization to whom they can direct any enquiries following the dismissal (often this may be a former manager or HR representative). Another option to consider is retaining a career transition provider to be available to the individual immediately following dismissal and for a period of time thereafter to offer assistance in moving forward.

In addition, you will want to make sure that the individual is provided with an opportunity to retrieve their personal items (including those that may be stored electronically on work assets), as well as securing the return of any company property, including keys, parking passes and electronic devices.

The key takeaway for employers, is to navigate the termination process carefully. Do your homework, have a clear plan in place, then follow through.

**Footnotes 1** Note: this article is specific to without cause dismissals. Where an organization believes that an individual has engaged in serious misconduct justify causing for dismissal, different considerations and requirements come into play.

*The content of this article is intended to provide a general guide to the subject matter. Specialist advice should be sought about your specific circumstances.*

**Call Christine Jonathan of McDonald, Sager, Manis LLP at 416-364-1553 who specializes in Employment Law. She and Christophe West will be speaking at our conference in October.**

**For our members in Quebec, be prepared for pending legislation. It could come to other provinces as well.**

## **Canada: Did You Know That Anxiety Could Soon Be Recognized As An Occupational Illness?**

Last Updated: July 16 2019 Article by [Philippe Bélisle](#), [Langlois lawyers, LLP](#)

Quebec's Minister of Labour, Mr. Jean Boulet, recently announced his intention to launch a wide-ranging workshop aimed at the modernization of the entirety of the province's occupational health and safety regime.

Beginning this fall, numerous aspects of Quebec's laws on prevention and indemnification of workers will be overhauled. This is promising news, as several processes, particularly for challenging decisions of the CNESST, the government insurer for Quebec workers and employers, are cumbersome and definitely in need of revision.

However, employers are well advised to monitor developments closely. Among other initiatives, Minister Boulet has signalled his intention to add work-related psychological illnesses to the list of officially recognized occupational illnesses.

Thus, anxiety, stress and burnout syndrome will likely soon be considered occupational illnesses, and it will doubtless be much simpler for employees to establish that they are suffering from one.

In addition, the terms and conditions pertaining to temporary assignments will be revisited, with the aim of improving reintegration of employees through a progressive return to work.

When the public consultations are held, Quebec employers should seize the opportunity to make their viewpoints known on the proposed changes. In the meantime it would be prudent to prioritize sound corporate values and take concrete steps to ensure that employees benefit from organizational happiness.

For example, adopting sound corporate practices on respect for co-workers and on the prevention of psychological and sexual harassment, offering an effective and confidential employee-assistance program, or simply providing employees with more support and feedback, are good ways to increase productivity while lowering the risk of developing work-related psychological issues.

*The content of this article is intended to provide a general guide to the subject matter. Specialist advice should be sought about your specific circumstances.*

**You may want to ask questions of our legal panel of Christine Jonathan and Christopher West of MacDonald, Sager, Manis LLP on employment law at the conference in October.**

# Canada: Contracting Out Construction Projects On Your Business's Property

Updated: July 23 2019; Article by [David S. Reiter](#); [Aird & Berlis LLP](#)

Businesses that hire contractors to perform work are liable for the health and safety of their contractors' workers, even if the contractor was hired precisely because it has a particular expertise that the business doesn't have. This has been the law in Ontario for nearly three decades now, and it all started with the release of the seminal decision of *R. v. Wyssen*.<sup>1</sup>

However, that law has begun to develop in a nuanced way. A recent decision of the Ontario Court of Justice, upheld on appeal, held that **a business that hires a contractor to perform construction work on land or premises that the business owns or occupies may be able to subcontract construction work out without attracting liability for the health and safety of the contractor's workers**. The decision is *R. v. Greater Sudbury (City)*.<sup>2</sup>

## What happened:

The City of Greater Sudbury (the "**City**") awarded a road repair contract to Interpaving Limited ("**Interpaving**"). Under the contract, Interpaving was designated the Constructor and it agreed to comply with all applicable OHS requirements. At the same time, the City retained the authority, if it chose to exercise it, to direct how Interpaving's work was to be performed.

When work started on the project, the City sent out quality assurance inspectors to monitor the work. On one occasion, these inspectors found that Interpaving was working in a lit intersection without a paid duty officer. This was contrary to safety regulations. The inspectors raised this, and other points, with Interpaving and the problems were addressed. Unfortunately, the same thing happened again weeks later. This time the City inspectors were not there and, tragically, a pedestrian was run over and died.

The Ministry of Labour (the "**MOL**") laid charges against Interpaving and the City under the *Occupational Health & Safety Act* (the "**Act**"). Interpaving pleaded guilty and was fined \$195,000 plus the 25% Victim Fine Surcharge. The City pleaded not guilty and went to trial.

At trial, the MOL argued that the City was liable for Interpaving's contraventions as the Constructor on the project because: the City had retained ultimate authority over the work under the contract; it had exercised control over the work through its inspectors; and it had paid for some services on the project directly (i.e. paid duty officers).

The MOL also argued that the City was liable for Interpaving's breaches, as an Employer on the project, because the City had contracted for Interpaving's services and it had sent inspectors to the project.

The trial judge rejected the MOL's assertions and acquitted the City.<sup>3</sup> She found that the City was not the Constructor. It hadn't exercised control over the work, nor had it instructed Interpaving's workers. Similarly, she found that the City was not an Employer on the project. It hadn't supervised the work on the project, nor had it directed how the work was being done.

The trial judge viewed quality control as being distinct from actual control, and therefore found that the City had not controlled the workplace. Rather, the City's sphere of operation related to its role as the owner of the project. Against that backdrop, to find that the City was an Employer at the project would have meant that the City was obligated also to assume control over the project. That would have made the City the Constructor, which was contrary to what the City and Interpaving had agreed, and to the reality of how the project proceeded. **The trial judge's decision was upheld on appeal.**

## Why is this case important?

Since the Ontario Court of Appeal's 1992 decision in *Wyssen*, the definition of Employer under the Act has been read broadly so as to hold those who contract with independent contractors responsible as an employer of those contractors. As a consequence, anyone who has contracted for the services of independent contractors in Ontario in the past 27 years has been responsible to ensure that the contractor's work proceeded safely in compliance with the Act. That is how the law has been applied, and how it has progressively evolved and expanded, for almost 30 years now.<sup>4</sup>

However, subject to what may happen on any further appeal(s), this decision appears to have opened the door to a fundamental change in how some specific businesses can control their liability exposure under the Act when they contract work out.

Specifically, it now appears that businesses that hire contractors to perform construction work on land or premises that they own or occupy<sup>5</sup> can hire independent contractors to perform construction projects on their land<sup>6</sup> without being held liable for any health and safety violations that the subcontractor may commit. Importantly though, it appears that this will only be the case so long as the businesses (i) don't assume direct or indirect control over the work beyond ensuring quality control, and (ii) don't supervise the contractor's work.

While this may seem counterintuitive given the way the law has been applied in Ontario for the last 27 years, it is consistent with the courts' previous findings that parties in workplaces should be held responsible for their sphere of operations only. Recognizing that if a business restricts itself to the role of an Owner under the Act, it ought not to be held to, nor ought it to attract liability for, a Constructor's or Employer's obligations under the Act.

### **What can businesses do going forward?**

If a business intends to hire a contractor to perform construction work on land or premises that the business owns or occupies, it should:

1. Ensure that the contract clearly identifies the contractor as the Constructor, and that it obligates the contractor to ensure compliance with the Act at the project; and
2. If the contract provides that the business retains ultimate authority over the project, the business must be aware that if it either assumes that control, beyond overseeing quality control at the site, or supervises or directs the work at the project, it may in fact become the Constructor, and an Employer, on the project, with which designations come the related obligations to ensure that the work complies with the Act.

At the same time, a business that hires a contractor to perform construction work on land or premises that it owns or occupies would be well advised also to ensure – at the time that it contracts with the contractor – that the contractor is properly qualified to perform the work, that there are appropriate health and safety program and policies in place, and that the workers who will be working on the project have been trained on that policy and program.

While there is never a guarantee that the MOL will not charge a business if there is an incident, if businesses in these circumstances take the steps noted above, while also overseeing quality control (which includes alerting the contractor to any deficiencies that are identified through that process), they will have gone a long way toward enhancing workplace safety and in protecting themselves should there be a contravention of the Act.

\*My daughter asked me for a pet spider for her birthday, so I went to our local pet shop, and they were \$70. Forget it, I thought, I can get one cheaper off the web.

SENIOR CITIZENS ARE THE NATION'S LEADING CARRIERS OF AIDS!

HEARING AIDS

BAND AIDS

ROLL AIDS

WALKING AIDS

MEDICAL AIDS

GOVERNMENT AIDS

MOST OF ALL,

MONETARY AIDS TO THEIR KIDS!

Not forgetting HIV (Hair is Vanishing)

\*I was at an A.T.M. yesterday. A little old lady asked if I could check her balance, so I pushed her over.

\*Statistically, six out of seven dwarfs are not Happy.

\*My neighbor knocked on my door at 2:30 AM. Can you believe that? 2:30 AM. Luckily for him, I was still up playing my bagpipes.

\*The wife was counting all the nickels and dimes out on the kitchen table when she suddenly got very angry and started shouting and crying for no reason. I thought to myself, "She's going through the change."

\*My girlfriend thinks that I'm a stalker. Well, she's not exactly my girlfriend yet.

### **Important information**

\*I've learned that you can make someone's day by simply sending them a little note.

\*I've learned that the greater a person's sense of guilt, the greater his or her need to cast blame on others.

\*I've learned that children and grandparents are natural allies.

\*I've learned that no matter what happens, or how bad it seems today, life does go on and it will be better tomorrow.

\*I've learned that regardless of your relationship with your parents, you miss them terribly after they die. \*

\*I've learned that making a living is not the same thing as making a life.

\*I've learned that life sometimes gives you a second chance.

\*I've learned that whenever I decide something with kindness, I usually make the right decision. \*

\*I've learned that everyone can use a prayer.

\*I've learned that I still have a lot to learn.