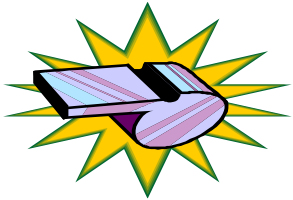


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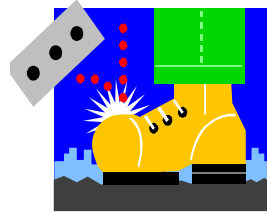


Did you know?...

The Criminal Code has been amended by **Bill C-13** to provide legal protection for so-called “whistleblowers”. Bill C-13, which came into effect on September 15, 2004, follows closely behind the criminalization of Occupational Health and Safety with Bill C-45.

Bill C-13 amendments to the Criminal Code make it an offence to engage in any reprisal intended to prevent an employee from contacting authorities about a potential contravention to any federal or provincial law. It also makes it an offence to retaliate against an employee who has provided such information.

While “whistleblower” protection is offered in many other aspects of Occupational Health and Safety and Labour Law, Bill C-13 amendments represent a different enforcement approach towards reprisal. Complaints are usually heard by the Labour Relations Board in a process that resembles grievance arbitration as opposed to Ministry of Labour prosecution. Employers that are found to have contravened the provisions regarding reprisal are generally ordered to compensate or reinstate the terminated worker. As with Bill C-45, there are no limits on the amount of the fine for corporations and individuals face jail terms of up to five years in a federal penitentiary.



**North American
Occupational Safety and
Health (NAOSH) Week
is
May 1 to May 7, 2005**

Every year Canada, the United States and Mexico join together to focus attention on the importance of preventing injury and illness in the workplace.

North American Occupational Safety and Health (NAOSH) Week strives to:

- Increase understanding of the benefits of investment in occupational health and safety.
- Raise awareness of the role and contribution of health and safety professionals.
- Reduce workplace injuries and illness by encouraging health and safety activities

From **May 1-7, 2005**, all three nations commit to bringing the 2005 theme –

Equip, Educate, Empower
to employers, workers, the general public and all partners in occupational health and safety.

BULLIVANT & Associates Inc. offers training and consulting in:

- Basic Certification Training for Joint Health & Safety Committee Members
- Workplace Specific (Part 2) Certification Training for Joint Health & Safety Committee Members
- Forklift Operator Safety Training
- Safe Lifting & Back Safety
- Fall Prevention/Protection
- Health & Safety Policy Preparation
- Supervisor - Due Diligence & Bill C-45 Training
- Prevention Programs
- Workplace Hazard Assessments
- **And much more!**

BULLIVANT & Associates Inc...
Your Partners in Health & Safety



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