



# Yukon Workers' Compensation Health and Safety Board

## Young and new workers

Young workers face specific dangers in the workforce. At YWCHSB, we work with young workers, parents, educators and employers to help prevent young worker injury.

### Young Worker Facts

Young workers are 15 to 24 years old.

Since young workers are typically unfamiliar with many common workplace hazards, they may be more likely to be injured by them.

- Hazards are anything that could damage, harm or have adverse effects on someone or something.
- Hazards can be physical, chemical, biological, ergonomic or psychosocial.

Young workers may be at higher risk of injury than older, more experienced workers.

- Young workers are less likely to have had the training or experience to recognize hazards and know what to do to prevent injury.
- Young workers are more likely to feel pressured to impress others and less likely to challenge authority figures.
- Young workers are more likely to take risks and less likely to ask questions if they don't understand.

Young workers work in just about every workplace and type of job.

There is no legal minimum age for working in Yukon, except in mining, where the minimum age is 16 for surface mines and 18 for underground mines.

# **Workplace Rights and Responsibilities**

Young and new workers have the same health and safety rights and responsibilities as all other workers.

## **Rights**

- The right to know about health and safety hazards and the training to perform the job safely.
- The right to participate in workplace health and safety programs by, for example, serving on safety committees, taking part in inspections.
- The right to refuse to perform unsafe work.

## **Responsibilities**

- Follow health and safety rules.
- Wear required safety clothing and personal protective equipment (PPE).
- Correct hazards, if possible, and if not, to report them to supervisors.
- Refrain from horseplay, fighting or practical jokes in the workplace.
- Stay off the job if they are impaired in any way, including being drunk, stoned or hung over.
- Report all accidents and injuries right away to supervisors and quickly to YWCHSB.

## **Employer responsibilities**

- Pay special attention to the orientation and training of young workers since they are at greater risk of injury than older, more experienced workers.
- Advise workers of potential or actual hazards.
- Train workers and offer competent supervision to ensure work is done safely.
- Check to ensure that workers wear and use PPE correctly.
- Provide written instructions describing how to work safely.
- Follow the Young and New Workers Code of Practice.

## **Young and New Worker Code of Practice**

- We introduced a code of practice in 2009 to explain the minimum orientation, training and supervisory requirements of employers towards their young and new workers, and to provide practical guidance to employers to help them meet these requirements.
- The Young and New Worker Code of Practice Backgrounder and Guidelines for Employers is a practical guide to improving young worker health and safety. This document explains why the Code of Practice is necessary for young workers and discusses hazard assessment, orientation, training and supervision of young workers.



# WHMIS 2015

Workplace Hazardous Materials Information System

## f a c t s h e e t s



These Fact Sheets summarize key requirements of WHMIS 2015 which incorporates the Globally Harmonized System of Classification and Labelling of Chemicals (GHS) for Canadian Workplaces. See [WHMIS.org](http://WHMIS.org) for more information.

## WHMIS 2015 – An Overview

### What is GHS?

GHS is an international initiative to standardize chemical hazard classification and communication globally. GHS has been adopted by many of Canada's trading partners, including the United States.

WHMIS is a national hazard communication system that provides information on the safe use of hazardous products in Canadian workplaces. GHS has not replaced WHMIS. WHMIS has incorporated GHS elements, resulting in new **standardized**:

- classification criteria
- label requirements
- safety data sheet (SDS) requirements (formerly material safety data sheet)

### Classification

Classification criteria have changed for WHMIS 2015. WHMIS retains the same level of protection it previously offered, and incorporates some new hazard classes, e.g. Aspiration Hazard. See the *WHMIS 2015 Hazard Classes* Fact Sheet for more information.

### Supplier Labels

Supplier labels have a few new requirements. Most of the label elements are standardized. Most hazard classes and categories have a prescribed signal word, hazard statements, pictogram(s), and precautionary statement(s). Supplier labels continue to be required in both English and French. See the *WHMIS 2015 Supplier Labels* Fact Sheet for more information.

Hazard communication is more standardized with prescribed hazard statements, signal words, pictograms and precautionary statements.

### Safety Data Sheets (SDSs)

SDSs follow a standard 16-section format with specific information requirements.

SDSs continue to be required in both English and French.

The SDSs must be accurate at the time of sale or import, for each sale or import. For further information, see the *WHMIS 2015 Safety Data Sheets* Fact Sheet.

### Confidential Business Information – Trade Secrets

There are no significant changes to the trade secrets rules.

### Roles, Responsibilities and Duties

The current roles and responsibilities for suppliers, employers and workers remain unchanged in WHMIS 2015.

Suppliers still provide labels and SDSs to customers. See the *WHMIS 2015 Information for Suppliers and Importers* Fact Sheet for more information.

Employers still ensure that all hazardous products are properly labelled and make up-to-date SDSs readily available to workers. Employers also provide worker education and training and ensure appropriate control measures to protect the health and safety of workers. See the *WHMIS 2015 Information for Employers* Fact Sheet for more information.

Workers still participate in WHMIS training programs, take necessary steps to protect themselves and their co-workers, and participate in identifying and controlling hazards.

### Transition

To allow time for suppliers, employers and workers to adjust to the new system, WHMIS 2015 implementation will take place over a multi-year transition period.

Visit [whmis.gc.ca](http://whmis.gc.ca) or [WHMIS.org](http://WHMIS.org) for more information.



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## Information for Employers

The implementation of GHS in WHMIS will help Canada's hazard communication system to be more aligned with those of other countries. The benefits include a globally standardized approach for hazard classification and hazard communication (labels and Safety Data Sheets (SDSs)).

### Employers' Duties

Under WHMIS 2015, employers must continue to:

- Educate and train workers 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 workers to up-to-date SDSs.
- Review the education and training provided to employees – annually or whenever work conditions or hazard information changes.

### Worker Education and Training

Employers are required to educate and train workers about WHMIS 2015. Revised education and training programs, developed in consultation with the health and safety committee, will include:

- New hazard pictograms.
- New hazard classes.
- New labels and their required elements such as signal words.
- The meaning of **all** signal words and hazard statements found on labels and SDSs in the workplace, such as *Danger - May cause cancer*.
- The new SDS format and how to locate information needed to work safely with a product.
- Worksite-specific training on measures to work safely with hazardous products.

See related WHMIS 2015 Fact Sheets for information on these topics.

With WHMIS 2015, SDSs and labels for products originating within and outside of Canada will share common elements. This will simplify education and training.

### Supplier Labels

New requirements for supplier labels include signal words, and standardized hazard statements and precautionary statements.

Most hazard classes and categories have a prescribed signal word, hazard statement and pictogram. Supplier labels continue to be required in both English and French. See the *WHMIS 2015 Supplier Labels Fact Sheet* for further information.

The preparation of workplace labels is still required.

### Safety Data Sheets (SDSs)

SDSs must follow a standard 16-section format. There are some new information requirements, for example, inclusion of the WHMIS classification, hazard statements and other label elements in Section 2. For further information, see the *WHMIS 2015 Safety Data Sheets Fact Sheet*.

SDSs will be updated when significant new data become available.

Worker access to SDSs is a continuing requirement. Ensure that updated SDSs are obtained for all hazardous products used in the workplace.

### Confidential Business Information – Trade Secrets

There are no significant changes to the trade secrets rules.

For more information on the WHMIS requirements in your jurisdiction visit [WHMIS.org](http://WHMIS.org).

### WHMIS 2015 Transition

Employers are required to educate and train workers about WHMIS 2015 as new labels and SDSs will appear in their workplaces. During the transition period, employers may continue to have WHMIS 1988 labels and MSDSs in the workplace - if so, they must also continue to educate workers about WHMIS 1988. Employers must review and comply with the WHMIS requirements of their OSH jurisdiction.

**TIP** – SDSs now provide hazard classifications for hazardous products in your workplace, which will support workplace education and training.



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## Supplier Labels

The product label is the worker's first source of information about the hazards of a product and how to use it safely. In WHMIS 2015, supplier labels for hazardous workplace products must display the information elements shown below.

<b>① Product K1 / Produit K1</b>	
<b>②</b>  	
<b>Danger ③</b> Fatal if swallowed. Causes skin irritation.	<b>Danger</b> Mortel en cas d'ingestion. Provoque une irritation cutanée.
<b>Precautions:</b> Wear protective gloves. Wash hands thoroughly after handling. Do not eat, drink or smoke when using this product.	<b>Conseils :</b> Porter des gants de protection. Se laver les mains soigneusement après manipulation. Ne pas manger, boire ou fumer en manipulant ce produit.
Store locked up. Dispose of contents/containers in accordance with local regulations.	Garder sous clef. Éliminer le contenu/réceptacle conformément aux règlements locaux en vigueur.
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.	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.
<b>⑥</b> ABC Chemical Co., 123 rue Anywhere St., Mytown, ON NON ONO (123) 456-7890	

### 1. Product Identifier

The product name exactly as it appears on the container and on the Safety Data Sheet (SDS).

### 2. Hazard Pictograms

Hazard pictograms, determined by the hazard classification of the product. In some cases, no pictogram is required.

### 3. Signal Words (NEW)

"Danger" or "Warning" are used to emphasize hazards and indicate the severity of the hazard.

### 4. Hazard Statements

Brief standardized statements of all hazards based on the hazard classification of the product.

### 5. Precautionary Statements

These statements describe recommended measures to minimize or prevent adverse effects from exposure to the product, including protective equipment and emergency measures. First aid is included in precautionary information.

### 6. Supplier Identifier

The company which made, packaged, sold or imported the product, and is responsible for the label and SDS. Contact the supplier for additional product information.

### Note: Hazardous ingredients

Disclosure of hazardous ingredients on a label is not required under WHMIS 2015. However, the supplier may choose to include them on the label. For a hazardous product that is a substance, the chemical name of the substance must be listed on the SDS. For a hazardous product that is a mixture, the chemical names of the hazardous ingredients that present health hazards must be listed on the SDS.

WHMIS 2015 is based on the 5th revised edition of the GHS.  
See [WHMIS.org](http://WHMIS.org) for more information.

### Note: General labelling requirements

Supplier labels must be bilingual (English/French), easy to read, and durable. If the label is lost, damaged, or no longer readable, the product must be relabelled.

The pictogram(s), signal word and hazard statement(s) must be grouped together on a label.



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## Safety Data Sheets

Safety Data Sheets (SDSs) are an essential component of WHMIS 2015. Employers and workers use the information on an SDS to protect themselves from hazards and for safe handling and use.

	SDS Section	Information Requirements (partial list)
1	Identification	Product identifier, recommended use and restrictions on use, supplier contact information, emergency phone number.
2	Hazard identification	Classification (hazard class and category), label elements (including hazard pictogram, signal word, hazard statement and precautionary statements) and other hazards (e.g. thermal hazards).
3	Composition/information on ingredients	For a hazardous product that is a substance: the chemical name, synonyms, CAS No. and the chemical name of impurities, stabilizing solvents and stabilizing additives where classified and that contribute to the classification of the product. For a hazardous product that is a mixture: for ingredients that present a health hazard, the chemical name, synonyms, CAS No. and concentration. Note: Confidential Business Information Rules may apply.
4	First-aid measures	First-aid measures by route of exposure as well as most important symptoms/effects.
5	Fire-fighting measures	Suitable (and unsuitable) extinguishing media, specific hazards, special equipment and precautions for fire fighters.
6	Accidental release measures	Protective equipment, emergency procedures, methods and materials for containment and clean up.
7	Handling and storage	Precautions for safe handling, conditions for storage, including any incompatibilities.
8	Exposure controls/personal protection	Exposure limits, engineering controls, personal protective equipment.
9	Physical and chemical properties	Appearance, odour, odour threshold, pH, melting/freezing point, boiling point and range, flash point, upper and lower flammable or explosive limits.
10	Stability and reactivity	Reactivity, chemical stability, possible hazardous reactions, conditions to avoid, incompatible materials, hazardous decomposition products.
11	Toxicological information	Description of various toxic effects by route of entry, including effects of acute or chronic exposure, carcinogenicity, reproductive effects, respiratory sensitization.
12	Ecological information*	Aquatic and terrestrial toxicity (if available), persistence and degradability, bioaccumulative potential, mobility in soil.
13	Disposal considerations*	Safe handling and methods of disposal, including contaminated packaging.
14	Transport information*	UN number and proper shipping name, hazard classes, packing group.
15	Regulatory information*	Safety, health and environmental regulations specific to the product.
16	Other information	Other information, including date of the latest revision of the SDS.

The SDSs must be accurate at the time of sale or import, for each sale or import. SDSs must be updated when significant new data become available. Suppliers must provide this new information at the time of sale.

WHMIS 2015 is based on the 5th revised edition of the GHS. See [WHMIS.org](http://WHMIS.org) for more information.

\* Sections 12 to 15 require the headings to be present.  
The supplier has the option to not provide information in these sections.



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## Pictograms and Their Hazards

WHMIS 2015	Types of Hazards
	Gases under pressure
	Flammables (gases, aerosols, liquids, solids), Pyrophoric (liquids, solids, gases), Self-reactive substances and mixtures, Self-heating substances and mixtures, Substances and mixtures which, in contact with water, emit flammable gases, Organic peroxides
	Oxidizing (liquids, solids, gases)
	Acute toxicity (fatal or toxic)
	Carcinogenicity; Germ cell mutagenicity; Respiratory sensitization; Reproductive toxicity; Specific target organ toxicity - single exposure, Specific target organ toxicity - repeated exposure; Aspiration hazard
	Acute toxicity (harmful); Skin irritation; Eye irritation; Skin sensitization; Specific target organ toxicity - single exposure (respiratory irritation or drowsiness or dizziness)
	Corrosive to metals; Skin corrosion; Serious eye damage
	Self-reactive substances and mixtures, Organic peroxides
	Biohazardous infectious materials

WHMIS 2015 does not incorporate the GHS Explosives and Environmental Hazard Classes.

	Explosives
	Hazardous to the aquatic environment
	Hazardous to the ozone layer

The requirements for pictograms are based on the severity of the hazard. In some cases no pictogram is required. For Physical and Health Hazards Not Otherwise Classified, the supplier must use a WHMIS 2015 pictogram appropriate for the hazard.



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## Hazard Classes

### Physical Hazard Classes

Combustible Dusts
Corrosive to Metals
Flammable Aerosols
Flammable Gases
Flammable Liquids
Flammable Solids
Gases Under Pressure
Organic Peroxides
Oxidizing Gases
Oxidizing Liquids
Oxidizing Solids
Pyrophoric Gases
Pyrophoric Liquids
Pyrophoric Solids
Self-Heating Substances and Mixtures
Self-Reactive Substances and Mixtures
Simple Asphyxiants
Substances and Mixtures Which, in Contact with Water, Emit Flammable Gases
Physical Hazards Not Otherwise Classified

### Health Hazard Classes

Acute Toxicity
Aspiration Hazard
Biohazardous Infectious Materials
Carcinogenicity
Germ Cell Mutagenicity
Reproductive Toxicity
Respiratory or Skin Sensitization
Serious Eye Damage/Eye Irritation
Skin Corrosion/Irritation
Specific Target Organ Toxicity - Repeated Exposure
Specific Target Organ Toxicity - Single Exposure
Health Hazards Not Otherwise Classified

WHMIS 2015 is based on the 5th revised edition of the GHS.  
See [WHMIS.org](http://WHMIS.org) for more information.

WHMIS 2015 does not incorporate the GHS Explosives and Environmental Hazard Classes.

Explosives

Hazardous to the aquatic environment

Hazardous to the ozone layer