

## Level II Law

*Prerequisite: Level I*

**Program Duration: 30 hours**

**Health and safety laws** seldom anticipate the needs of individuals, their families or communities. Governments usually only respond after workplace tragedies and demands for change from workers and their unions.

With this in mind, the Workers Health & Safety Centre (WHSC) offers two programs, *Level II Law (Provincial)* for worker members of joint health and safety committees (JHSC), worker health and safety representatives, and other union representatives employed in Ontario-regulated workplaces and *Level II Law (Federal)* for those in federally-regulated workplaces.

### **ENFORCING WORKER RIGHTS**

Drawing on lessons from past successes, *Level II Law* participants learn how workers won health and safety rights and what needs to be done in the workplace to enforce these rights.

Both 30-hour programs build on knowledge gained in the WHSC *Level I* program, respectively taking an in-depth look at Ontario's *Occupational Health and Safety Act* or *Part II* of the *Canada Labour Code* and their regulations. Through participant discussions and skill-developing exercises participants learn how laws are made and amended, as well as how to read and interpret laws and regulations that set out worker rights and employer responsibilities. They also learn how to find the "loopholes" or deficiencies of the law that require short-term strategies in the workplace and in collective bargaining.

### **ENSURING EMPLOYER COMPLIANCE**

The programs are divided into modules covering the following topics:

- The law and the workplace
- Occupational health and safety legislation in Ontario (provincial and federal)
- How laws are made and read
- Duties of individuals under the Act/Code and regulations
- Joint health and safety committees (provincial)/workplace and policy health and safety committees (federal)
- Duties of inspectors (provincial)/health and safety officers (federal), orders and appeals
- Regulations
- Changes and interpretations
- Other legislation affecting worker health and safety.

Upon completion, *Level II Law* participants are better prepared to help ensure employer compliance with existing health and safety law and union efforts to continue the improvement of health and safety law.

