

Chapter 1—Introduction

MULTIPLE CHOICE

1. Which of the following occupational illnesses have been around since ancient Egyptian times?
- a. skin diseases
 - b. liver diseases
 - c. respiratory problems
 - d. lung diseases

ANS: c

PTS: 1

REF: p. 6

BLM: Remember

2. Which of the following was articulated by the 1974 Royal Commission on Safety in Mines?
- a. requirement for mandatory inspections
 - b. standards for ventilation
 - c. system of compensation for injured workers
 - d. rights of workers

ANS: d

PTS: 1

REF: p. 7

BLM: Remember

3. Which of the following is an example of an employer's responsibility under OH&S legislation?
- a. providing financial support for injured workers
 - b. cleaning up the workplace before an inspection
 - c. conducting research on health and safety issues
 - d. preparing a written occupational health and safety policy

ANS: d

PTS: 1

REF: p. 12

BLM: Remember

4. According to the text, what was the primary reason that supervisors on construction sites underestimated health and safety risks?
- a. They could not recognize unsafe conditions.
 - b. They believed that risks were unavoidable.
 - c. They had not experienced any recent accidents.
 - d. They were obsessed with meeting deadlines.

ANS: a

PTS: 1

REF: p. 12

BLM: Remember

5. Which of the following is an economic benefit of effective OH&S programs?
- a. a reduction in lost-time costs
 - b. greater due diligence by employers
 - c. workers look out for the safety of their coworkers
 - d. improved health and safety provisions during collective bargaining

ANS: a

PTS: 1

REF: p. 4

BLM: Remember

6. Given that injuries and illnesses stem from what workers “do” on the job, why is OH&S not managed by the production/operations function?
- a. Safety is primarily a labour relations issue.
 - b. Safety requires compliance with labour law.
 - c. Safety is an educational issue.
 - d. Safety is a cost issue.

ANS: b

PTS: 1

REF: p. 17

BLM: Higher Order

7. Being an active member of a Joint Health and Safety Committee at work allows workers to satisfy which one of the principal OH&S employee rights?
- a. the right to refuse dangerous work without penalty
 - b. the right to participate in identifying and correcting health and safety problems
 - c. the right to know about hazards in the workplace
 - d. the right to refuse wearing safety equipment that is uncomfortable

ANS: b

PTS: 1

REF: p. 7 & 15

BLM: Higher Order

8. What HRM practice would support an enforcement solution to health and safety?
- a. compensation
 - b. orientation and training
 - c. performance management
 - d. job analysis and job design

ANS: c

PTS: 1

REF: p. 16

BLM: Higher Order

9. If XL Foods in Alberta claims that it did everything it could to make sure its own employees were protected from risks due to tainted meat, on what legal defense are they relying?
- a. due process
 - b. internal responsibility
 - c. due diligence

d. assumption of risk

ANS: c

PTS: 1

REF: p. 10

BLM: Higher Order

10. What important safety standard was first established in Ontario in the late nineteenth century?
- a. guards on manufacturing machinery
 - b. appropriate lighting
 - c. proper ventilation
 - d. eye protection

ANS: a

PTS: 1

REF: p. 7

BLM: Remember

11. What legislation resulted in the removal of the right of workers to sue their employers for work-related injuries and/or illnesses?
- a. the Federal Agency and Health Act
 - b. the Occupational Health and Safety Act
 - c. the Canada Labour Code
 - d. the Workers' Compensation Act

ANS: d

PTS: 1

REF: p. 11

BLM: Remember

12. Media stories about unsafe working conditions at overseas suppliers, such as the 2013 garment factory disaster in Bangladesh, can result in what indirect cost?
- a. fines and penalties
 - b. increased strikes
 - c. negative publicity
 - d. increased unionization

ANS: c

PTS: 1

REF: p. 10

BLM: Higher Order

13. What is the first step towards a healthier and safer workplace?
- a. safety training
 - b. assessing hazards
 - c. recognizing hazards
 - d. controlling hazards

ANS: c

PTS: 1

REF: p. 5

BLM: Remember

14. Which organization believes that a healthy workplace also includes enterprise community involvement?
- a. National Quality Institute
 - b. Canadian Centre for Occupational Health and Safety
 - c. Workplace Safety and Insurance Board of Ontario
 - d. World Health Organization

ANS: a

PTS: 1

REF: p. 18

BLM: Higher Order

15. What mechanism has been found to be the most influential in terms of health and safety in the workplace?
- a. inspection by the Ministry of Labour
 - b. the internal responsibility system
 - c. fines and penalties
 - d. industry self-regulation

ANS: b

PTS: 1

REF: p. 13

BLM: Remember

16. What is the most likely reason for the higher rate of workplace fatalities in the Canadian north (e.g. Northwest Territory, Nunavut, Yukon) compared to the south (e.g. Prince Edward Island)?
- a. aboriginal employees have less education
 - b. harsh weather
 - c. nature of industries located in the north
 - d. fewer inspections

ANS: c

PTS: 1

REF: p. 5

BLM: Higher Order

17. In OH&S terminology, post-traumatic stress disorder (PTSD) experienced by members of Canada's military as a result of events during their tour of duty would be classified as what?
- a. a hazard
 - b. an injury
 - c. an agent
 - d. an illness

ANS: d

PTS: 1

REF: p. 5

BLM: Higher Order

18. What other group of workers might be as susceptible to "brown lung" as textile workers?

- a. carpenters/cabinet makers
- b. farmers
- c. hairdressers
- d. firefighters

ANS: a

PTS: 1

REF: p. 7

BLM: Higher Order

19. For most of the twentieth century what explanation would have been used to explain the high rate of injury and fatality experienced by tow-truck drivers?
- a. primitive firefighting technology
 - b. accident proneness
 - c. assumption of risk
 - d. poor training

ANS: b

PTS: 1

REF: p. 7

BLM: Higher Order

20. What is the main reason why the costs of workplace injuries may be higher than \$12 billion per year?
- a. deaths may have been attributed to other causes
 - b. injured workers buy some of their own medical supplies
 - c. a large number of injuries go unreported
 - d. rehabilitation takes a long time

ANS: c

PTS: 1

REF: p. 9

BLM: Remember

21. Jean works for a company that cleans up houses after fires and floods. What comprehensive online source can she consult to get up-to-date information on the hazards of this type of work?
- a. Canada Labour Code
 - b. Ontario Ministry of Labour
 - c. Canadian Centre for Occupational Health and Safety
 - d. Joint Health and Safety Committee reports

ANS: c

PTS: 1

REF: p.12

BLM: Higher Order

22. Imran pumps gas at a full-service gas station. One day, he sees a customer lighting up a cigarette in their car as he heads towards them. What does the law say he can do in this situation?

- a. make the customer put out the cigarette
- b. refuse to serve the customer
- c. ask another employee to serve them
- d. call the Ministry of Labour

ANS: b

PTS: 1

REF: p. 7

BLM: Higher Order

23. During the summer, Noriko works at a theme park. What is the main reason why seasonal workers, like her, are exposed to a higher risk of injury by the employer than full-time workers?
- a. They are less aware of job hazards.
 - b. They have a more casual attitude towards safety.
 - c. They receive less safety training.
 - d. They are afraid to speak up.

ANS: c

PTS: 1

REF: p. 15

BLM: Higher Order

24. Diego is interested in becoming an OH&S professional, especially being responsible for devising motivational health and safety programs. Which of the following careers would be the best fit for him?
- a. registered occupational hygienist
 - b. occupational health nurse
 - c. registered occupational hygienist technologist
 - d. registered safety professional

ANS: d

PTS: 1

REF: p. 16

BLM: Higher Order

25. Lars is a volunteer firefighter and has just watched the safety training video about the new respirators. He finds that the one he has been given by his supervisor does not fit properly over his orthodontic braces. What should he do?
- a. try to modify the new respirator to fit better
 - b. report the problem to his supervisor
 - c. swap equipment with another firefighter to get a better fit
 - d. continue to wear the old equipment

ANS: b

PTS: 1

REF: p. 13

BLM: Higher Order

TRUE/FALSE

1. A lost-time injury is a workplace injury that results in the employee missing time from work.

ANS: True

PTS: 1

REF: p. 4

2. In an OH&S program the step after recognition of hazards is hazard control.

ANS: False

PTS: 1

REF: p. 5

3. Occupational injury is any abnormal condition or disorder caused by exposure to environmental factors associated with employment.

ANS: False

PTS: 1

REF: p. 5

4. WHMIS is based on the workers' fundamental right to know about potential hazards in the workplace.

ANS: True

PTS: 1

REF: p. 7

5. The internal responsibility system states that when a worker accepts employment, he or she also accepts all the normal risks associated with that occupation.

ANS: False

PTS: 1

REF: p. 13

6. Due diligence ensures that organizations can avoid all foreseeable accidents.

ANS: False

PTS: 1

REF: p. 10

7. Continued improvement to health and safety legislation has resulted in the decline of workplace fatalities.

ANS: False

PTS: 1

REF: p. 4

8. Part-time employees of an organization are required by law to report defective equipment and other workplace hazards.

ANS: True

PTS: 1

REF: p. 13

11. Small businesses can gain access to the same up-to-date safety research as large organizations.

ANS: True

PTS: 1

REF: p. 12

SHORT ANSWER

1. Three principal rights provide the basis for much of the health and safety legislature in Canada. Name each and describe a situation in which a worker might exercise this specific right.

ANS:

- a) The right to refuse dangerous work without penalty.
- b) The right to participate in identifying and correcting health and safety problems.
- c) The right to know about hazards in the workplace.

Right to refuse—situations could include being asked to climb on unsafe ladders/scaffolding, use unsafe equipment/vehicles, work where protective equipment has not been provided, or where chemical/biological agents are not properly stored.

Right to participate—situations could include serving on a Joint Health and Safety Committee, participating in the investigation of a workplace incident, or participating in job analysis.

Right to know—situations could include orientation and training, especially WHMIS training, and moving into a new job/new site.

PTS: 1

REF: 7

BLM: Remember

2. Research has found that there is a negative relationship between job insecurity and safety, and between performance-based pay and safety. Explain why job insecurity and performance-based pay programs can override safety training.

ANS:

Job insecurity means fear of losing one's job (e.g. layoffs, downsizing)—commitment to safety may decrease because workers believe the organization no longer cares about them, or because they are just focused on getting their work done in order to improve their chances of keeping their job.

Performance-based pay means reaching targets/goals to get rewards—such programs can switch the focus away from safety—workers will do whatever it takes to earn the reward.

PTS: 1

REF: p. 17–18

BLM: Higher order

3. List four major stakeholders in OH&S. Describe two different health and safety partnership initiatives that involve pairs or groups of stakeholders.

ANS:

- Health and safety professionals
- Professional associations
- Educators
- Community associations
- Organized labour
- Employers
- Employees
- Government

EXAMPLES: not an exclusive list

Health and safety professionals can help managers and HR staff to develop, manage, and evaluate their OH&S program.

Government and health professionals can work together to research on health and safety issues.

Organized labour and government can work together to make changes or enact new legislation.

Professional associations (e.g. Industrial Accident Prevention Association) and educators can work together to develop safety programs for teenage workers (e.g. Young Worker Awareness Program).

Employers and organized labour can work together to analyze and reduce injuries and illnesses.

PTS: 1

REF: p. 11–16

BLM: Higher order

4. Differentiate between the legal and the moral obligation of employers, when it comes to health and safety.

ANS:

Employers are obligated to follow existing legislation, but are not required to go beyond it. In contrast, employers have a moral obligation to employees, their families, and the community to provide a safe work environment, which may mean going past the legislation in order to maintain the health and safety of the worker and the financial and psychological well-being of his/her family.

PTS: 1

REF: p. 10–11

BLM: Higher order

5. Differentiate between direct and indirect costs of worker injuries and explain how indirect costs can affect the organization's profitability. Give an example to support your answer.

ANS:

Direct costs

- Worker's lost time
- Investigation time

- Finding/training replacement worker
- Increased WCB premiums

Indirect costs

- Potential increase in WCB assessment
- Potential fines and legal costs
- Family impact/stress
- Pain and suffering for long-term effects of injury
- Work stoppages/strikes/employee stress
- Negative publicity

PTS: 1

REF: p. 9–10

BLM: Higher order

PROBLEM

1. You are the safety director for a large supermarket chain that has hot food in the deli, in-house bakeries, and in-house meat-cutting to give customers exactly what they want. Prepare a presentation for supermarket managers (new and experienced) to explain/remind them how the three Es work separately and together to create safer workplaces but are insufficient, and why focusing on the people side is necessary.

The three Es are:

Engineering solutions—safer work environments, safer equipment, and personal protective equipment

Education—of supervisors and employees

Enforcement of regulations and practices—through supervision and consequences

Focusing on the people side is necessary because effective safety programs depend on individual skills, abilities, and motivation to work safely—which are not adequately covered by the three Es. Enforcement only creates compliance—not a willingness to be proactive in creating a safe workplace. Variables such as safety leadership and safety climate are predictors of safety outcomes (e.g. incidents, accidents, and injuries). Other important people influences are: job design, high performance work systems, job insecurity, work scheduling, work overload, lean manufacturing, and pay for performance systems. Any of these can support safety or work against it.

ANS:

PTS: 1

REF: p. 16–18