



President's Word

I would like to take this opportunity to introduce the newest addition to our team. Ms. Leah McCormick, who is fluent in French, is from Winnipeg Manitoba and has been hired as our new Secretariat. She has previous experience running previous boards as executive director of West Broadway Business Improvement Zone, board member of West Broadway Community Organization and board member of West Broadway Biz. She may be reached for CRBOH business at secretariat@crboh.ca or by mail at:

CRBOH/CCAHT

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The CRBOH BOD will be holding our next face-to-face meeting on February 20 – 22 in Halifax, Nova Scotia. We have organized a reception on Thursday February 20th for CSSE, AIHA, CRBOH members and anyone with an interest in health and safety and occupational hygiene at the Halifax Club from 6 pm to 8 pm. Mr. Mike Welch will be making a presentation on 'Occupational Hygiene: Pondering Title Protection in Canada'. If you are planning to join us, please send Leah an email to confirm at secretariat@crboh.ca.

Our newest feature in this issue of the Newsletter 'Did you Know' reveals that in the United States, legislative references to industrial hygiene professional titles (Industrial Hygienist, CIH), far exceeds the rare mention of the same and equivalent terms (Occupational Hygienist, ROH) in Canadian legislation. This is also plainly evident from a recent Indeed job posting in British Columbia that created quite a buzz and outrage in the Dec 21, 2019 Open Forum Digest for the AIHA Catalyst. ([open forum](#)) The posting described a job opening in Kelowna BC for an industrial hygienist with listed responsibilities including keeping buildings in a clean and orderly condition and performing heavy cleaning duties. This seems to be a step down from cleaning teeth! We seem to have an identity crisis in Canada or an HR manager that did not understand the difference or did not have a clear job description for industrial hygienist.

I would like to hear your thoughts on what needs to be done by us to be recognized as a profession by HR managers and Canadian regulators alike. We need to solve this identity crisis. Some of our board of directors are leaving this year including Michele Kutz and Michael Welsh. Please consider putting your name forward to serve on the board of directors.

Finally, we will be holding our next face-to-face and annual general meeting in Toronto on June 11, 2020 with the location still to be decided. I hope to meet you all either in Halifax in February or Toronto in June.

Cheers,

Richard Quenneville, CIH, ROH



Did You Know?

"Did you know that, in the public interest, 90 % of the States in the U.S. (45 of 50 States) have introduced the terms "Industrial Hygienist" and/or "Certified Industrial Hygienist" in legislation, for a total of 562 legal references?

And did you know that only 23% of Canadian jurisdictions (3 of 13) have used these terms in addition to "Occupational Hygienist" and /or "Registered Occupational Hygienist", for a total of 7 legal references?

Does it seem like the U.S. places a higher value on the public interest here?

New Professional Seals

REMINDER -New Professional Seals
available from CRBOH website



Submit exam questions, get points!

If you need a few points to achieve Registration Maintenance. Take some time and submit new questions for our registration exam. It will give you extra points!!



Send Us Your Comments!

We want to hear from you! If you have news to share, have an interesting article or would like to tell us how to improve this newsletter please send an email to secretariat@crboh.ca





Leaders are Great Networkers

Glyn Jones, M.A.Sc., P.Eng., ROH, CIH, CRSP
EHS Partnerships Ltd.

You're attending a provincial conference or perhaps a company-wide event. It's the morning of the event and you're standing next to the main entrance to the event. People are streaming in. Given there will likely be a 100+ people attending, how many people would you know or would know you? How many understand your position and contribution? If the answer is not 50+, you have got some work to do on your network!

As occupational hygienists we often get hung up ensuring we remain masters of the art and science. As my adult-aged children would say we like to "nerd it up". The people-side of our jobs often gets forgotten. Technical people like occupational hygienists forget that the people side of the business is a key determinant in our success. Our network is a key part of our success because if people don't know us, know what we do, and want to engage with us our effectiveness is diminished.

I remember teaching an occupation hygiene course to occupational health and safety generalists at an Alberta university. During the introductions there were some young safety professionals from a few big oil and gas companies. I mentioned to them the names of the occupational hygienists that worked at these same big companies. None of these people knew who they were. You might argue that is their loss. I'd argue that if the safety practitioners in a big company don't know the occupational hygienists' names it is a great loss for the company and the health and safety of the employees who work there.

Being known builds your capacity for impact. Being known creates your opportunity for technical leadership. Being known requires you build your network. In today's organizations, networking is essential to effective technical leadership. Leaders who are skilled networkers have access to people, information, and resources needed to answer questions and solve problems. Neglecting networking or network development has the potential to sideswipe your leadership development journey and your career.





Leaders are Great Networkers

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Having a network also helps if you need to find a job. I can't recall how many times I have had my colleagues in the occupational hygiene community ask me if I have heard of any jobs for them right after they get laid off. I always say, "Just tap into your network and you'll find good leads for a job in a few days or so." The response I often get is, "Yes, that is a good idea, if only I had a network." It is not until you need a network that you realize how important it is to have a well-developed one!

I would say we all "know" networking is beneficial and most of us believe we should do more. We need to grow our professional and community network. Networking expands our base of friends and acquaintances, and we need to get to know people at work and in our neighbourhood. It takes time and to say it is an investment that takes years is not an exaggeration. Busy schedules get in the way and so we procrastinate. Networking takes energy and it takes time, so it requires a conscious effort to work on it little by little every day. However you want to measure it, the evidence is overwhelming that great networkers accomplish more and reach higher levels of achievement. This includes being more likely to develop into opportunities for leadership roles in businesses and other types of organizations. Here are a few reasons why this is true:

Networking creates opportunity - Activity is rewarded. If someone asks if you want to get involved in a committee, go to a meeting of safety professionals, get involved in a task force, or some other the answer should always be yes. Any such activity will be rewarded, and although likely disconnected in time and space, it WILL BE rewarded.

Why is this you ask? The most obvious and traditionally viewed benefit of networking is that you are more likely to come across an opportunity that may be of interest. It is a statistics thing! The occupational hygienist with a hundred contacts is more likely to be introduced to a new and better opportunity than someone who has a limited social life or who works in a job that keeps them isolated.

The focus of good networking is on "giving" to the relationship, with the understanding that the return on investment will come much later and be much larger. You must believe! Your focus needs to be on "good" networking, and this is a skill that can be developed.



Leaders Are Great Networkers (cont'd)

Glyn Jones, M.A.Sc., P.Eng., ROH, CIH, CRSP

You need to be available - Every successful person has at some point in their life been given a first big break or great opportunity. It is easy to focus on their success but what we forget is that likely they tried 100 times before getting the big break. Legend has it that *Gone with the Wind* was rejected by 38 publishers, Walt Disney was turned down 302 times before finally getting financing for his dream of creating Walt Disney World, and KFC founder Colonel Sanders was rejected 1009 times before finding a taker for his chicken recipe. You have to get out there. Luck is the most logical of things – the more people you are exposed to, the more chance there is to get lucky. Leaders network more so they are in more situations where opportunity can “see” them.

Your reputation is connected to your network - Choose your network carefully. Meet with thousands but connect with just hundreds. Assess whether each potential networker offers value. Connect with those with whom you want to be associated. By managing the quality of your network, it is likely that referrals from within will be to similar types of people.

Leaders give to receive - You have heard the expression “give if you wish to receive”. Giving is a key to leadership success. Success is the accidental result of giving. By providing something that others need, you will be rewarded many times over. The greatest leaders in any profession are those who serve. A bigger network allows us to serve more people. This greater service pays bigger dividends. The greatest leaders invest their time to build focused networks so they can get to know more about others and serve them in some way.

Conclusion - Networking is the purest form of giving where you try to help others so they will, at some point later, be willing to help you. Networking with an intent to give or serve others forges relationships that will stand the test of time and be an important asset in both your professional and personal life and on your leadership development journey.

Want to strengthen your network? Now is the time to start!!

Glyn is a partner at EHS Partnerships Ltd. in Calgary, Alberta. He is a consulting occupational health and safety professional. He is a Registered Occupational Hygienist (ROH), a Certified Industrial Hygienist (CIH) and a Professional Engineer (P.Eng.) with over 30 years of experience. Glyn is a regular conference speaker and contributes to Canadian Occupational Safety magazine. He can be reached at gjones@ehsp.ca.



A Review of Robert Bilott's book Exposure

by Rob Strang, ROH

If occupational health, safety and environment protection is done right, nothing newsworthy happens. People stay healthy, nobody gets hurt and the environment remains pristine. Ours is not the field for those seeking celebrity. As a result, the stories that highlight our profession are more likely to document failure. Such is the case with the book "Exposure", turned into the movie "Dark Waters".

The book is Robert Bilott's autobiographical account of an industry's spectacular failure to protect its workers, the public and the environment from perfluorooctanoic acid (PFOA), used in the process of making Teflon®. It is a must read, for those of us in the occupational, health and safety profession. It shines a light on the personal side of litigators, regulators, industry insiders and victims. It deals with an unregulated chemical with poorly understood health effects and the unfortunate ability to bioaccumulate.

So many aspects of our professions that aren't found in textbooks are brought to life. The impact on people. The denial, fear and final acceptance that things have gone awry. The inability to turn back the clock and make things right. The consequences of delaying action, rather than dealing with the health risks of a chemical with ubiquitous application and massive economic value.

A family connection draws Robert Bilott to Earl Tennant's farm in West Virginia, with an eerie abundance of dead animals associated with a creek, a landfill and a chemical plant. Rob is a corporate compliance lawyer, unfamiliar with acting for the plaintiff. The book traces his evolution and relentless effort to seek out and pour through mountains of documentation that span decades of use and misuse of PFOA. The book misses no opportunity to emphasize Rob's tenacious research resulting in considerable personal sacrifice. Some may find these passages excessive, but I found it necessary to convey the temporal nature of this twenty-year saga.

Within the company the tension between the occupational health professionals, lawyers and management are played out. Reports, memos, lab results and emails prove to be gems that gradually bring the truth into focus. One cannot help but imagine how our own reports and correspondence are considered by people of various backgrounds, so many years after they are written.

The title "Exposure" refers to both chemical and legal exposure. The human and dollar costs are well documented, making the value of preventing exposure abundantly clear.



The Opioid Crisis – Occupational Hazards for Assessment of Illicit Drugs

Robbie Carrozza, ROH
EHS Partnerships Ltd.

It is no secret that Canada is facing an opioid crisis! Part of the crisis comes from illegal use and it brings an increasing occupational concern for Law Enforcement, Emergency Responders, Crime Investigators, Occupational Hygienists, and Restoration Workers who are usually first at scene or part of the clean-up efforts following an illicit drug incident. National Institute of Occupational Safety and Health Administration (NIOSH) and Centre for Disease (CDC) have worked towards establishing best practices for workers entering environments with suspected illicit drugs.

More specifically, opioids fall under a class drugs that are designed to treat moderate to severe pain. Prescription opioids include oxycodone, hydrocodone, morphine, methadone, and fentanyl. Illegal opioids include heroin, illegally produced fentanyl, and various other synthetic opioids. Fentanyl is an extremely powerful drug that can be 50 to 100 times more potent than morphine and acts to quickly depress the central nervous and respiratory system. Remarkably, a comparable amount of just 5-7 grains of fentanyl or its analogues can be enough to induce respiratory depression, arrest, and death.

Routes of Occupational Exposure including inhalation, skin, eye, mucous membrane absorption, incidental ingestion (hand to mouth), and accidental inoculation with sharps or needles. Occupational hygienists or those entering suspected environments must ensure they have proper respiratory and skin protection at all times. Employers should establish an illicit drugs exposure control program that documents appropriate risk assessment, control measures, and training. Occupational Safety and Health Administration (OSHA) and NIOSH have not developed occupational exposure limits but some drug manufacturers have established a 8-hour time weighted average of 0.1 micrograms/cubic meter for fentanyl.

NIOSH has developed risk exposure categories such as minimal, moderate, and high to assist in establishing protective measures required when entering site. At minimum, a half-mask respirator with P, N, or R100 filters, safety goggles (or full-face respirator), nitrile gloves, and full-body disposal coveralls should be worn. It is important for workers to understand the importance of proper decontamination and preventing the aerosolization or dispersal of any fine powders. If it is suspected that workers have had skin contact, it should be immediately washed with soap and water with avoidance of bleach or disinfectants that may enhance skin absorption of some opioids.

Find a laboratory near you that can assist analyzing either air or swab samples for illicit drugs during your assessments. This information will guide efforts in developing a scope of work for restoration or remediation contractors that need to clean the areas to ensure they are safe for re-occupancy. For further detailed information on fentanyl or opioids, visit the Canadian Centre for Occupational Health and Safety (CCOHS).



Events in 2020

March 11	Toronto, ON	OHAO Spring Symposium & PDC (General meeting on March 12, 2020)
March 18	Edmonton	AB AIHA Spring Symposium & PDC
April 6 – 7	Vancouver, BC	Western Conference on Safety
April 20 - 21	Halifax, NS	38 th Annual Workplace Health and Safety Conference
April 28 - 30	Banff, AB	Petroleum Safety Conference
May 20-22	Boucherville, Qc	42e Congrès AQHSST
June 1-3	Atlanta, Georgia	AIHAce
June 11	Toronto, ON	CRBOH AGM
August 6 -7	Vancouver, BC	International Conference on Health and Safety
October (exact dates TBA)	Calgary or Edmonton	AB AIHA Fall PDC
October (exact dates TBA)	Toronto, ON	OHAO Fall Symposium & PDC
October 4 - 7	Toronto, ON	XXII World Congress on Safety and Health at Work 2020