



KEEPING WORKERS WELL

2020 Virtual Conference

Ontario Occupational Health Nurses Association



**ONTARIO OCCUPATIONAL
HEALTH NURSES ASSOCIATION**

**KEEPING WORKERS WELL 2020
49th ANNUAL OOHNA VIRTUAL CONFERENCE**

September 25, 2020

THANK YOU SPONSORS
We couldn't do it without you!





Dear Colleagues and Professional Associates,

The OOHNA Board of Directors is pleased to welcome you to the 49th Annual OOHNA Virtual Conference. **Keeping Workers Well 2020** is being delivered virtually on Friday, September 25, 2020. This virtual conference is a “first” for OOHNA and necessary during the COVID-19 pandemic.

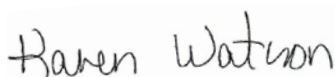
We are delighted that **Dr. Bill Howatt** agreed to open our conference with his timely presentation: Acclimatizing to the “New” Normal. OOHNA’s executive director, Drew Sousa will deliver an update on the CSA Standards Workplace Disability Management System Z1001 – something she knows a lot about as she was asked to represent occupational health nurses on CSA’s committee.

Keeping to our mandate to deliver a diverse learning experience, our virtual conference offers a wide range of topics covering the Four Pillars of Occupational Health Nursing with plenty of Q & A time after each session. Speakers include Dr. Maureen Cividino, Dr. Ash Bender and Dr. Melissa Snider-Adler as well as lawyers from the firms of Hicks Morley and Mathews Dinsdale. We hope everyone will join us after the virtual conference for OOHNA’s Annual General Meeting.

Our ability to deliver high-quality education is due to the support of our sponsors. In these challenging times, OOHNA’s Board of Directors are grateful to acknowledge the support of our Sponsors and Education Champions:

DriverCheck, Inc.	TSI, Inc.
OH Works	Walsh & Associates
Parklane Systems	WellPoint Health

On behalf of the OOHNA Board of Directors, our Sponsors and Education Champions, I welcome you to **Keeping Workers Well 2020**.



Karen Watson, RN, BHSc(N), COHN(C), CRSP



September 25, 2020
CONFERENCE REGISTRATION RATES

CODE	OOHNA Members	
MC	1 Day Virtual Conference	\$250.00 + \$32.50 HST <hr/> \$282.50
CODE	NON-MEMBER	
NC	1 Day Virtual Conference	\$275.00 + \$35.75 HST <hr/> \$310.75

CE CREDIT HOURS WILL ONLY BE ISSUED TO PAID REGISTRANTS WHOSE NAME IS PRINTED ON THE REGISTRATION FORM.

**Please include HST with payment
(HST exempt? Please include exemption form with payment)**

Payment Information

Payment by Cheque, Money Order or Credit Card must accompany completed registration form to secure your choice of sessions.

Faxed registrations without payment by credit card will NOT be accepted

- NSF cheques will be assessed a \$16.95 processing fee.
- Refunds may be issued upon WRITTEN REQUEST up to September 5, 2020, less an administration fee of \$79.10. No Refunds will be issued after this date.
- Registration transfer may be considered upon written request up to September 15, 2020, less an administration fee of \$33.90
- HST exemption forms MUST accompany the registration form where applicable.

Please send Cheque or Money Order made payable to:
OOHNA Conference
Ontario Occupational Health Nurses Association
701 Evans Ave., Suite 504, Toronto, ON M9C 1A3
OR

If paying by credit card OOHNA Members can register on-line. Non-member and members can fax completed registration and credit card information to 416-239-5462 or Scan and email to: administration@oohna.on.ca

KEEPING WORKERS WELL 2020 Registration Form



Name: _____
Employer: _____
Position/Title/Department: _____
Address: _____
City: _____ Prov: _____ Postal Code: _____
Tel: () _____ Fax: () _____
E-mail: _____ First OOHNA conference?
OOHNA # _____ NP RN RPN Other _____
How many years have you worked as an OH Nurse? _____

AREA OF SPECIALTY:

Disability Management Wellness Hospital Safety HR Other
 OOHNA Member Non-Member Retired/Student*

REGISTRATION CODE

1 Day CONFERENCE Friday September 25, 2020 Fee: \$ _____

Add 13% HST - (HST/GST #10400 1318) Plus 13% _____

TOTAL REMITTED for all of the above : \$ _____

METHOD OF PAYMENT – Please complete

PAID BY:

Company Credit Card Personal MasterCard Personal VISA Cheque Enclosed

AMOUNT Remitted \$ _____

MasterCard/VISA No.

CVC Code – last 3 digits on back of card

Month

Year

Expiry Date /

Signature (for Credit Card) _____

NAME EXACTLY AS IT APPEARS ON CARD _____
(Please PRINT)

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Card Holder's Billing Postal Code: _____ Today's Date (DD/MM/YY) _____

**IF PAYING BY CREDIT CARD, PLEASE REGISTER and PAY ON-LINE OR
FAX COMPLETED REGISTRATION FORMS (2 PAGES) TO: 416-239-5462**

Please include HST with payment

(HST exempt? Please include exemption form with payment. NSF cheques will be assessed a \$16.95 processing charge)




FAXED REGISTRATIONS WITHOUT CREDIT CARD PAYMENT DETAILS WILL NOT BE PROCESSED.



Keeping Workers Well 2020

Conference Program

FRIDAY, SEPTEMBER 25, 2020

0900	2020-OPEN – Welcome – President Karen Watson	
9:05 – 9:55	2020-FKeynote – Acclimatizing to the “New” Normal – <i>Dr. Bill Howatt</i>	
9:55 – 10:15	2020-FPlen1 – Update: CSA Z1011, Work Disability Management (WDM) – <i>Drew Sousa</i>	
10:15 – 11:15	2020-FPlen2 – Biological Exposures at Home and at Work – <i>Dr Maureen Cividino</i>	
11:15 – 11:30	Break	
11:30 – 12:30	2020-FPlen3 – Legal and Legislative Update - <i>Laura Russell and Deanah Shelly, LLB, Mathews Dinsdale</i>	
12:30 – 12:45	Flu Prevention and Statistics – <i>Parklane Systems</i>	
12:45 – 13:15	Lunch	
13:15 – 14:15	2020-FPlen4 - Evolving Concepts Related to Depression and Work Functioning – <i>Dr. Ash Bender</i>	
14:15 – 15:15	2020-FPlen5 – Covid-19 – Testing for the Workplace – <i>Dr Melissa Snider-Adler</i>	
15:15 – 15:30	Break	
15:30 – 16:30	2020-FPlen6 - Law and Challenges in Disability Management and Accommodation – <i>Alexandra Mayeski, LLB and Matin Fazelpour, LLB, Hicks Morley</i>	
16:30	Closing Remarks – <i>President Karen Watson</i> Keeping Workers Well 2020 Ends	
16:45 – 17:30	F-AGM Annual General Meeting	



OOHNA MISSION STATEMENT

To foster a climate of excellence, innovation and partnership enabling Ontario Occupational Health Nurses to achieve positive workplace health and safety objectives.

Ontario Occupational Health Nurses Association

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Toronto, Ontario M9C 1A3

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Email: administration@oohna.on.ca

Website: www.oohna.on.ca

Drew Sousa, RN, COHN(C)

Executive Director

Frances MacCusworth, MA

Conference

Olivia McGeever, MSc

Coordinator

CONFERENCE LEARNING OBJECTIVES

- To provide quality continuing education for Occupational Health Nurses
- To encourage high standards in the specialty of Occupational Health Nursing
- To provide a forum for the exchange of ideas
- To provide a cooperative environment for learning
- To promote the objectives of the OOHNA Mission Statement

CONFERENCE HANDOUTS

OOHNA will not print session handouts. Handouts for all sessions will be available on the OOHNA website two weeks prior to conference. An email link will be sent to all registered delegates advising when the handouts are available. **If you want a hard copy of handouts for a specific session, please download and print from the OOHNA website.**



Conference Registration

2020 CONFERENCE PLANNING COMMITTEE

OOHNA Board of Directors

2020 BOARD OF DIRECTORS

President **Karen Watson**, RN, BHSc(N), COHN(C), CRSP

Secretary **Amy Connell**, RN, BScN, COHN(C)

Directors Lina Di Carlo, RN, COHN (S), CRSP, PMP
Stephanie Ireland, RN, BScN, COHN(C)
Agnes Lussier-Dow, BScN, COHN(C), NP-PHC

OOHNA PAST-PRESIDENTS

1972/73	Pat Ewen, RN, COHN(C)
1974/75	Jean Laing, RN
1976/77	Dorothy Schwab, RN, COHN(C)
1978/79	Grace Blackwell, RN, COHN(C)
1980/81	Madeleine Wenman, RN, COHN(C)
1982/83	Sue L. Arnold, RN, COHN(C), DOHS
1984/85	Marilyn Fischer, RN, COHN(C)
1986/87	Bev Harris, RN, COHN(C)
1988/89	Judith Pope, RN, COHN(C)
1990/91	Enid Donaldson, RN, PHN, COHN(C)
1992/93	M. Suzanne Arnold, RN, B.A., M.Ed., COHN(C)
1994/95	A. Brian Verrall, MSc, DOHS, RN, COHN(C), COHN-S
1996/97	Kay Godden, RN, COHN-S, COHN(C), CRSP
1998/99	June Shaw, RN, COHN(C), COHN-S
2000/01	Suzanne Gumpert, RN, BScN, OHN, COHN(C)
2002/03	Edith Hodgson, RN, MS, BScN, DOH, COHN(C), COHN-S
2004/05	Jane Lemke, RN, BHSc(N), COHN(C)
2006/07	Marg Creen, RN, BScN, COHN(C), COHN-S, CDMP, MA(DM)
2008/09	Marlene Demko, RN, DOHN, COHN(C)
2010/11	Lina Di Carlo, RN, COHN(C), CRSP
2011/13	Karen Watson, RN, BHSc(N), COHN(C), CRSP
2013/17	Ken Storen, RN, COHN(C)
2017/19	Karen Watson, RN, BHSc(N), COHN(C), CRSP

2021 CONFERENCE CHAIR OOHNA PRESIDENT

KEEPING WORKERS WELL 2020

49th ANNUAL OOHNA VIRTUAL CONFERENCE

0900 **2020-OPEN Welcome**
OOHNA President: Karen Watson, RN, COHN(C)

9:05 – 9:55 **2020 – Keynote Acclimatizing to the “New” Normal Keynote**
– Dr. Bill Howatt

COVID-19 has taught us many lessons, the world of work looks a lot different then it did a year ago, and we are all needing to adapt to a new normal. When experiencing major change, we may feel increased pressure from our existing demands and/or add new ones to our plate especially for those in the Occupational Health and Safety profession. This can result in feeling like you are in a pressure cooker. This presentation will help you identify opportunities that change can present while also learning to recognize the signs of feeling overwhelmed and provide you with some micro-skills for “depressurizing.”

Objectives:

In this presentation participants will learn about how to navigate the new normal.

This will include:

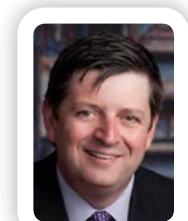
- Discuss the impact of change including COVID-19
- Normalizing the impact of overwhelm
- Working with your thoughts
- Communicating with Others

Dr. Bill Howatt is the CEO of Howatt Consulting and the Chief of Research and Workforce Productivity at The Conference Board of Canada, leading the Board’s applied research programs in workplace wellness, mental health, and workforce productivity. He is a behavioural scientist, is known as one of Canada’s top experts in mental health issues in the workplace and has more than 30 years of experience in the field of mental health, addiction, and HR consulting.

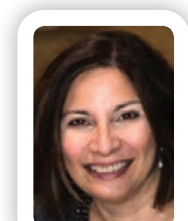
9:55 – 10:15 **2020-FPlen1 Update on the CSA Standards Workplace Disability Management System Z1001 – Drew Sousa**

Learn about the new **CSA Z1011, Work Disability Management (WDM)**, developed by an expert panel of stakeholders, OOHNA included. This standard advocates a biopsychosocial model to workplace disability management and takes a “worker-centred, supportive approach” for handling each disability case. Learn how to ensure your disability program meets what is considered best practices by industry experts.

Drew Sousa, OOHNA’s Executive Director, has been an OHN for over 25 years and has a special interest in mental health. She had the honour of representing OOHNA on the technical committee which created the CSA Standards Workplace Disability Management System Z1001. Drew has a certificate in Workplace Mental Health from Queens University, is a facilitator for both Working Mind and the Road to Mental Readiness training programs.



Dr. Bill Howatt



Drew Sousa,
RN, COHN(C)

10:15 – 11:15 2020 – FPlen 2 Biological Exposures at Home and at Work
– Dr Maureen Cividino

You are invited to spend 24 hours with the Smith family and share some surprise visits and circumstances that will increase your awareness of potential exposures in both your home and work settings.

By the end of the presentation participants will be able to:

- Outline the risks for potential biological exposures in both the work and home environments
- Describe a risk assessment process that determines measures to mitigate biological exposures
- Describe an effective approach to post-exposure management for specific biological exposures

Dr. Maureen Cividino provides IPAC Physician support to Public Health Ontario and is a member of the PIDAC Infection Prevention and Control Committee. She holds a Diploma in Occupational Health and Safety and maintains certification with the Canadian Board of Occupational Medicine and Certification in Infection Prevention Control and Epidemiology.



Dr. Maureen Cividino

11:15 – 11:30 BREAK

11:30 – 12:30 2020-FPlen3 Legal and Legislative Update
– Laura Russell and Deanah Shelly, Mathews Dinsdale

Mathews Dinsdale & Clark, LLP is recognized in Best Lawyers Canada 2020 as leaders in Labour and Employment Law. Laura Russell, Partner and Deanah Shelly, Partner will provide:

- Overview of pertinent legislative and regulatory changes as well as relevant policy development/changes
- Case law highlights from various venues
- Practical application – discuss best practices for avoiding adverse legal outcomes

Laura Russell, Partner, was welcomed into the Law Society of Upper Canada as one of the first licensed paralegal practitioners in North America. Her CRSP designation supports her leadership in safety program design and audit, compliance, senior management responsibilities and liability briefings, critical injury/fatality investigations, and harassment complaint investigations. Laura is currently the Chair of the Schedule 2 Employers' Group (S2Eg).



Laura Russell

Deanah I. Shelly, LLB and Partner, offers timely, strategic, and pragmatic advice on a wide range of workplace issues. In addition to her advocacy work, she conducts internal investigations on matters related to health and safety, including workplace accident investigations and incidents involving bullying, harassment, and violence.



Deanah I. Shelly

“OOHNA conferences have been a great value to me and helped pave my career in Occupational Health since 2011 when I became a member. The conference speakers provide resourceful information and exhibitors help identify valuable community resources.”

Janet Riches, OHN, BA

“I have attended the OOHNA conference for the past 10 years and I always return to work with more knowledge and resources.”

Dianne Benninger RN, COHN (C)

12:30 – 12:45 Flu Prevention and Statistics – Parklane Systems

Parklane’s SIMON module has grown to include time saving features that many have come to rely on during flu season. During this presentation, we will not only demonstrate how SIMON works for you, but show how easy it is to pull modern, statistical reporting from the Parklane System.

12:45 – 13:15 LUNCH BREAK

13:15 – 14:15 2020-FPlen4 Evolving Concepts Related to Depression and Work Functioning – Dr Ash Bender

Depressive illness is now recognized as the leader in global disease burden and poses unique challenges with recognition, treatment-seeking and timely return to work. Evolving concepts related to depression and functional impairment, improving treatment outcomes and strategies for accommodation will be discussed.

Dr. Ash Bender, MD, FRCPC is an Occupational Psychiatrist and Assistant Professor with the Faculty of Medicine at the University of Toronto. At CAMH, he is a staff psychiatrist and former Medical Head of the Work, Stress and Health Program, which is a multidisciplinary program specializing in the assessment, treatment, and research of occupational disability.

14:15 – 15:15 2020-FPlen5 COVID-19 Testing for the Workplace – Dr Melissa Snider-Adler

The COVID-19 pandemic has had an unprecedented impact on every aspect of our lives. Canadian workplaces are navigating through uncharted territory looking for safe and effective ways to manage the impact of the virus in their workplace. This is a rapidly evolving topic and requires constant update to ensure workplaces are managing this in the best possible way. This presentation will review the most up to date information pertaining to available testing methods for COVID-19 and how workplaces can utilize these tests. We will also review other preventative measures to continue to provide a safe workplace for all Canadian employees.

Dr. Melissa Snider-Adler is an Addiction Medicine physician and Chief Medical Review Officer at DriverCheck Inc. She is an Assistant Professor at Queen’s University Department of Family Medicine.



Dr. Ash Bender



Dr. Melissa Snider-Adler

Thank you Sponsors and Education Champions – We couldn’t do it without you!



Agenda

15:15 – 15:30 BREAK

15:30 – 16:30 **2020-FPlen6 Privacy Legislation and New Challenges in Disability Management and Accommodation**

– Alexandra Mayeski, LLB and Matin Fazelpour, LLB, Hicks Morley

Learn how privacy legislation(s) impacts the way an organization can manage disability from claims assessment to accommodation. Assess your professional risks and determine the impact to you, your team, and your organization.

Alexandra Mayeski is a litigation lawyer in Hicks Morley's Toronto office. She provides advice and representation to private, public, and broader public sector clients on a wide range of issues including freedom of information and privacy matters, administrative law, health law, estate matters and employment law.

Matin Fazelpour is a data security and privacy lawyer who advises clients on information management, privacy, cybersecurity protocols and incident response, and labour and employment matters.



Alexandra Mayeski



Matin Fazelpour

16:30 **Closing Remarks – President Keeping Workers Well 2020 Ends**

16:45 – 17:30 **2020-F-AGM Annual General Meeting**

OOHNA

KEEPING WORKERS WELL
2021



Watch your in-box and check www.oohna.on.ca
for information starting October 2020.