



Welcome to our January Newsletter

Happy New Year!

Welcome to the first newsletter of 2012! We can't wait to share what we have planned this year! Keep an eye out for our brand new updated look as well as many new learning sessions we've added this year. You can view our full 2012 training schedule by clicking [here](#)!



We also have a brand new YouTube page!



Click here to view some of our videos! Find out what kind of services we can help you with, the results we've achieved, and first hand testimonials from some of our valued customers!

Send us an [Email](#) and let us know what you think!

HR Tip of the Month

Appoint an AODA designate in your workspace that will be in charge of communicating the standards required and directing the implementation of them. The person should regularly keep up to date on news releases and training opportunities regarding upcoming legislation of the remaining 4 standards.

News: MOL Safety Blitz

The **Ontario Ministry of Labour** (MOL) will be conducting month long **inspection blitzes** on musculoskeletal disorders in the month of **February**. The focus will be on manual material handling in the industrial, construction, mining and health care sectors.

Click [here](#) to read more.

Training Dates

[Leadership Safety 101](#)

-January 18-Cambridge

[Introduction to AODA](#)

-January 25-Cambridge

[Employee Absence](#)

-February 15-Cambridge

[Demystifying WSIB's NEER Program](#)

-February 28-Guelph

-March 1-Cambridge

-March 6-Mississauga

-March 8-Kitchener

AODA: Are you compliant?



It's officially 2012, and the deadline for compliance for the Customer Service Standard of the Accessibility for Ontarians with Disabilities Act (**AODA**) was January 1 2012. Have you established policies, practices and procedures on providing goods or services to people with disabilities? What is your process for receiving and responding to feedback about the way your organization provides goods or services to people with disabilities?

There are [11 requirements](#) to become compliant. If you are a private business, non-profit organization, or any other service provider provincially legislated with at least one employee in Ontario-**the AODA Customer Service Standard applies to you.**

How can Clear Path help?

Join us on January 25th when [Brenda Ellis](#) will share how and what you need to do to become compliant with this legislation.

[Introduction to AODA: Customer Service Standard](#)

January 25 2012

9:00am-11:30am

Cambridge Chamber of Commerce

750 Hespeler Rd Cambridge ON

Investment: \$125+HST (**Register 2 weeks prior only \$99+HST**)

Click [here](#) to Register

Just want to get started? Clear Path also offers an [AODA Do-It-Yourself Package](#).

[The Secret to Passing a Workwell - Audit](#)

-March 22-Cambridge
-April 19-Cambridge

[Click here](#) to view the 2012 training schedule

Team News

Clear path welcomes [Josie Martiniello](#), CHRP to the team this month as our newest **HR Consultant** and **Claims Manager**. Josie has over eight years of experience in HR. Josie has Bachelor of Commerce with a Human Resources focus and a specialty in Occupational Health and Safety.

HRPA Conference 2012

The [Human Resources Professionals Association\(HRPA\) 2012](#) conference in Toronto is coming up from February 1-3 2012.

Clear Path is honoured to have been selected to speak on **two topics** at this prestigious event!

[Anna Aceto-Guerin](#) and [Brenda Ellis](#) will be speaking on [Dealing with WSIB "Repeat Offenders"](#).

Anna and [Denise Williams](#) will be speaking on [Averting a Crisis: Dealing with a Potential Bill 168 Situation](#).



Contact Us Today

150 Werlich Drive, Unit 4
Cambridge, Ontario

T: (519) 624-0800

T: (877) CLEAR-04

F: (519) 624-0860

W:www.clearpathemployer.com

E:anna@clearpathemployer.com



Ontario Government Introduces Bill 30

On December 8 2011 The Ontario Government proposed Bill 30: The Family Caregiver Leave Act. This would be an amendment to the Employment Standards Act (ESA) 2011 and would create a new category of leave under the ESA 2000-family caregiver leave.

Read our [blog](#) to learn more about Bill 30.

Due Diligence in Your Workplace

On December 13th 2011 Clear Path was invited by the Cambridge Chamber of Commerce to present a topic on Health and Safety as a part of the BMO Business Growth Series.



[Denise Williams CRSP](#) presented a workshop on Due Diligence and C45. Participants learned specific strategies for their managers and supervisors involving due diligence, what Bill C45 means for your business, criminal negligence and the duty to protect "any person" and much more. It was a pleasure to share our knowledge with a great group of people, and we are so thrilled with the positive feedback!

"Very informative-an eye opener on responsibility by all"-Linda P

"Informative & interesting-H&S can be a dry subject but Denise kept the attention of the audience"-Tanya W

"Denise was thorough, yet didn't give too much information which would overwhelm the group. I would say I found it extremely informative"-Alica R

Don't miss Clear Path's next Health and Safety Learning Session!

[Leadership Safety: 101](#)

Presented by: Denise Williams CRSP

Wednesday January 18th 2012

9:00am-3:00pm

Cambridge Chamber of Commerce

A comprehensive overview of due diligence, H&S and the law, inspections, investigations and incident reports.

Investment: \$299 +HST (**Register by Jan 4 only \$249+HST**)
Click [here](#) to Register

December Survey Winner!

Congratulations to **Nathan** from Brant Form Teck Ltd! He filled out our "Holiday Greetings" Survey in our December Newsletter and was drawn as the **winner of the \$99 credit towards a Clear Path Learning Session in 2012!**