



The Central Canadian

## ERGONOMICS CONFERENCE

Business and Legal ▲ Programs and  
Management ▲ Research and Innovation

Crowne Plaza – Royal Brock  
Niagara Falls

May 22, 2009



***Spend the day learning about  
the building blocks for  
ergonomic accommodations:***

- Business and Legal
- Programs and Management
- Research and Innovation



### ***Inside:***

- Session Details
- Registration Form
- Accommodations
- Thank You Reception

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**[www.CANNEC.ca](http://www.CANNEC.ca)**

**1-888-537-1593**

**[info@cannec.ca](mailto:info@cannec.ca)**

## Welcome to The Central Ergonomics Conference

The Canadian National Ergonomics Conference (CANNEC) is pleased to invite you to our Central Canadian Conference – Ergonomic Accommodations. As much Ergonomics is about health and safety, it is also equally about accessibility. The focus of our central event this year is ergonomic accommodations. How can we create work environments that fit everyone, and what is our duty to provide these environments? Whether you are a human resources professional, a member of a health and safety team, or a health professional, this conference has something for you.

The CANNEC's goal is to make ergonomics accessible and to ensure Canadian content. Ergonomics is being used to improve productivity, prevent injury, and assist in return to work efforts. CANNEC is reaching out to health care professionals, human resources personnel, ergonomic professionals, case managers and insurance adjusters, facilities managers and workers. We're bringing them together in a collaborative environment to improve their knowledge, understanding and skills.

After numerous conversations with those of you involved in ergonomics it became clear you were looking for a few key items:

- more information on accommodations,
- innovative perspectives on evaluating the workplace,
- and updates on legal and business perspectives.

Meeting those needs is what the Central Conference is about.

Attending this event will allow you to gain valuable knowledge, network with others involved in ergonomics, and get some fresh ideas for your workplace challenges. Our post conference wine and cheese is a great opportunity to network and participate in our draw for prizes from our exhibitors.

We look forward to having you join us.

### **Wine and Cheese Thank You Reception**

Don't forget to stay for our wine and cheese thank you reception, where we thank you for attending. Great local wine, excellent conversation and a chance to win a prize from one of our exhibitors.



## AGENDA

FRIDAY, MAY 22, 2009

8:00-9:00 am  
9:00-10:00am

### Registration and Breakfast

#### KEYNOTE PRESENTATION

#### The Impact of Adaptations and Technology – A Real Life Story

Cyndy McLean

Director, Health and Performance Centre, University of Guelph

10:00-10:30 am

### Exhibit and Nutrition Break

#### BUSINESS AND LEGAL

#### PROGRAMS AND MANAGEMENT

#### RESEARCH AND INNOVATION

10:30-12:00 pm

1A – Creating a Plan for Dealing with Ministry of Labour Orders

1B – Participatory Ergonomic – It's a Team Sport

1C – Wheels – The Ergonomics of Pushing and pulling

12:00 – 1:00 pm

### Lunch and Exhibits

1:00 – 2:30pm

2A – Duty to Accommodate – The Fundamentals

2B – Making the Most of Office Ergonomic Equipment

2C- Visual Ergonomics – Do You See What I See?

2:30-3:00 pm

### Exhibit and Nutrition Break

3:00-4:30 pm

3A – Are We Speaking the Same Language? Ergonomic Nomenclature

3B – Back to School for Back School

3C – It's Not A Walk in the Park Gait, Walking and Work as We Age.

4:30-7:00

### Wine and Cheese Reception

## 5-Ways to Register

1. Online at [www.cannec.ca](http://www.cannec.ca)
2. Fax – complete the form on page 9 and fax to 1-888-303-1593
3. Mail – complete the form on page 9 and mail to 107-2192 Queen St. E., Toronto, Ontario, M4E 1E6
4. Phone registration at 1-888-537-1593
5. In Person – show up with your registration form and pay in person

### REGISTRATION

#### INCLUDES:

*Your choice of sessions, breakfast, lunch, nutrition breaks, and wine and cheese reception.*

## The Impact of Adaptations and Technology Keynote 9:00 – 10:00am

### **Cyndy McLean, MSc Director, Health and Performance Centre**

After completing a Master's of Science in Exercise, Nutrition and Metabolism at the University of Guelph, Cyndy helped to develop and then became the founding director of the Health and Performance Centre; a sports medicine and health promotion facility that services both the U of G and the greater community. Throughout her career she has been a strong advocate of health and wellness issues, focusing first on prevention. She is a former marathon runner and continues to be an outdoor enthusiast. In June 2003, Cyndy suffered a spinal cord injury that resulted in paralysis. She is an ambassador with the Rick Hanson Foundation and she has been the event leader for the annual Guelph Wheels in Motion event since its inception in 2004. Cyndy is a strong advocate for issues of accessibility and provides peer support for individuals with spinal cord injury and their families. She is a member of the National wheelchair tennis team and in 2008 was selected to represent Canada at the wheelchair tennis World Team Cup in Italy. Cyndy's dedication to the community and leadership skills has earned her the 2006 YMCA/YWCA Woman of Distinction Award for voluntary community service and the 2007 U of G Alumni Medal of Achievement. She was the Honorary Chair for the 2008 Guelph YMCA/YWCA Women of Distinction Event. Cyndy looks forward to sharing her story and the impact of adaptations and technology on her life activities following her spinal cord injury.

## Concurrent Sessions – 10:30-12:00pm

### **1A - Creating a Plan for Dealing with Ministry of Labour Orders** *BUSINESS AND LEGAL*

What happens when you get a Ministry of Labour order for ergonomic? What does it mean to you as a company, and/or as a service provider? How can you manage to meet the requirements in an order with limited resources? This session will discuss how to create a plan and communicate with the Ministry to effectively deal with ergonomic challenges and still keep a business viable.

### **1B – Participatory Ergonomics – It's a Team Sport** *PROGRAMS AND MANAGEMENT*

How do you assemble an ergonomics team and get them to agree and commit to ergonomic solutions? This presentation discusses the findings from a recent systematic review - 'Participatory Ergonomic Interventions: Process and Implementation.' The review examines how PE interventions are conducted and includes details on the facilitators and barriers to PE programs. During this interactive session you will discuss the elements involved in a successful PE program. You will also be introduced to a new tool for creating and implementing a PE intervention in your workplace.

### **1C – Wheels – The Ergonomics of Pushing and Pulling** *RESEARCH AND INNOVATION*

This session will take you to a positive place as you learn about the factors that impact on pushing and pulling. Findings from recent research and improvements that have been made in industry as a result, will be presented via compelling case studies. This session will also

## Concurrent Sessions – 1:00 – 2:30pm

### **2A- Duty to Accommodate – The Fundamentals** *BUSINESS AND LEGAL*

Employers have a fundamental obligation to accommodate disabled employees to the point of undue hardship. But what is a 'disability'? How much hardship is 'undue'? At what point can employers say *enough is enough*, and when are they obligated to go further in tailoring their workplace to meet the needs of disabled employees? Get answers to these questions and more in this informative session addressing the legislation that drives workplace accommodation.

### **2B - Making the Most of Office Ergonomic Equipment** *PROGRAMS AND MANAGEMENT*

"Ergonomic" can often be a misnomer as it's applied to office equipment and furniture. Knowing what to choose and how to use it are the two greatest challenges faced by employers, workers, and those in the field. It can be confusing at best with the plethora of opinions and products. Do exercise balls or kneelers actually make for good seating? Are keyboard arms and trays a necessity? In this session learn what makes a product "ergonomic" and get some tips on how to navigate the office ergonomic product minefield.

### **2C- Visual Ergonomics – Do You See What I See?** *RESEARCH AND INNOVATION*

Visual ergonomics looks at how we see, the impact of a poor visual environment and how we can accommodate the vision system to reduce strain, prevent injury and help those with visual challenges. Learn how to accommodate vision impairments and help your workforce.

## Concurrent Sessions – 3:00 –4:30pm

### **3A-Are We Speaking the Same Language? – Ergonomic Nomenclature** *BUSINESS AND LEGAL*

When is a PDA a personal digital assistant and when is it a physical demands analysis? It's all in the perspective – business or ergonomic. Just like every field ergonomics has its own nomenclature. When you request an assessment do you know what you are really asking for? Do you know what to ask for to have your expectations and needs met? Learn the language of the ergonomic natives and improve your outcomes.

### **3B – Back to School for Back School** *PROGRAMS AND MANAGEMENT*

Back school programs and lifting education have been around for several decades. Most of us understand the basics, but how do we set up a program that is effective and based on the latest and greatest information. How do we go beyond the basics to create a program that helps workers in any environment protect and take care of their back? Here's everything you need to know to create a good and thorough program of the workplace.

### **3C – It's Not a Walk in the Park - Gait, Walking and Work as We Age?** *RESEARCH AND INNOVATION*

With today's aging population it is imperative that we design our workplaces to address the change that occurs as we get older. In this session you will learn about how the activity and perception of walking changes as we age. Take away some ideas on items to consider in creating a safer walking environment, as well as ideas on minimizing the impact of aging on gait.

## OUR PRESENTERS

### **Michelle Becker, B.Sc.(H.K.), C.K., CP.T.**

Michelle is a graduate of the University of Guelph's Human Kinetics Program. Michelle has owned her own business M. Becker Resources for many years providing assessment, education and consulting services. She is highly skilled and experienced in performing ergonomic assessments, physical demands assessments, functional capacity evaluations and home site assessments. Through her experience she has learned to appreciate and understand the different viewpoints of employers, employees, insurers and ergonomic professionals. Bridging the gaps between these viewpoints has become one of her areas of expertise.

### **Conny Glenn, B.Sc., Kin, CK, President Work Wellness Ergonomic Specialists Inc.**

Conny is the President and Owner of Work Wellness, a company established in 1995, with 60 consultants nationwide. She has worked as a consultant on ergonomics, health and wellness, rehabilitation, and return-to-work issues for insurers and private sector businesses. Conny has presented to health professionals, insurers, and business people on a variety of health, safety and wellness topics. She has also addressed groups such the Diabetes Association and the Arthritis Society on ergonomics and physical activity.

Conny was a stakeholder and contributor during the development of the MSD Prevention Guideline for Ontario. She is the past President, and Executive Director for the Ontario Kinesiology Association, a post she held until July 2007 when kinesiology achieved regulated status in Ontario. As an active board member since 2000, and an advocate for continuing education and professional development she developed and launched the first peer mentorship program for kinesiology in 2001. She received the Volunteer of the Year Award for her work.

### **Rod Hare, MSc, BAPE, Dip(ATM), CK, RKT, P.ERG.**

#### **Principal Consultant Encompass Evaluation and Services Ltd.**

Mr. Hare has over 27 years of clinical work experience in physical and rehabilitative medicine, athletic therapy, and occupational health ergonomics. He has professional qualifications as a Certified Kinesiologist, Registered Kinesiotherapist, and Professional Ergonomist. Mr. Hare holds a Master's of Science Degree in Health and Physical Education from Madison University. He has lectured nationally on Whole Person Impairment Ratings, and he has lectured internationally on functional capacity evaluations and sports injuries in amateur wrestling.

Mr. Hare has been qualified as an expert witness in his professional field on numerous occasions in FSCO arbitrations and an Ontario Criminal Court case. He worked as Associate Faculty, Clinical Instructor in the School of Physical and Health Education at the University of Toronto. Most recently, Mr. Hare has worked as Senior Medical Litigation Consultant for CEMED Assessments Inc. Currently, he is a Curriculum Consultant to the University of Western Ontario's Kinesiology Programme, and he is also a member of the Program Advisory Committee for Sheridan College Institute of Technology and Advanced Learning; Bachelor of Applied Health Sciences Degree Program in Exercise Science and Health Promotion. Mr. Hare provides his professional services as Principal Consultant to his company, Encompass Evaluations & Services, Ltd.

**Rob E. Hilborn, President Darcor**

Rob joined Darcor in 1999 and rapidly rose to President in January 2002. He is also a member of the Darcor Board. He holds an honours degree in Commerce from McMaster University and is a member of TEC, an international organization of business leaders. Under Rob's guidance, Darcor co-published the caster industry's first White Paper on the ergonomics of manual material handling. His understanding of the factors that affect pushing and pulling tasks as they relate to casters was an essential component of both the research and findings of the white paper. The White Paper has been presented to ergonomic associations and conferences throughout North America by its co-author, Dr. Peter Budnik, Ph.D., CPE, President and CEO, Ergoweb.

**Kiera Keown, M.Sc. Knowledge Transfer Associate.**

Kiera has a B.Sc. in Human Kinetics from the University of Ottawa and a M.Sc. in Biomechanics from the University of Guelph. Since 2005 Ms. Keown has been a knowledge transfer associate at the Institute for Work & Health. Within that role she works with scientists to extract key messages from research findings and develops products to communicate these research findings with non-research audiences. Ms. Keown also works with various stakeholder groups to involve them in different aspects of research projects. In particular she has led all stakeholder integration and research dissemination for the Institute's systematic review program.

**Erin R. Kuzz – Sherrard Kuzz LLP**

Erin Kuzz is an experienced and accomplished labour and employment lawyer, representing the interests of employers. Erin regularly deals with matters before the Ontario Labour Relations Board, labour arbitrators and the Ontario Human Rights Tribunal. She has also chaired a number of national and local conferences on labour and employment related matters. Erin is widely published and conducts workshops and seminars for employers on a wide variety of topics including progressive discipline, human rights and accommodation, privacy, attendance management, positive employee relations, and workplace harassment. Erin is a Past Chair of the Labour Relations Section of the Ontario Bar Association.

**Cyndy McLean, M.Sc.,  
Director Health and Performance Centre, University of Guelph**

After completing a Master's of Science in Exercise, Nutrition and Metabolism at the University of Guelph, Cyndy helped to develop and then became the founding director of the Health and Performance Centre; a sports medicine and health promotion facility that services both the U of G and the greater community. Throughout her career she has been a strong advocate of health and wellness issues, focusing first on prevention. She is a former marathon runner and continues to be an outdoor enthusiast. In June 2003, Cyndy suffered a spinal cord injury that resulted in paralysis. She is an ambassador with the Rick Hanson Foundation and she has been the event leader for the annual Guelph Wheels in Motion event since its inception in 2004. Cyndy is a strong advocate for issues of accessibility and provides peer support for individuals with spinal cord injury and their families. She is a member of the National wheelchair tennis team and in 2008 was selected to represent Canada at the wheelchair tennis World Team Cup in Italy. Cyndy's dedication to the community and leadership skills has earned her the 2006 YMCA/YWCA Woman of Distinction Award for voluntary community service and the 2007 U of G Alumni Medal of Achievement. She was the Honorary Chair for the 2008 Guelph YMCA/YWCA Women of Distinction Event. Cyndy looks forward to sharing her story and the impact of adaptations and technology on her life activities following her spinal cord injury.

**Dr. Lori A. Vallis, Ph.D., Assistant Professor University of Guelph**

Lori is an assistant professor of biomechanics at the University of Guelph in the Human Kinetics Department. Her involvement in an undergraduate biomechanics research project first opened her eyes to the fact that biomechanics is much more than just applied physics. The multifaceted approach to the study of human movement appealed to her strongly and today she uses this approach to research the role of various sensory inputs for locomotor control. Lori is interested in the differences and adaptations that occur at all stages of the life cycle – in children, young adults and the elderly. Her recent research specifically with the elderly is timely and of *critical importance* due to the rising number of aging baby-boomers in Canada and the financial impact that *falls in the elderly* have on the national health care system.

**Dwayne Van Eerd, M.Sc. Associate Scientist.**

Dwayne has a M.Sc. and B.Sc. in Kinesiology from the University of Waterloo and a M.Sc. in Health Research Methodology from McMaster University. He is currently enrolled in the doctoral program in Epidemiology at the University of Toronto. Involved in clinical work since 1990, Mr. Van Eerd has designed and implemented rehabilitation and ergonomic programs for injured workers. Since 1997, Mr. Van Eerd has been a researcher with the Institute for Work & Health. The focus of Mr. Van Eerd's research has been on the classification and prevention of work-related musculoskeletal disorders. His research projects have included an exploration of the mechanical exposures involved in office work and the implementation of participatory interventions. Recently Mr. Van Eerd has led or participated in a number of systematic reviews of the scientific literature addressing prevention of musculoskeletal disorders.



# ATTENDEE REGISTRATION FORM

## **Contact Information:**

ATTENDEE NAME: \_\_\_\_\_ POSITION: \_\_\_\_\_

COMPANY NAME: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

CITY: \_\_\_\_\_ PROVINCE: \_\_\_\_\_ POSTAL CODE: \_\_\_\_\_

TEL: (    ) \_\_\_\_\_ FAX: (    ) \_\_\_\_\_

E-MAIL: \_\_\_\_\_

I will be attending the following sessions: (Please indicate which session you will be attending by checking the appropriate box)

- |  |   |  |
|--|---|--|
| <input type="checkbox"/> 1A –Orders from MOL   | <input type="checkbox"/> 1B – Participatory Ergonomics                      | <input type="checkbox"/> 1C-Wheels – The Ergonomics of Pushing and Pulling |
| <input type="checkbox"/> 2A – Human Rights and Accommodations                          | <input type="checkbox"/> 2B – Making the most of Office Ergonomic Equipment | <input type="checkbox"/> 2C – Visual Ergonomics – Do You See What I See?   |
| <input type="checkbox"/> 3A – Are we Speaking the Same Language                        | <input type="checkbox"/> 3B – Back to School for Back School                | <input type="checkbox"/> 3C – It's Not a Walk in the Park                  |
| <input type="checkbox"/> Wine and Cheese Reception<br>(no extra charge for this event) |   |  |

## **Cost:**

Individuals: \$425 GST included (GST#846913762RT0001)

Groups of 3 or more: \$385/per person. GST included.

(Please complete a registration form for each individual so that we can ensure space in the session. Submit the completed forms together for the discount.)

## **Payment Information:**

Enclosed is my cheque for \$\_\_\_\_\_ made payable to "The Canadian National Ergonomics Conference."

**OR**

Please charge \$ \_\_\_\_\_ to my Visa/ MasterCard/AMEX.

Visa/MasterCard # \_\_\_\_\_ Expiry Date: \_\_\_\_\_

Cardholder Name: \_\_\_\_\_ Signature: \_\_\_\_\_

## **Please sign and return with remittance to:**

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Email. [info@cannec.ca](mailto:info@cannec.ca) [www.cannec.ca](http://www.cannec.ca)

## **Cancellation Policy:**

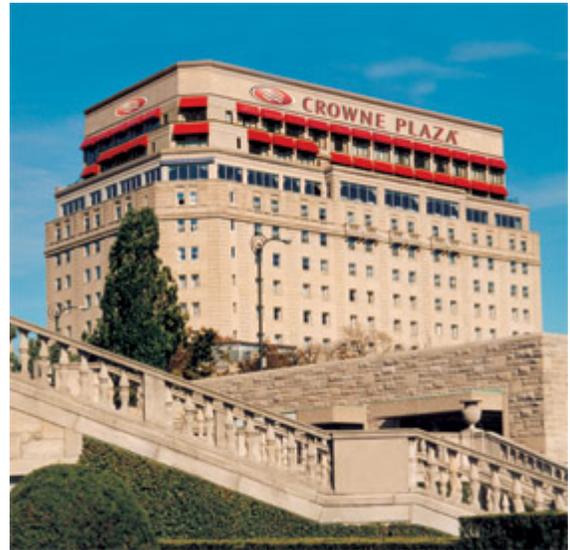
Cancellations received one week prior to the date of the conference, entitle the attendee to full refund less \$50.00 administration fee. No refunds will be made after this time.

## ACCOMMODATIONS

CANNEC is holding its Ergonomic Accommodations Conference at the historic Crowne Plaza Hotel. If you plan on staying the night please ask for the CANNEC preferred rates and call 1-800-519-9911

Welcome to the Crowne Plaza Niagara Falls-Fallsview Hotel, a historic grand classic hotel located in Niagara Falls, Canada and the site of the Central Canadian Ergonomic Conference. The Grand Dame of Niagara Falls Hotels, the Crowne Plaza is steps from the Falls, and features direct indoor connections to the Fallsview Indoor Waterpark, Casino Niagara, and all dining and attractions located on the Falls Avenue Entertainment Resort.

Built in the late 1920's the Crowne Plaza is one of the most majestic and celebrated hotels in Ontario. The hotel was the first four star hotel to dot the Niagara



**To make a reservation:**

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5685 Falls Avenue  
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Fax: (905) – 374-9606  
[www.niagarafallscrowneplazahotel.com](http://www.niagarafallscrowneplazahotel.com)