



# WHMIS 2015: How Has It Changed?

## Employer Responsibilities

Employers are responsible for ensuring that:

- All hazardous products at their workplaces are labelled with WHMIS-compliant supplier labels, workplace labels or another means of workplace WHMIS identification (e.g., placards or colour-coding)
- WHMIS-compliant SDSs are available for all hazardous products used at the workplace
- SDSs are readily accessible to workers
- SDSs and labels are updated and workers receive information pertaining to any significant new data received from a supplier
- WHMIS-compliant labels and SDSs are developed for products produced for use in the workplace
- Workers have received the appropriate WHMIS education and training to protect their health and safety on the job.

## Worker Responsibilities

To ensure the health and safety of themselves and others, workers must:

- Comply with the requirements of WHMIS
- Participate in WHMIS training and instruction
- Follow the work procedures provided, including the use of control measures and personal protective equipment
- Never use a hazardous product unless the product container is properly labelled and they have received WHMIS training to use it
- Know where SDSs are for the hazardous products they use and what procedures to follow in an emergency

## Education and Training

Education and training can be thought of as two separate parts.

**Education:** can apply to any workplace where a worker works with or may be exposed to hazardous products and includes:

- WHMIS background
- Hazard classes and categories
- SDSs and labels
- Sources of additional information

**Training:** applies to a specific workplace and includes:

- Specific legislation for the jurisdiction
- How to identify workplace hazardous products and their hazards
- How to access SDSs
- Site-specific procedures for working safely with hazardous products

Workers should be able to answer these questions for every hazardous product they work with:

- What are the hazards of the product?
- How do I protect myself from those hazards?
- What do I do in case of an emergency?
- Where can I get further information?

WHMIS law does not specify how frequently WHMIS education and training must be provided. However, employers must be sure that the education and training is effective and retained by workers. This assessment will need some evaluation on an ongoing basis so that worker knowledge and understanding is checked by the employer.

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## Updating SDSs

Suppliers are no longer required to update a SDS every 3 years. SDSs are required to be accurate at the time of sale. An SDS will be required to be updated when the supplier becomes aware of any “significant new data”.

Significant new data is information that results in:

- A change to the classification of the hazardous product in a category or subcategory of a hazard class
- A change in hazard class
- A change in the requirements for protecting workers against the hazard presented by the hazardous product

SDSs will be required to be updated within 90 days of the supplier being aware of the new information. If you purchase a product within this 90 day time period, the supplier must inform you of the significant new data and the date on which it became available in writing.

## Workplace Labels

The workplace label must include:

- Product identifier (name of product)
- Information for safe use of the product (e.g., a signal word, hazard statements, and precautionary statements)
- A reference to the SDS

*There are no format or language requirements in the legislation.*

## Transition

Phase	Timing	Suppliers		Employers
		Manufacturers and Importers	Distributors	
<b>Phase 1</b>	From Feb 11, 2015 to <b>May 31, 2018</b>	WHMIS 1988 or WHMIS 2015	WHMIS 1988 or WHMIS 2015	Consult F/P/T regulator
<b>Phase 2</b>	From June 1, 2018 to <b>Aug 31, 2018</b>	WHMIS 2015	WHMIS 1988 or WHMIS 2015	WHMIS 1988 or WHMIS 2015
<b>Phase 3</b>	From <b>Sept 1, 2018</b> to Nov 30, 2018	WHMIS 2015	WHMIS 2015	WHMIS 1988 or WHMIS 2015
<b>Completion</b>	December 1, 2018	WHMIS 2015	WHMIS 2015	WHMIS 2015

*Note: The last date on which a controlled product with a WHMIS 1988 MSDS and label can be sold to your workplace is August 31, 2018. As of September 1, 2018, all hazardous products sold or imported for use in a workplace in Canada must be compliant with WHMIS 2015. If you have not begun transitioning to WHMIS 2015, this timeline may leave your workplace with only 3 months (September 1 to December 1, 2018) to transition your WHMIS 1988 products to WHMIS 2015 compliance.*

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## Transition *cont'd*

### Transition Suggestions

1. Understand how the hazard classification criteria of WHMIS 1988 and WHMIS 2015 differ. These differences mean that some products may have more, less, or different hazard classifications under WHMIS 2015 compared to WHMIS 1988.
2. Establish and maintain an accurate list of all hazardous products in your workplace and whether they are WHMIS 1988 or WHMIS 2015 compliant.
3. Review training processes and materials to make sure they are WHMIS 2015 ready. As long as you have both WHMIS 1988 and WHMIS 2015 products in your workplace, you will need to train your employees on both WHMIS 1988 and WHMIS 2015 requirements.
4. If you still have WHMIS 1988 product in your workplace as the transition deadline approaches, request a WHMIS 2015 SDS and label from your supplier. Confirm that the SDS and Label provided applies to your WHMIS 1988 product. Some suppliers are taking the opportunity to rename and/or reformulate their products.
5. Plan to completely use up any WHMIS 1988 product before the transition deadline.
6. Safely dispose of product that cannot be brought into compliance.

## WHMIS 2015 Resources

### Canada's National WHMIS Portal

[www.WHMIS.org](http://www.WHMIS.org)

### Health Canada WHMIS website

[www.whmis.gc.ca](http://www.whmis.gc.ca)

### CCOHS Resources:

#### WHMIS 2015 Fact Sheets

<http://www.ccohs.ca/topics/legislation/WHMIS/>

#### WHMIS 2015 for Workers eCourse

<http://www.ccohs.ca/distributors/manitoba/>

### SafeWork Manitoba Resources:

#### WHMIS 2015 Information for Employers

<https://www.safemanitoba.com/Resources/Pages/whmis-2015-information-employers.aspx>

#### WHMIS 2015 Information for Workers

<https://www.safemanitoba.com/Resources/Pages/whmis-2015-information-workers.aspx>

### Key Contacts / For More Information

Workplace Hazardous Materials Bureau (WHMB)  
of Health Canada (WHMIS Regulator)  
Phone: 1-855-407-2665

Email: [whmis\\_simdut@hc-sc.gc.ca](mailto:whmis_simdut@hc-sc.gc.ca)

Workplace Safety and Health, Manitoba's Enforcement Agency  
Phone: 1-855-957-7233

[www.gov.mb.ca/labour/safety](http://www.gov.mb.ca/labour/safety)

Canadian Centre for Occupational Health and Safety (CCOHS),  
Safety Infoline  
(Free bilingual inquiries service)  
Phone: 1-800-668-4284

Email: [inquiries@ccohs.ca](mailto:inquiries@ccohs.ca)