

WHMIS 2026

What Updates You Need to Know



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Table of Contents

What are the employer's duties?.....	3
WHMIS Labels	6
Hazard Classes and Categories	11
Pictograms	11
Concluding Statements	13
Appendix A: Key changes resulting from the amendments to the HPR	14
Appendix B: WHMIS Legislation across Canada	17

WHMIS stands for the **W**orkplace **H**azardous **M**aterials **I**nformation **S**ystem.

It is a comprehensive system for providing health and safety information on hazardous products intended for use, handling, or storage in Canadian workplaces.

Note: This document discusses the WHMIS requirements as regulated by federal legislation – the Hazardous Products Act and the Hazardous Products Regulations (HPR). This document reflects the changes introduced in December 2022 which are in force.

Note that WHMIS is also regulated in the workplace by the provinces, territories and federally regulated workplaces under their occupational health and safety legislation. While these jurisdictions based their WHMIS regulations on a common model, small variations between jurisdictions may exist.

WHMIS first became law in 1988 through a series of complementary federal, provincial and territorial legislation and regulations. The goal was to create a hazard communication standard that communicates important health and safety information about hazardous products employers and workers may be exposed to in their workplaces. This original system was identified as WHMIS 1988.

In recent years, WHMIS has aligned with the Globally Harmonized System of Classification and Labelling of Chemicals (GHS) - which is a worldwide hazard communication system that has many benefits. To align with GHS, the Hazardous Products Act (HPA) and Regulations (HPR) were published in the Canada Gazette, Part II on February 11, 2015. This WHMIS system was identified as WHMIS 2015. As of December 1, 2018, all manufacturers, importers, distributors, suppliers and employers transitioned to WHMIS 2015.

Updates to the HPA and HPR came into force on December 15, 2022, to align with the 7th revised edition and certain provisions of the 8th edition of the GHS. Suppliers were granted a 3-year transition period (until December 15, 2025) to bring product classifications, safety data sheets and labels into compliance with updated amendments. This updated WHMIS system is now identified as amended WHMIS and WHMIS 2015 is now referred to as former WHMIS. As further updates are expected over time, versions of the HPR will now be distinguished with the terms former and amended.

During the three-year transition period, parties could choose to comply with either the former HPR or the amended HPR, but not both. As of December 15, 2025, all parties must be compliant with the amended WHMIS. This means that suppliers and employers must use and follow the amended WHMIS requirements for labels and safety data sheets (SDSs) for hazardous products sold, distributed, or imported into Canada.

The Struggle to Gain the Right to Know

The WHMIS regulation was drafted in discussions among the members of a tri-partite committee composed of unions, employers and government representatives. It was the mass work refusals and advocacy of our members from Local 673, Local 112, and Local 1967 of the De Havilland, Woodbridge Foam, and MacDonnell Douglas Aerospace plants, who refused to work with hazardous chemicals without being provided information, education and training, which ensured the committee's work became law.

The most notable impacts of the transition from former WHMIS to the amended WHMIS are:

- Improved clarity and precision for certain provisions
- New information elements required on safety data sheets and labels
- Adoption of a new physical hazard class “Chemicals Under Pressure”
- A change in name of the physical hazard class “Flammable Aerosols” to “Aerosols”
- A new hazard category for non-flammable aerosols (Aerosols – Category 3)
- A split in the hazard category Flammable Gases – Category 1 into Categories 1A and 1B
 - Inclusion of Pyrophoric gases under Flammable gases – Category 1A instead of being its own hazard class.
 - Inclusion of Chemically Unstable Gases into the new Flammable gases – Category 1A
- For more key changes see Appendix A at the end of this document. As information changes, it is important to stay current about WHMIS requirements in each jurisdiction. Access useful resources and information, by checking the [WHMIS.org](https://www.whmis.org) portal regularly. [WHMIS.org](https://www.whmis.org) is provided through the collaboration of Health Canada, the regulatory jurisdictions across Canada, and the Canadian Centre for Occupational Health and Safety (CCOHS).



What are the employer's duties?

In Canadian workplaces where hazardous products are present the employer must:

Transition to amended WHMIS:

Employers must ensure they are compliant with updated WHMIS requirements and that their training programs reflect the new classifications, SDS formats, and label information that is mandatory.

Implement Worker Education and Training Program:

All Canadian jurisdictions require that employers develop, implement, and maintain a worker WHMIS education and training program. Employers are expected to consult with the joint health and safety committee (JHSC) when developing, implementing, or reviewing the education and training programs.

Employers are responsible for providing workers with the necessary training to understand any updated WHMIS information and how to use it to protect their health and safety. This includes both WHMIS Education and Workplace-specific training.

WHMIS Education should train workers on the principles of WHMIS, and the meaning of the information on labels and safety data sheets (SDSs). Generic WHMIS education can apply to any workplace.

Workplace-specific training should ensure workers know how to work safely with hazardous products they may encounter in their actual workplace, and safe methods specific to the work that workers will be performing in the workplace.

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?

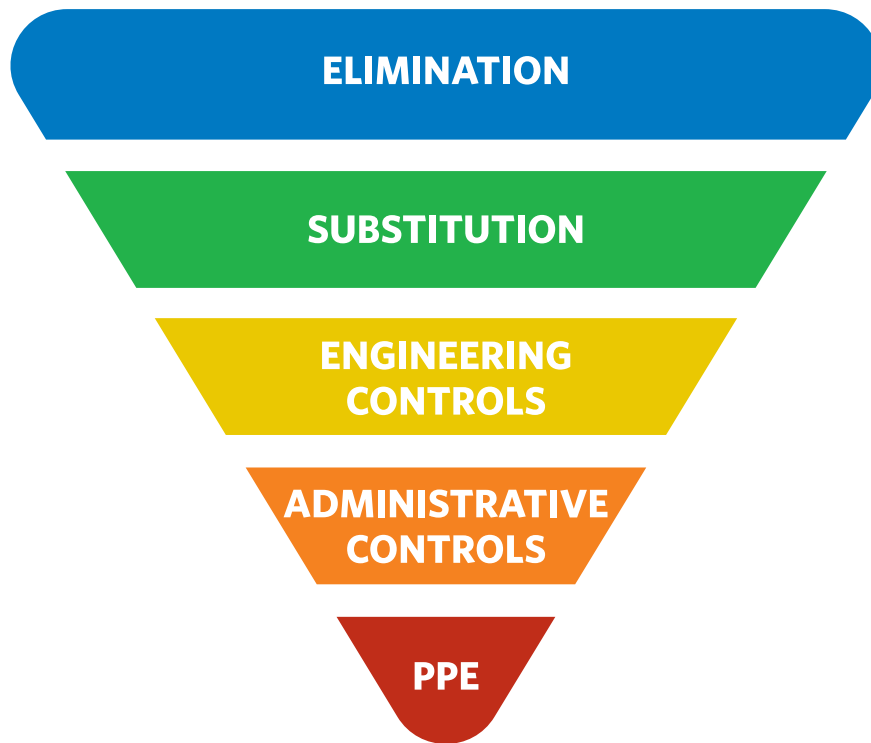
Implement a Control Program:

Employers must ensure that appropriate control measures are in place to protect the health and safety of workers. This includes conducting risk assessments and utilizing the hierarchy of controls to develop adequate controls that protect workers.

Any control program should cover the traditional routes of entry including inhalation (fumes and vapors), ingestion (accidentally eaten or swallowed), absorption (through clothes and skin), and injection (needles, slivers, pressurized air).

Hierarchy of Controls

Most effective



Least effective

The main way to control a hazard include:

1. **Elimination:** Removing the hazard from the workplace.
2. **Substitution:** Replacing or substituting the hazard with a less hazardous product (chemical hazards are the most common control by substitution).
3. **Engineering Controls:** Physical or mechanical systems or modifications to workplaces (equipment, ventilation systems, processes, etc.) that reduce the source of exposure by isolating workers from hazards at the source
4. **Administrative Controls:** Change the way the work is done, and/or develop work practices such as standards and operating procedures (with relevant training) and warnings (signs, backup alarms, computer messages).
5. **Personal Protective Equipment:** Equipment , clothing, and devices worn by workers to reduce exposure to a hazard (Respirators, Tyvek suits, Hearing protection, etc.).

NOTE - A legal limit such as an occupational exposure limit should never be viewed as a line between "safe" and "unsafe". The best approach is to always keep exposures or the risk of a hazard as low as possible or eliminated altogether.

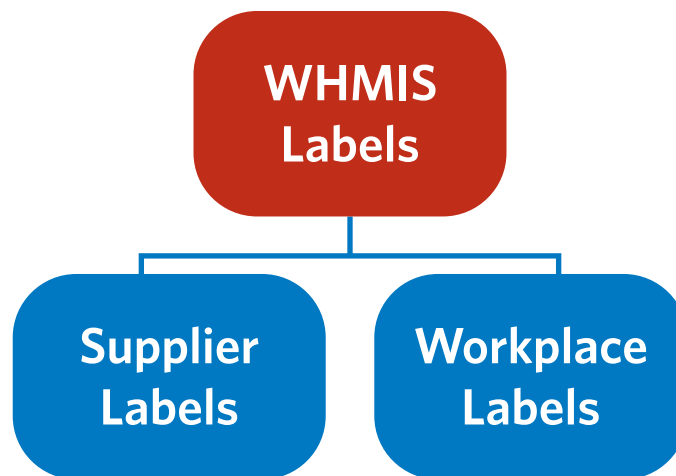
Compliance:

The employer has the general responsibility to ensure that hazardous products in their workplaces are properly labeled (supplier label or workplace labels) and that workers are provided ready access to up-to-date hazard information and SDSs. This may include employers preparing SDSs (e.g. if an employer manufactures a hazardous product that is used on-site).

WHMIS Labels

In Canada, WHMIS legislation requires that products used in the workplace that meet the criteria to be classified as hazardous products be labelled. Labels are the first visual alert to workers about any major hazards associated with a workplace product and outline the basic precautions or safety information that should be taken.

As with previous WHMIS legislation there are two main types of WHMIS Labels; Supplier and Workplace. Employers are responsible for making sure that hazardous products that come into the workplace are labelled and for preparing and applying a supplier or workplace label when appropriate.



What is a Supplier Label and what does it need to include?

A supplier label is a worker's first source of information about a product's hazards. It is usually affixed by the supplier of the hazardous product and should appear on all hazardous products received in a workplace. There is no set format for a supplier label however labels will generally require the following:

- Be in English and French. They may be bilingual (as one label) or be presented as two labels (on each in English and French),
- Product Identifier and initial supplier contact information,
- Hazard Pictogram (when required), Signal Word, and Hazard Statement grouped together,
- Precautionary Statements,
- Supplemental label information,
- Be clearly and prominently displayed on the container,
- Easy to read and durable,
- In contrast with other information on the product or container.

A label is required to be updated when the supplier becomes aware of any “significant new data”. If employers receive information about new significant data from a supplier, the employer must use this information to update all of the relevant supplier labels.

If the label is lost, damaged, or no longer readable, the product must be relabelled with a new supplier label or a workplace label.

If the hazardous product is always used in the container with the supplier label, no other label is required.

What is a Workplace Label and what does it need to include?

A workplace label is an important source of information about a product’s hazards. Workplace labels can be communicated in a manner that is appropriate to the workplace, including meeting language requirements. The workplace label is one that the employer produces and is only for use in the employer’s workplace. In general, a workplace label requires the following information:

- Product name,
- Safe handling precautions that may include hazard pictograms or other supplier label information,
- A reference to the SDS,
- Labels must be easy to read and durable.

Workplace label requirements fall under your regulated workplace jurisdiction however a workplace label is generally required when:

- a hazardous product is produced (made) at the workplace and used in that workplace,
- a hazardous product is decanted (e.g., transferred, emptied, poured) into another container, or
- a supplier label becomes missing or illegible.

WHMIS Labels

- 1 Product Identifier**
The product name exactly as it appears on the container and on the Safety Data Sheet (SDS).
- 2 Hazard Pictograms**
Hazard pictograms, determined by the hazard classification of the product. In some cases, no pictogram is required.
- 3 Signal Words**
“Danger” or “Warning” are used to emphasize hazards and indicate the severity of the hazard.
- 4 Hazard Statements**
Brief standardized statements of all the hazards based on the hazard classification of the product.
- 5 Precautionary Statements**
These statements describe recommended measures to minimize or prevent adverse effects from exposure to the product, including protective equipment and emergency measures.
- 6 Supplemental information (if required)**
May be required based on classification. This information must not contradict or detract from the standardized information.
- 7 Supplier Information**
The company which made, packaged, sold or imported the product, and is responsible for the label and SDS.
- 8 Safe Handling Procedures**
Precautionary statements, other supplier information, and may include pictograms.
- 9 Reference to SDS**
If available

**Requirements may vary – consult your local jurisdiction for their requirements.*

Supplier Label Must be provided in English and French

1 Product K1 / Produit K1



3 Danger | Danger

4 Fatal if swallowed. Causes skin irritation. | Mortel en cas d'ingestion. Provoque une irritation cutanée.

5 Precautions: Wear protective gloves. Wash hands thoroughly after handling. Do not eat, drink or smoke when using this product. Store locked up. Dispose of contents/containers in accordance with local regulations. IF ON SKIN: Wash with plenty of water, if skin irritation occurs, get medical advice or attention. Take off contaminated clothing and wash it before reuse. IF SWALLOWED: Immediately call POISON CENTRE or doctor. Rinse mouth. | Conseils: Porter des gants de protection. Se laver les mains soigneusement après manipulation. Ne pas manger, boire ou fumer en manipulant ce produit. Garder sous clef. Éliminer le contenu/récipient conformément aux règlements locaux en vigueur. EN CAS CONTACT AVEC LA PEAU: Laver abondamment à l'eau. En cas d'irritation cutanée: Demander un avis médical/ consulter un médecin. Enlever les vêtements contaminés et les laver avant réutilisation. EN CAS D'INGESTION : Appeler immédiatement un CENTRE ANTIPOISON ou un médecin. Rincer la bouche.

6 5% of the mixture consists of an ingredient or ingredients of unknown acute toxicity. | 5% du mélange consiste en ingrédients de toxicité aiguë inconnue.

7 Company XYZ, 123 Machin St, Maville, ON NON ONO (123) 456-7890 | Compagnie XYZ, 123 rue de Machin, Maville, ON NON ONO (123) 456-7890

Workplace Label

1 Product K1

8 Danger

Fatal if swallowed. Causes skin irritation. Wear protective gloves (neoprene). Wash hands thoroughly after handling. Do not eat, drink or smoke when using this product.

9 See SDS for more information.

1 Produit K1

8 Danger

Mortel en cas d'ingestion. Provoque une irritation cutanée. Porter des gants de protection (polychloroprène). Se laver les mains soigneusement après manipulation. Ne pas manger, boire ou fumer en manipulant ce produit.

9 Pour de plus amples renseignements, consulter la FDS.

What is a Safety Data Sheet (SDS) and what does it need to include?

If a product covered by the HPA meets the criteria to be classified in a hazard class or category as listed in the HPR, it is considered a hazardous product. Every product classified as a hazardous product under WHMIS that is intended for use, handling or storage in a workplace in Canada must have an SDS. (Products exempted from WHMIS are listed in Section 12 and Schedule 1 of the HPA).

SDSs are standardized summary documents that provide information about the hazards of a workplace product and advice about safety precautions. SDSs provide significantly more detailed hazard information about the product than a supplier or workplace label. This includes telling workers what the hazards of the product are, how to use the product safely, what to expect if the recommendations are not followed, how to recognize symptoms of exposure, and what to do if emergencies occur, etc. In addition to being an important resource for workers and workplaces, the SDS may also be used by JHSCs, health and safety representatives, and local unions to learn about the past and present hazards or exposures that have happened in workplaces they represent.

Employers are required to make sure that all hazardous products have an up-to-date SDS when they enter the workplace. The SDSs must be readily available to the workers who are exposed to the hazardous product, and to the JHSC. Furthermore, **any person working with hazardous products in the workplace should be familiar with the hazards before any use of the hazardous product.**

Although there are some exceptions, Schedule 1 within the HPR outlines the required 16 sections for any SDS in their specified order. SDSs have many different audiences, and these required sections ensure that anyone reviewing a SDS can quickly find the information that they need. The information on a SDS will be listed in the following specific sections:

1. Identification

- Name of product
- Name and address of supplier/manufacturer
- Recommended use
- Emergency telephone information

2. Hazard Identification

- Hazard classification
- Label elements, such as the signal word and hazard statement(s)

3. Composition/Information on ingredients

- Chemical name
- Common name and synonyms
- CAS number
- Concentration

4. First-aid measures

- First aid measures by route of exposure (Inhalation, Ingestion, Skin contact, Eye contact)
- Symptoms and effects (acute or delayed)
- Indication of special medical treatment or immediate medical attention

5. Fire-fighting measures

- Suitable and unsuitable extinguishing media
- Specific hazards arising from the hazardous product (e.g., hazardous combustion products)
- Special protective equipment and precautions for fire-fighters

6. Accidental release measures

- Personal precautions, protective equipment and emergency procedures
- Methods and materials for containment and cleaning up

7. Handling and storage

- Precautions for safe handling and storage

8. Exposure controls/Personal protection

- Occupational exposure guidelines (ACGIH etc.)
- Any required engineering controls
- Use of appropriate personal protective equipment (PPE)

9. Physical and chemical properties

- Appearance
- Odour
- Odour threshold
- pH; etc.

10. Stability and reactivity

- Reactivity
- Chemical stability
- Possibility of hazardous reactions
- Conditions to avoid (e.g., static discharge, shock, or vibration)
- Incompatible materials
- Hazardous decomposition product

11. Toxicological information

- Description of the various toxic effects and information on likely routes of exposure

12. Ecological information

- Ecotoxicity information and other information about potential adverse effects on the environment

13. Disposal considerations

- Information on safe handling for disposal and methods

14. Transport information

- UN Number
- UN shipping name
- Packing group
- Other TDG information

15. Regulatory information

- Safety, health and environmental regulations specific to the product

16. Other information

- Date of SDS revision and any other pertinent information

Hazard Classes and Categories

WHMIS divides hazardous products into two major hazard groups: physical hazards and health hazards.

Physical hazards group: based on the product's physical or chemical properties, such examples include but are not limited to flammability, asphyxiants, self reacting substances, combustible dusts, or corrosivity to metals.

Health hazards group: based on the ability of the product to cause a health effect, such examples include but are not limited to skin, eye, or respiratory irritation or damage, toxicity (including reproductive toxicity) and carcinogenicity (may cause cancer).

These two groups are further divided into hazard classes and categories. Each hazard class contains at least one category, which is assigned a number. Hazard classes are a way of grouping together products that have similar properties. Categories may also be called "types," which are assigned an alphabetical letter.

The category tells you how hazardous a product is:

- Category 1 is always the most hazardous class
- If Category 1 is further divided, Category 1A within the same hazard class will be more hazardous than Category 1B
- Category 2 within the same hazard class is more hazardous than Category 3, and so forth

Pictograms

Pictograms are graphic images that immediately show a worker using a hazardous product what type of hazard is present. With a quick glance, you can see, for example, that the product is flammable or that it might be a health hazard.

Most pictograms have a distinctive red "square set on one of its points" border. Inside this border is a symbol that represents the potential hazard (e.g., fire, health hazard, corrosive, etc.). Together, the symbol and the border are referred to as a pictogram. Pictograms are assigned to specific hazard classes or categories.

WHMIS Pictograms

Flame

Flammable
Self-Reactive
Pyrophoric
Self-Heating
In Contact with Water, Emits Flammable Gases
Organic Peroxide
Chemicals Under Pressure (flammable)

Skull and Crossbones

Acute Toxicity (fatal or toxic)

Biohazardous

Biohazardous Infectious Materials

Health Hazard

Carcinogenicity
Respiratory Sensitization
Specific Target Organ Toxicity
Germ Cell Mutagenicity
Aspiration Hazard

Flame over Circle

Oxidizer

Exploding Bomb

Explosive*
Self-Reactive (severe)
Organic Peroxide (severe)

Gas Cylinder

Gas Under Pressure
Chemicals Under Pressure

Corrosion

Serious Eye Damage
Skin Corrosion
Corrosive to Metals

Exclamation Mark

Irritation (skin or eyes)
Skin Sensitization
Acute Toxicity (harmful)
Specific Target Organ Toxicity (drowsiness or dizziness, or respiratory irritation)
Hazardous to the Ozone Layer*

Environment

Aquatic Toxicity*



Notes: No pictogram is assigned to some hazard classes e.g., Combustible Dusts and Simple Asphyxiants, and some less severe hazard categories. Chemicals Under Pressure, Categories 1 and 2, must be represented by both a flame and a gas cylinder pictogram.

*Not required by WHMIS, but may be used.

Concluding Statements

WHMIS updates ultimately benefit workers because they require more comprehensive health and safety information to be outlined on labels and safety data sheets (SDS), which will help ensure the proper controls are in place to protect workers.

Appendix A: Key changes resulting from the amendments to the HPR

Theme	Topic	WHMIS 2015 (Former)	WHMIS Amended
Adoption of new hazard classes and categories	Hazard classes	List of hazard classes found in Schedule 2 to the Hazardous Products Act prior to amendments	Adoption of a new physical hazard class, Chemicals Under Pressure, in Schedule 2 to the Hazardous Products Act
	Aerosols - New Name	Physical Hazard Class - Flammable Aerosols	Change of physical hazard class name From Flammable Aerosols to Aerosols
	Aerosols - New category	Flammable Aerosols hazard class includes 2 categories - Category 1 and Category 2	Adoption of a new category: Aerosols - Category 3 (non-flammable aerosol products)
Modification of classification criteria for certain hazard classes	Flammable Gases	Flammable Gases hazard class includes 2 categories - Category 1 and Category 2	Adoption of subcategories for Flammable Gases for Category 1 into Categories 1A and 1B
	Pyrophoric gases	Pyrophoric Gases is a distinct physical hazard class from Flammable Gases	Repeal of the Pyrophoric Gases hazard class as the adoption of new subcategories for Flammable Gases include these gases under a subcategory of Flammable Gases - Category 1A. with the inclusion of pyrophoric gases and chemically unstable gases in subcategory 1A

	Classification criteria for water-activated toxicants	For substances and mixtures that, as sold or imported, meet the criteria to be classified under Acute Toxicity (Inhalation) and are also water-activated toxicants, classification is based on which is the more severe hazard	For substances and mixtures that meet the criteria to be classified under Acute Toxicity (Inhalation) and are also water-activated toxicants, classification is based on the acute inhalation toxicity of the substance or mixture as sold or imported
	Health hazard classes that include both categories and subcategories	Some classification provisions provide criteria for the classification of mixtures in a category of the hazard class, but do not provide criteria for the classification of mixtures in a subcategory	Specification that mixtures may be classified in a subcategory when there are sufficient data available
	Classification criteria for Reproductive Toxicity – Category 2	These criteria refer to human or animal data that show adverse effects	Correction to criteria to specify that adverse effects observed in humans or animals must not be considered as a secondary non-specific consequence of other toxic effects
New information elements required on safety data sheets (SDSs) and/or labels	Hazard statement for Combustible Dust products	Hazard statement reads as follows: “May form combustible dust concentrations in air”	Amendment to provide a second option for the hazard statement: “May form explosible dust-air mixture”
	Schedule 1 to the HPR (Information Elements on SDSs)	Physical and chemical properties of hazardous products required to be disclosed on SDSs are listed in item 9 of Schedule 1	Amendment of item 9 of Schedule 1: Modification of information elements concerning physical and chemical properties of hazardous products

Modification of information to be disclosed on an SDS and/or label

Subsections 4.4.1(3) and 4.5(3) of the HPR

Prescribed concentration ranges are allowed on SDSs if the actual concentration or actual concentration range of a hazardous ingredient is withheld as a trade secret

Amendment to allow for the use of narrower concentration ranges that fall within one of the prescribed concentration ranges

Subsection 3(2) of Schedule 1 to the HPR (Information Elements on SDSs)

Ingredient disclosure requirements for mixtures are specified in this subsection of Schedule 1

Amendment to specify that all hazardous ingredients which are present in a mixture at concentrations above the relevant cut-off levels must be disclosed, regardless of whether the hazardous ingredient contributes to the classification of the mixture as a hazardous product

Subsections 5.7(9), 5.7(10) and 5.7 (11) of the HPR

Exemptions that may be applied in situations where hazardous products are sold to an employer who has filed a confidential business information claim are set out in these subsections

Specification that provisions under subsections 5.7(9) and (10) apply to both SDSs and labels and specification that the provision under subsection 5.7(11) addresses information elements other than the product identifier and initial supplier identifier

Other

Provisions concerning significant new data (section 5.12 of the HPR)

These provisions set out requirements for suppliers to provide, obtain or prepare a written document that includes the significant new data and the date on which they became available

Amendments to specify that, when a supplier is required to provide, obtain, or prepare a written document, it must include the changes to the SDS and/or label that are required as a result of the significant new data and the date on which the significant new data became available

A full breakdown of the changes and a comparison with WHMIS 2015 is available from Health Canada – you can access this by visiting <https://www.canada.ca/en/health-canada/services/environmental-workplace-health/occupational-health-safety/workplace-hazardous-materials-information-system/amendments-hazardous-products-regulations.html>

Appendix B: WHMIS Legislation across Canada

Below is a table for guidance purposes that lists the legislation and who enforces WHMIS for each jurisdiction across Canada. Always consult the legislation that applies in your situation and with your jurisdiction for complete information. See whmis.org for links to the specific legislation for your jurisdiction.

Jurisdiction	Legislation	Regulator
Canada	- Hazardous Products Act - Hazardous Products Regulations	Health Canada
Federal Workplaces	- Canada Labour Code, Part II - Canada Occupational Health and Safety Regulations (Part X, Division III)	Employment and Social Development Canada Labour Program
British Columbia	- Workers Compensation Act - Occupational Health and Safety Regulation (Sections 5.3 to 5.19)	WorkSafeBC
Alberta	- Occupational Health and Safety Act - Occupational Health and Safety Regulation - Occupational Health and Safety Code (Part 29)	Ministry of Jobs, Economy and Trade, Occupational health and safety division
Saskatchewan	- The Saskatchewan Employment Act (Part III, Division 7, sections 3-47 to 3-51) - The Occupational Health and Safety Regulations (Part 22)	WorkSafe Saskatchewan
Manitoba	- The Workplace Safety and Health Act - The Workplace Safety and Health Regulation (Part 35)	Manitoba Labour and Immigration, Workplace Safety and Health
Ontario	- Occupational Health and Safety Act - Regulation 860 Workplace Hazardous Materials Information System (WHMIS)	Ministry of Labour, Immigration, Training and Skills Development

Jurisdiction	Legislation	Regulator
Quebec	- Act Respecting Occupational Health and Safety (AROH) (R.S.Q., c. S-2.1) - Hazardous Products Information Regulation (S-2.1, r.8.1)	Commission des normes, de l'équité, de la santé et de la sécurité du travail (CNESST)
New Brunswick	- Occupational Health and Safety Act - Workplace Hazardous Materials Information System Regulation	WorkSafeNB
Nova Scotia	- Health and Safety Act - Workplace Health and Safety Regulations (Part 3)	Department of Labour, Skills and Immigration
Prince Edward Island	- Occupational Health and Safety Act - Workplace Hazardous Materials and Information System Regulations	Workers Compensation Board of PEI
Newfoundland and Labrador	- Occupational Health and Safety Act - WHMIS Regulations	Service NL, Occupational Health and Safety Division
Northwest Territories and Nunavut	- Safety Act - Occupational Health and Safety Regulations, (Part 22)	Workers' Safety & Compensation Commission (WSCC)
Yukon Territory	- Workers' Safety and Compensation Act - WHMIS Regulations	Workers Safety and Compensation Board



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