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Steven graduated from Queen's University in Chemical Engineering in 1972. He is certified by the American Board of Industrial Hygiene in Comprehensive Practices, as a CIH (Certified Industrial Hygienist). He has been employed since 1977 by the Ontario Ministry of Labour as an occupational hygiene consultant, and in the last 10 years as a district manager, overseeing a staff of 30 in the enforcement of the Employment Standards Act and the Occupational Health and Safety Act. Steven also lectures at Mohawk College on Occupational Hygiene, Air Sampling and Analysis.