



# Health | Safety | Environment



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## Health and Safety

### Unifor team takes part in Steps for Life Walk

On April 28th Team "Unifor National Canada" participated in the Toronto Steps for Life Walk with our largest team entry ever, and helped to raise a record-breaking \$69,000 for the Toronto area walk.

Threads of Life is currently providing support services to 2,800 family members who have been personally affected by a workplace tragedy. There are thousands more who would benefit from this support, if they knew it was available to them.

We also respectfully recognized April 28th as the National Day of Mourning for workers killed, injured or diagnosed with occupational disease.

It was great seeing so many locals represented. Members from Locals 584, 707, 1285 and 1459 joined participants from the Toronto National Office and Unifor Ontario Regional Council Chairperson/President of Local 112 Scott McIlmoyle.

Scott has issued a challenge to our other Unifor Regions to build a Steps for Life team for their area with as many Unifor members as possible.

An injury to one is an injury to all.

If you know someone struggling from a workplace tragedy or want more information please visit: [www.threadsoflife.ca](http://www.threadsoflife.ca)



### Heat Stress



With summer around the corner and potential soaring temperatures, heat stress can be a real threat to workers' health and well-being.

The average human body naturally maintains a temperature between 36°C and 38°C. Sweating cools our bodies down but if you work in a hot environment this might not be enough to provide relief from the heat.

"Working in hot conditions puts stress on our body's cooling system," said Sari Sairanen, Director Health, Safety and Environment. "High temperatures and humidity stress the body's ability to cool itself and heat illness becomes a special concern during hot weather."

The three major forms of heat illness are; heat cramps, heat exhaustion and heat stroke. A heat stroke can be a life threatening condition but it is one that is mitigated through engineering and administrative controls, including: the use of

insulating and reflecting barriers, air-conditioned rest areas and mechanical assistance to reduce the physical demands of work. Other mechanisms for preventing heat stress are increased frequency and length of breaks, training workers to recognize symptoms of heat stress and possibly scheduling hot jobs to cooler times of the day.

In advocating for these and other strategies to manage work in hot conditions, members, health and safety reps and the union can help to collectively negotiate more permanent solutions. Unifor has made several health and safety gains by negotiating solutions that range from isolating hot equipment to implementing mandatory cooling down periods and revising work schedules during heat waves.

In 2001, the heat stress related fatality of a member at Weston Bakeries led to an inspection of the workplace by the Ontario Labour Ministry. The inspection

resulted in the plant being shut down temporarily and heat stress education and training for workers was mandated. This came on the heels of workers expressing concerns about excess heat, lack of sufficient cool water and inadequate heat stress breaks.

"We need to ensure workers are aware of their right to refuse work, including work which can endanger them," said Vinay Sharma, National Representative for Health and Safety. "In addition to environmental and work scheduling controls, workers should have access to personal protective equipment, like water-cooled jackets and reflective clothing in high radiant heat situations as may be required."

**Unifor is currently working with the University of Ottawa to develop heat exposure limits to safeguard the health and well-being of older adults and those with common chronic disease such as type 2 diabetes and/or hypertension during rest and physical activity. We need older adults (50+) with and without type 2 diabetes and/or hypertension from the Ottawa area to participate in our study.**

**If you would like to volunteer, please email [vinay.sharma@unifor.org](mailto:vinay.sharma@unifor.org)**

For more information about heat stress and ways to address it, please review the following page and be sure to contact your local health and safety workplace representative.

## ***OCCUPATIONAL HEALTH & SAFETY ISSUES***

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### **HEAT STRESS**

#### **What is Heat Stress?**

Many Unifor members spend some part of their working lives or days in a hot environment. Workers in Unifor workplaces such as foundries, casting, steel mills, assembly, components, laundries, kitchen and construction projects and bakeries - just to name a few industries - often face hot conditions. Especially in the summer months, these conditions pose special hazards to their safety and health.

Working where it is hot puts stress on our body's cooling system. High temperatures and humidity stress the body's ability to cool itself and heat illness becomes a special concern during hot weather. There are three major forms of heat illness: heat cramps, heat exhaustion and heat stroke, with heat stroke being a life threatening condition.

There are four environmental factors that affect the amount of stress a worker faces in a hot work environment: temperature, humidity, radiant heat (such as from the sun or a furnace) and air velocity. Important to the level of stress the individual faces are personal characteristics such as age, weight, fitness, medical condition and acclimatization to the heat.

#### **How our bodies cope with heat**

The body reacts to high external temperatures by circulating blood to the skin which increases skin temperature and allows the body to give off its excess heat through the skin. However, if the muscles are being used for physical labour, less blood is available to flow to the skin and release the heat.

Sweating is another means the body uses to maintain a stable internal body temperature in the face of heat. However, sweating is effective only if the humidity level is low enough to permit evaporation and if the fluids and salt lost are adequately replaced. Workers over 40 should be more careful because of a reduced ability to sweat. But if the body cannot dispose of excess heat, it will store it. When this happens, the body's core temperature rises and the heart rate increases. As the body continues to store heat, the individual begins to lose concentration and has difficulty focussing on a task, may become irritable or sick and often loses the desire to drink. The next stage is often fainting and ultimately death is possible if the person is not removed from the source of heat stress.

#### **Heat Stress hazards and their signs and symptoms**

**Heat Rash**, also known as prickly heat, may occur in a hot and humid environment when sweat is not easily removed from the surface of the skin by evaporation. When extensive or complicated by infection, heat rash can be so uncomfortable that it inhibits sleep and impedes a worker's performance or even results in temporary or total disability. It can be prevented by resting in a cool place and allowing skin to dry.

**Heat Cramps** are painful spasms of the muscles, are caused when a worker drinks large quantities of water but fail to replace their body's salt loss. Tired muscles - those used for performing the work - are usually the

ones susceptible to cramps. Cramps may occur during or after working hours and may be relieved by taking liquids by mouth or saline solutions intravenously for quicker relief, if medically determined to be required.

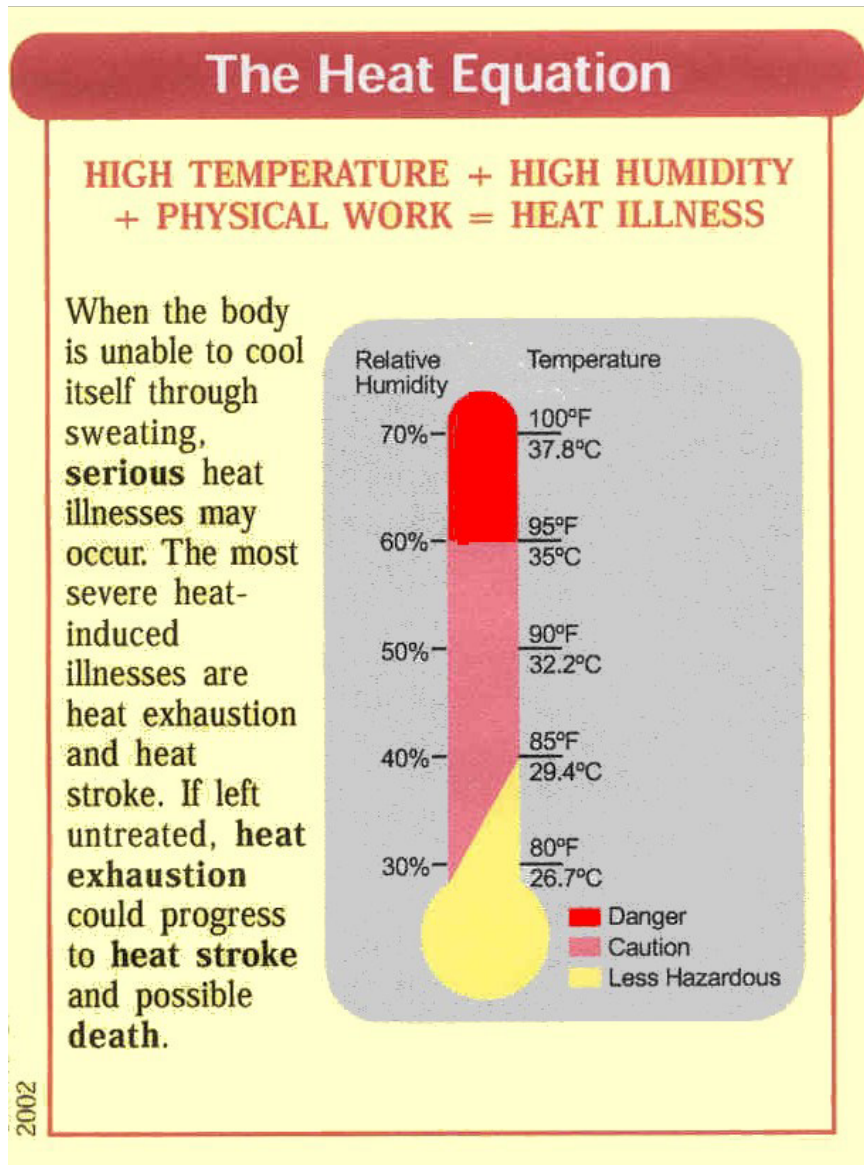
**Heat Exhaustion** results from the loss of fluid through sweating when a worker has not replaced enough fluids by drinking or taken in enough salt or both. The worker with heat exhaustion still sweats but experiences extreme weakness, fatigue, giddiness, nausea or headache. The skin is clammy and moist, the complexion may be pale or flushed and the body temperature is normal or slightly higher. Treatment is usually simple. The victim should rest in a cool place and drink an electrolyte solution (a beverage used by athletes to quickly restore potassium, calcium and magnesium salts). Severe cases involving victims who vomit or lose consciousness may require longer treatment under medical supervision.

**Heat Fatigue** resulting from prolonged heat exposure, causes a decline in coordination, alertness, and performance. With so much blood going to the periphery of the body, less is available for muscles. Strength drops and fatigue kicks in sooner than otherwise. Accidents are more likely to happen. For example, accident rates for heavy machine operators double when they work in hot environments.

**Fainting** or heat syncope may be a problem for the worker unacclimatized to a hot environment by standing still in heat. Victims usually recover quickly after a brief period of lying down. Moving around, rather than standing still, will usually reduce the possibility of fainting.

**Heat Stroke**, the most serious health problem for workers in hot environment, is caused by the failure of the body's internal mechanism to regulate its core temperature. Sweating stops and the body can no longer rid itself of excess heat. Signs and symptoms include:

- mental confusion, delirium, loss of consciousness, convulsions or coma.
- a body temperature of 41 degrees Celsius (106° F) or higher.
- hot dry skin which may be red, mottled or bluish. **Victims of heat stroke will die unless treated promptly.** While awaiting for medical help, the victim must be removed to a cool area and his or her clothing soaked with cool water. He or she should be fanned vigorously to increase cooling. Prompt first aid can prevent permanent injury to the brain and other vital organs.



## Susceptibility to other toxins

Heat stress can aggravate the effect of other toxins. Dehydration and loss of minerals through sweat decreases the body's ability to detoxify chemicals. Because the circulatory system is under strain other hazards increase. Carbon monoxide, which reduces oxygen supply to the tissues, is of particular concern. Because of this, standards for other substances should be adjusted downward for the workers in hot environment.

## Inspection of the workplace

An inspection of the workplace can help determine in advance if heat is likely to be a hazard. The union and the Joint Health and Safety Committee should recommend employers reduce heat stress in the following ways:

### Engineering Controls

- Control the heat at the source through the use of insulating and reflective barriers (insulate furnace walls).
- Exhaust hot air and steam produced by specific operations.
- Reduce the temperature and humidity through air cooling
- Provide air-conditioned rest areas.
- Increase air movement if temperatures is less than 35° C (fans).
- Reduce physical demands of work task through mechanical assistance (hoists, lift-tables, etc.).

### Administrative Controls

- Assess the demands of all jobs and ensure monitoring and control strategies are in place for hot days.
- Increase the frequency and length of rest breaks.
- Use the ACGIH TLVs for work-rest regimes, classifying all jobs as "heavy".
- Schedule hot jobs to cooler times of the day.
- Provide cool drinking water near workers and remind them to drink a cup every 20 minutes or so.
- Assign additional workers or slow down work pace.
- Train workers to recognize the signs and symptoms of heat stress and start a "Buddy System" since people are not likely to notice their own symptoms.
- Pregnant workers and workers with a medical condition should discuss working in the heat with their doctor.

### Personal Protective Equipment

- Light summer clothing should be worn to allow free air movement and sweat evaporation.
- In a high radiant heat situation reflective clothing may help.
- For very hot environments, air, water or ice-cooled insulated clothing should be considered.
- Vapour barrier clothing, such as acid suits, greatly increases the amount of heat stress on the body, and extra caution is necessary.

## Union strategies for beating the heat

- More work slowdowns, walkouts, and similar job actions occur over heat problems than any other workplace hazard. Many of these are effective in producing workplace change.
- As a union we should collectively negotiate more permanent solutions to heat stress. Unifor Locals should negotiate the ACGIH (American Conference of Government Industrial Hygienists) schedule on heat stress and ensure that all work be classified as “HEAVY”.
- We need revised work schedules during heat waves. Increasing breaks and reducing exposure should be the number one administrative control of heat hazards. Heavier work can be done during cooler times. Overtime should be reduced during heat waves and people should work at a slower work pace during hot weather.
- Cool down periods should be implemented in addition to workplace breaks.
- Ensure that all workers know that they have the right to refuse work which is likely to endanger them. If it is too hot to work safely, don’t work.
- “Cool Jackets” should be made available to those workers, at the expense of the employer, where engineering controls are not practicable (e.g. foundry, casting, smelting etc.).
- Cool rest areas are needed near the work area for breaks.
- Isolation or insulation of hot equipment is needed as is shielding between workers and heat sources.
- Cool drinking water should be supplied near the work area, up to 2 gallons per worker per day. Some workplaces offer popsicles as refreshment. While popsicles are refreshing and help to boost morale, they do almost nothing to replenish the water that the body has lost.

Heat stress level	Practical example of [Temperature ; Relative Humidity]	Exposure duration	Milk loss under heat stress [kg/h ; kg/cow/day]
Stress Threshold THI [68-71]	[22°C (72°F) ; 50%]	4 hrs/day	[-0.283kg/h ; -1.1kg/cow/day]
Mild-Moderate Stress THI [72-79]	[25°C (77°F) ; 50%]	9 hrs/day	[-0.303kg/h ; -2.7kg/cow/day]
Moderate-Severe Stress THI [80-89]	[30°C (86°F) ; 75%]	12 hrs/day	[-0.322kg/h ; -3.9kg/cow/day]
Severe Stress THI [90-99]	[34°C (93°F) ; 85%]		Not measured

*Ihcope343  
December 2013*



## SUN SAFETY AT WORK



### Sun exposure at work increases risk of skin cancer



Sun exposure is a serious occupational hazard.

Exposure to ultraviolet radiation from the sun via skin or eyes can cause a number of health effects, including:

- Skin cancer
- Sunburn
- Skin damage
- Cataracts
- Eye lesions and cancer

#### Sun exposure is the leading cause of skin cancer.

About 1 in 3 new cancer cases in Canada are skin cancer.<sup>1</sup>

It is the most common type of cancer in the country.<sup>1</sup>

Skin cancer and other sun-related health effects are largely preventable by limiting exposure to sunlight.



**82,600**

People in Canada were diagnosed with skin cancer in 2014

Approximately 1.5 million Canadians are exposed to sun at work.<sup>2</sup>



Outdoor workers have higher sun exposure during work and leisure time than indoor workers.<sup>3</sup>



About 67% of outdoor workers in Canada spend 2 or more working hours in the sun daily.<sup>4</sup>



The largest industrial groups exposed to sun in Canada are construction, farming, and building care and maintenance.<sup>2</sup>



**Outdoor workers have a 2.5 to 3.5 times greater risk of skin cancer than indoor workers.<sup>5</sup>**



As many as 7,000 skin cancers were attributed to occupational exposure to the sun in 2014.<sup>6,7</sup>

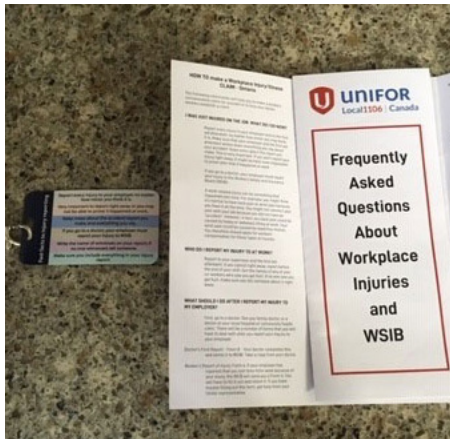


For more information on prevention, please contact [sunsafetyatwork@ryerson.ca](mailto:sunsafetyatwork@ryerson.ca).

References: 1. Canadian Cancer Society, 2014. 2. CAREX Canada, 2014. 3. Godar D, 2005. 4. Marrett L, et al., 2010. 5. Radespiel-Tröger M, et al., 2008. 6. Steenland K, et al, 2003. 7. Nurminen M & Karjalainen A, 2001. Images courtesy of Queensland Health 2014 and Lakshman Nadaraja.



## Thinking outside the box with safety



I have been a safety rep and co-chair on our JHSC for 28 years, and I am always amazed at what new and innovative steps we take towards a safer workplace. With monthly meetings we review the injury reports and look at the “who, what, where and how’s”, to get to the root cause of an injury, but sometimes it requires that extra step.

At local 1106 in Kitchener, our union committee met with our national rep, Dave Reston and our local president, Ruth Pryce to discuss workplace injuries. Two of the concerns discussed were: WSIB claims that are denied and union reps not having enough information to investigate an injury properly.

The problem we were encountering was that we do not have enough information from the injury reports to investigate the severity of the accident. When we investigated the injury with the employee we were made aware of information that was not captured on the injury report.

Upon further investigation, the injury was more significant than what was recorded. We determined that our members needed more education on how to report injuries. It is very hard to educate everyone on the

importance of proper reporting in a large local. We needed guidelines for reporting injuries to be at the finger tips of the injured worker, so that injuries are reported properly.

At the time of an injury, it can be very overwhelming. The employee may be stressed, or in pain and it is hard to remember all of the important facts that must go along with an injury report, especially to validate a claim to WSIB.

It was during these discussions that we came up with the idea of developing “Fast facts to injury reporting” and a pamphlet on, “Frequently asked questions about workplace injuries and WSIB.” Ruth Pryce, our local president, asked me to work in conjunction with Vinay Sharma, Unifor National Rep for Health and Safety, to develop a lanyard card to put onto our name badges as well as a pamphlet to hand out to our members when we present this card.

Have you ever wondered why a WSIB claim does not get approved?

There are various reasons why a claim is denied: lack of information reported; timelines that are not met; not reporting your injury while at work; not seeking medical attention, and many other reasons. We hope that these pamphlets answer many questions about workplace injuries and WSIB claims and that the “Fast facts to reporting” lanyard card will help our members through the unpleasant experience of being injured at work.

Local 1106 had all of these lanyard cards and pamphlets ready to distribute on Tuesday, March 19th to our members with hopes that it will inform our members about the importance of injury reporting and how to make a workplace injury/illness claim.

- Patricia Leslie, Local 1106



Patricia Leslie, L1106, Dave Eales, L1106, Ruth Pryce, L1106 President





## Bottom Line Conference Report April 2019 - Vancouver B.C.

### “Big Challenges, Big Changes”

March 11 - 12 marked the 16th anniversary of the Bottom Line Conference in B.C. This, like the few others that I have attended, was outstanding. The lineup of speakers and the workshops available gave the participants a very in-depth understanding about mental health issues in and out of the workplace.

The Canadian Mental Health Association (CMHA), which has hosted this event since its conception, has made the awareness of mental health issues in the workplace more understandable and has helped to remove the stigma attached to mental health issues.

As we move forward and awareness increases, a support framework can be used to guide us. The acronym for the framework is O.A.R.S.:

**O - observe - changes in behavior, length present + document**

**A - ask + actively Listen - discuss concerns in terms of behaviour, its impact + needs**

**R - refer - to resources in the workplace and /or community**

**S - support - continue to communicate and encourage; find agreement + set healthy objectives**



O.A.R.S. can be used to support a colleague facing mental health issues in the workplace. The group watched a short video clip from Everyone Loves Raymond, which can be found at <http://tiny.cc/618jyy>. Another short video on active and creative listening is at <http://tiny.ccct28jyy>.

I was quite surprised to hear that 80% of addictions are among employed workers according to Dr. Evan Wood who is the Executive Director, B.C. Center on Substance Use. These numbers indicate that more support is needed in the recovery process.

It was great news to hear that the B.C. Provincial Government has implemented a Minister of Mental Health and Addictions to help with this problem. The Honorable Judy Darcy was appointed to that role and she reported that a number of

centers dedicated to mental health recovery are to be opened up around B.C. with some in operation already.

These are one-stop front line centres and now adds to the commitment in assisting those with mental health issues. Judging from the applause from the participants, this news was well-received.

In closing, I would like to thank the National HSE Department for giving me the opportunity to attend this outstanding event and I encourage others to go to the CMHA website to review the presentation info from the workshops and guest speakers.

It's our activism, and participation that will drive the support needed for individuals dealing with mental health issues, and to help save a person before they take their own life.

- Gord McGrath, L114 President, Chair BC HSE Standing Committee





## Mental Health a priority for Canada's largest private sector Union

Unifor, with over 315,000 members in every major sector of the economy, has been a very active advocate for mental health.

Each one of us has been touched in some way by mental health either directly, or through a family member, friend or a colleague. Current statistics indicate that 1 in 5 Canadians will, in their lifetime, experience a mental health problem or illness. This major social concern spares no one.

As Canadians and Unionists, we have come a very long way in advocating for those in need, yet the stigma is very much real, alive and well in the mind of the sufferer, even in 2019. Sadly, there is still the sense that by speaking up, we will be judged by those around us. This alone is one of the greatest barriers to live a complete and satisfying life.

At Unifor, we have always advocated strongly for the need to openly speak up and to listen up on mental health in our workplaces, but we also recognize that there is much work to be done. Clearly we are, as always, up for this challenge. At Unifor, we continually strive to place mental health at the forefront by utilizing all social media outlets including the national website.

Here are some quick facts that may astound you:

- Approximately 8% of adults will experience major depression at some time in their lives.
- About 1% of Canadians will experience bipolar disorder.

- By age 40, about 50% of the population will have or have had a mental illness.
- Schizophrenia affects 1% of the Canadian population.
- Anxiety disorders affect 5% of the household population, causing mild to severe impairment.
- Suicide accounts for 24% of all deaths among 15-24 year olds and 16% among 25-44 year olds.
- Suicide is one of the leading causes of death in both men and women from adolescence to middle age.
- The mortality rate due to suicide among men is four times the rate among women.

What you can do to help: [Become a Unifor Mental Health Advocate](#)

Visit the Unifor National website at: <https://unifor.org/en/whats-new/news/lets-talk-mental-health-how-can-we-support-one-another>

Enroll and participate to help others. Take the course.

<https://www.mhfa.ca/>

Start your own local union initiatives.

Start your own personal and local union campaign of advocacy by incorporating Mental health on all your Social media pages and website.

Speak up, Listen up every day for Mental health.

- Brian Lowery, L1996-O ORC HSE Standing Committee

**Listen Up<sup>®</sup>**  
**Mission Statement**

In Canada, 1 in 5 Canadians experience Mental Health or Addiction problems. As a matter of fact, by the time a person reaches the age of 40, 1 in 2 persons have or have had Mental Health issues.

Listen up<sup>®</sup> is a program dedicated to the recognition of these facts and ongoing intervention and support of those in a time of need.

Started in 2017, by Unifor Local 1996-O, Listen up, is committed to ensuring ongoing volunteer training to adequately deal with this growing concern and to compassionately and confidentially break down the perceived barriers and stigma associated with Mental Health both in and outside of our telco workplaces.

Listen up believes that a healthy telco workforce is a productive workforce. We will continue to be strong advocates and a positive social example in the ongoing task of ensuring that the Dialogue on Stress and work life balance is continuous, constructive and transparent.

Brian Lowery  
Organizer "Listen Up"  
Unifor Local 1996-O  
Health and Safety and Environmental  
Unifor Ontario Regional Council



## Health and Safety

# Mental Health a priority for Canada's largest private sector Union

At Unifor, together, we can make the difference!





# Dismantling of Certification Training for Health and Safety Committees in Ontario

The announcement made in January 2019 stated that the Ministry of Labour (MOL) was amending the Joint Health and Safety Committees (JHSC) Training Standard to reduce the burden on employers and saving employers approximately 5 million dollars a year. (Approximately 15,000 members are certified every year in Ontario.)

The Ministry of Labour's role is to set, communicate and enforce workplace health and safety legislation and regulations, and develop, coordinate and implement strategies to prevent workplace injuries and illnesses! Its role is not to dismantle health and safety training that enhances worker safety.

### Shame on the MOL!

I have always been proud to say that Ontario has had the best certification training for health and safety committees/representatives than any other province. Now we are going to take a step backward.

Minister Laurie Scott states the changes mean 50,000 Ontario workplaces no longer need to send workers for a five-day classroom course. By cutting red tape, Minister Scott says she's providing flexibility by making online courses fully available to Ontario businesses, reducing the time needed to take the first part of the certification course.

Spending up to five days on part one of the certification was a major cost to Ontario employers. Minister Scott is reducing red tape for employers, but creating barriers for workers.

The changes include:

- promoting flexibility by allowing training to take place solely online for the first part of the learning, in addition to classroom, blended and distance learning
- simplifying the requirements by removing complicated rules and red tape
- extending the time to complete the second part of training to within a year of completing the first part, providing more time for employers to schedule training

### Requirement of the Law

Organizations with more than 20 employees are required to have a Joint Health and Safety Committee (JHSC). Without proper training, some committees may not perform their required duties as they should be. Whether it's being uninformed about their responsibilities or not being allowed by their employer to take the initiative to promote a better working environment, an ineffective JHSC can contribute to an unsafe workplace.

### Statistics and Beyond

Close to 1,000 Canadians die each year because of their jobs, according to official numbers from Canada's workers' compensation agencies. But a new study says that figure is only the tip of the iceberg when it comes to the true extent of work-related deaths across the country.

### Non-reporting and Under-reported Fatalities

Depending on the province, between 70 and 98 per cent of the workforce is covered by a workers' compensation system. But that means there are more than two million workers in Canada whose deaths would escape official statistics.

Excluded occupations could include the self-employed, domestic helpers, banking employees and farmers, among others.

What these numbers don't show is just how many people are directly affected by these workplace tragedies. Each worker death impacts the loved ones, families, friends and coworkers they leave behind, changing all of their lives forever.

### Why We Need to Bargain

Unifor members need to bargain strong health and safety language in their collective agreements.

Unifor has lobbied hard for good health and safety laws to protect our members. But using government laws and enforcement is not enough.

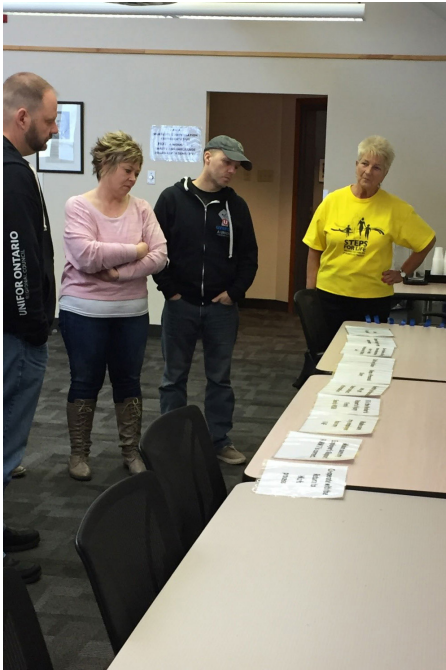
We need additional tools to help us in our fight with employers to make our workplaces safer. One of those tools is our collective agreement. We need to use our collective bargaining powers to ensure our members receive qualified certification training.

- Kelly Bondy, Unifor Education Department



# Worker's Compensation

## NEW Unifor 40 Hour Ontario Compensation Course launched



Sister Shirley Egan (Local 444) Compensation Representative - delivering the program to the participants in March 2019 at the Unifor Port Elgin Education Centre.

Unifor has launched the New 40 hour Compensation Course for Ontario Workers (from a worker's perspective) in Port Elgin. The new course is designed to replace the OFL Level One & Level Two program that was previously delivered at the centre.

Workers' Compensation in Canada had its beginnings in Ontario. Benefits to workers began in 1914 in exchange for their forfeiture of rights to sue their employer for negligence. There were five basic cornerstones to the original workers' compensation laws:

1. No-fault Compensation - Workplace injuries are compensated regardless of fault.
2. Collective Liability -The cost of the compensation system is shared by employers.

3. Security of Payment - A fund established to guarantee that compensation monies will be available.
4. Exclusive Jurisdiction - All compensation claims are directed solely to the compensation board. The board is the decision maker.
5. Independent Board - The board is financially independent of government or any other special interest group.

The new course gives participants the tools and hands on experience needed to represent members when dealing with the compensation system. Participants learn about the history and evolution of workers' compensation. Prior to workers' compensation legislation, workplace accidents were dealt with entirely under the common law. In practice, this meant that workers could sue employers with a slight probability of success only if they could establish employer negligence.

Throughout the course, the Workplace Safety and Insurance Act (WSIA) is discussed to give a clear understanding of what is mandatory under the compensation system. There is detailed discussion regarding the legal definition of accident as well as understanding what injuries/diseases

are considered work-related. Participants actively utilize and learn how to properly complete all applicable forms required by the legislation. The Compensation Board's legal tests that are applied in decision-making are examined, and the Board's Policies and administrative documents are explored. It is important that advocates talk the "Board's Compensationese".

At the end of the week, participants have a clear understanding of the statutory obligations of both workers (and employers) mandated by the WSIA.

For members interested in understanding and navigating through the compensation system - this course is a must! Sign up! Whether you're a worker, a compensation advocate/compensation representative or in another leadership role, this is a course for you!



Thank you to all the participants, Shirley Egan - Local 444 and Monia Koscieljew -Local 1285 (DL's) for all the hard work you have done.



## Worker's Compensation

### A Message from the Ontario Regional Council Compensation Committee

We would like to take this opportunity to introduce the Ontario Regional Council (ORC) Compensation Committee to you, our Unifor members. The Committee is comprised of Sister Kathleen Brooks, President Local 8300. Ashok Venkatarangam, Vice President GLR Local 100 and John Harte, Financial Secretary Local 252.

This Committee was initiated at the ORC in December 2017, and immediately drafted its agenda as one to educate our members on how to develop best practices in order to ensure that the WSIB upholds the Meredith principles, to identify the gaps in service to our members injured on the job and to mitigate the issues affecting our members suffering from workplace injuries and diseases.

We drafted a resolution that was passed at the 2018 ORC directing all Ontario locals to select, appoint or elect a designated member to assist their members with their WSIB claims, appeals and early, safe return to work. We also drafted a survey to identify the members currently representing their membership with WSIB claims and appeals and their experience and education. This survey will assist us in advocating for representatives to acquire the training and best practices necessary to carry out the tasks associated with their position.

In addition, we are currently engaged with a broad-based coalition of worker community stakeholders, including unions across the province, private bar lawyers, legal aid clinics and the Office of the Worker Adviser

to address the issues facing injured workers and to better influence the WSIB mandate moving forward. We are also engaged with the Injured Workers Group of Ontario (INWGO) in their Workers Comp is a Right Campaign and a range of other issues facing injured workers.

This year we will be presenting a number of guest speakers and workshops at the upcoming Health and Safety/Workers Comp Conference in October at the Port Elgin Education Centre. It is vital that all interested members attend this Conference in order to attain knowledge of WSIB issues affecting injured workers and share ideas on how to better serve our members injured at work.



Ashok Venkatarangam, Vice President GLR Local 100, John Harte, Financial Secretary Local 252, Kathleen Brooks, President Local 8300

## What is the Deal with the Green New Deal?

There has been a lot of discussion recently about the “Green New Deal” so what is it all about and what is labour’s perspective?

The “Deal” takes its title from the historic “New Deal” introduced in the 1930’s by U.S. President Franklin Roosevelt and helped lift the country from the Great Depression through investment in massive public works projects, employment programs and financial controls.

The “Green New Deal” being presented now has been introduced in the States by some U.S. Democrats including highly profiled New York Democrat Congresswoman Alexandria Ocasio-Cortez (AOC) and calls for a shift in jobs and the economy from fossil fuels to renewable energy and infrastructure.

As the idea moved swiftly across the border to Canada and was endorsed by environmental non- government organizations, unions called for more consultation with a deeper investigation into how workers might be impacted.

The Unifor National Health, Safety Environment Department has been actively engaged in discussions to ensure a “Just Transition” process is a key part to any Canadian version of a Green New Deal.

Through initial discussions with partner organizations like Blue Green Canada and the Green Economy Network we clearly stated that the beginning conversations about a Green New Deal for Canada must be led from the ground up with a focus on “Just Transition.”

We have mutually agreed that all politicians and political parties must respond to the demands of the people with a Green New Deal that rests on two fundamental principles:

1. It must meet the demands of Indigenous communities and cut Canada’s emissions in half in 11 years.
2. It must leave no worker behind to build a better present and future for all of us. That means ensuring that solutions are universal and far reaching. It means, as we transform our systems of transit, energy, housing, food and agriculture, and public services, that we’re creating dignified work that can support families. It means no newcomers are exploited because their status is precarious, and no resource workers are asked to sacrifice hard-won wages and benefits as they work in new industries. It means making all our communities healthier.

It means reconnecting and feeling safe again. It means all of society heeding the call from young people, and coming together with a plan to sustain this generation and the seven generations that come after it. A Green New Deal must lift us all, together.

We recognize the momentum and enthusiasm this Green New Deal is bringing to today’s youth and we want to encourage that activism and energy. We want to have labour specific engagement - whether in the form of organizing labour targeted town hall meetings to develop goals that will move workers forward in the most positive way. Stay tuned.

- Ken Bondy, National Representative



## Upcoming Events:

Constitutional Convention	August 19-23, 2019
Just Transition Conference	September 22-24, 2019
Ontario Workers' Compensation Conference	October 4-6, 2019
B.C. Regional Council	November 21-24, 2019
Ontario Regional Council	December 6-7, 2019



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