



HEALTH, SAFETY & ENVIRONMENT NEWSLETTER

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National Day of Mourning 2015

This year Unifor members across Canada payed tribute to the working women and men in Canada that continue to be forced to work in unsafe conditions.

At Unifor Prairie Regional Council we paused to "mourn the dead and fight for the living". The delegates remembered the Unifor members who died on the job since the founding Convention of Unifor:

Jerry Cooper, L707-A, Jan 19, 2014

Shane Daye, L707-A, Apr 20, 2014

Lorna Weafer, L707-A, May 7, 2014

Pleman Stickland, FFAW, June 20 2014

Jim Larmer, Council 4000, Sept 10, 2014

John Campeau, L324, Jan 6, 2015



L-R Brent Charron, Joie Warnock, Sari Sairanen, Ken Bondy

We also recognized the moral death that all Canadian workers have suffered as a result of the attacks on trade union rights from the Harper government and we recommitted to our fight for safe and healthy workplaces and to defeat the unjust policies of the Conservative government.



Jerry Dias, National President and Sari Sairanen, National Health and Safety Director

Injured Workers' Day – June 1st

By: Alec Farquhar, Director, Office of the Worker Adviser, Toronto

June 1 is recognized as Injured Workers' Day in Ontario and now is being promoted in some other provinces.

The date was chosen in 1984 to mark a seminal moment in the history of the injured worker movement in Ontario – June 1, 1983. On that day, a Standing Committee of the Legislature had invited injured workers to attend and present their views on proposals for fundamental revisions to the workers' compensation legislation. The focus was on whether to continue the permanent pension and supplement system or move to a wage loss system. Around 3000 workers responded to the invitation.

I vividly remember arriving at the McDonald Block on Wellesley Street the morning of June 1 to find the room full, and crowds of workers in the hallways and spilling right out onto the sidewalk. The Standing Committee was understandably nervous about the situation and attempted to cancel the meeting. The workers would not stand for this and the call went out to move the whole event to Queen's Park. I was one of several legal clinic representatives who played a role helping explain in various languages what was going on, and then getting the workers out of the room and on their way to the Legislature.



June 1, 2015 Queens Park, Toronto, Ontario

The Committee agreed to our request and set up probably the one and only legislative hearing in Ontario history held on the steps of the Legislature Building.

It was a bright sunny day. The large crowd stood patiently for hours as injured workers presented their concerns about the reform proposals. On several occasions, the Standing Committee tried to call a halt to things – but on each occasion, the workers held firm and in an orderly and peaceful fashion, the submissions went forward.

I will remember that day for the rest of my life, for several reasons. First and foremost, because the people most affected by the reform proposals took history in their own hands that day. Second, the sense of collective power and purpose, and determination, which put injured workers firmly onto Ontario's political agenda for many years to come. And third, because our efforts led to positive outcomes: Bill 101, which in hindsight represented the high water mark of workers' compensation law reform in Ontario – including the establishment of the Workers' Compensation Appeals Tribunal, Industrial Disease Standards Panel (later the Occupational Disease Standards Panel), OEA and OWA. A companion piece, passed shortly afterwards, brought full cost of living indexing for all injured workers and survivors.

Injured Workers' Day



Many of the workers who were present on June 1, 1983 have passed on, although a few continue to come every year. They left a precious legacy and a responsibility for all of us to re-commit to the rule of law and the winning of justice for injured workers.

Unifor Procedures for Reporting Critical Injuries or Fatalities in the Workplace

If a person, whether a worker/ Unifor member or not, has been critically injured or killed at the workplace, the employer and the constructor, if any, must immediately notify the government occupational health and safety office, the joint health and safety committee (or health and safety representative) and the union.

The Unifor National office requests that you notify the National Health and Safety Department within 24 hours of the occurrence giving the name of the person or persons injured or killed, the circumstances of the occurrence and any other relevant information.

Unifor describes a critical injury as any injury of a serious nature that:

- (a) places life in jeopardy;
- (b) produces unconsciousness;
- (c) results in substantial loss of blood;
- (d) involves the fracture of a leg or arm but not a finger or toe;
- (e) involves the amputation of a leg, arm, hand or foot but not a finger or toe;
- (f) consists of burns to major portion of the body; or
- (g) causes the loss of sight in an eye.

Please contact the National Health and Safety Department at: 1-800-268-5763 or healthandsafety@unifor.org

We encourage all of our Unifor Health and Safety Representatives to enroll in our Accident and Incident Investigation Course.

4th Annual VIA Rail - Unifor H&S Committee Conference

By: Ken Cameron, System Health and Safety Representative, Council 4000

The VIA Rail-UNIFOR policy health and safety committee hosted its fourth annual conference on May 20 and 21 in Montreal. There were 77 participants from work places across Canada, union and management, as well as representatives from the federal Labour Program and Transport Canada, and Unifor National Office.

Presentations were developed internally, with the exception of the government ones, and co-presented by labour and management. The topics included:

- Policy committee accomplishments achieved in the past year and objectives for the current year.
- Senior management from the three key divisions explained how the health and safety functions have been re-organized.
- Three work place committees presented “best practices” at their location:
 - o Toronto On Train Services committee reviewed the results of their self-assessment exercise, and the strategies for improvement.
 - o Vancouver Customer Experience committee recreated their work place activity from Safety Week—a la *Are you smarter than a fifth grader?* The questions were drawn from all the Safety Talks delivered the previous year!
 - o The Montreal Maintenance Center, the largest in the company, presented the techniques and strategies for conducting their monthly safety meetings.
- A presentation on the new railway Safety Management System regulations was presented by Transport Canada. This was followed by a presentation from VIA people on how these regulations will be implemented at VIA.
- The employer’s senior legal counsel and a union member presented a Q & A on violence prevention in the work place, with regard to dealing with the public. This was a subject of great interest, and was very enlightening.
- The Canada Labour Code changed the process for the right to refuse dangerous work. A new



Safety Talk was premiered at the Conference, which is now being delivered across the country.

- The hazard prevention program requirements were reviewed by a health and safety officer from Employment and Social Development Canada. This was followed by a VIA presentation on how the program is being reviewed and revised.
- A panel discussion on the subject of planned monthly inspections exposed the challenges of this important activity in a lively manner, following up on last year's presentation of how to conduct inspections.
- The risk assessment process for identifying hazards and developing control strategies when there are new or changed activities was presented by the manager who leads this function, with an employee who participates in many of them.
- On four occasions participants responded to questions about perceptions about the kind of safety culture at VIA, using clickers which project the answers immediately for all to see. In each round the most dramatic statistic was discussed in groups. The results are transcribed and provide excellent insight into the nature of our culture and suggestions for improvement.

For persons interested in health and safety it is a real feast. Participants are very pleased to meet their counterparts from across the company. Two key suggestions for the future include more group discussions, and the creating of a centralized source of information.

Unifor Hosts 1st Joint Workplace Environment Committee Conference for FCA, Ford & GM

By: Dave Renaud, L222 Oshawa Assembly Unifor Environment Representative, President Unifor Durham Regional Environment Council

Unifor has always taken a robust position on protecting the environment for our membership and our local communities with a strong labour perspective. At his time Unifor is the only Union who has negotiated Union Joint Workplace Environment Committee (JWEC) Representation part-time and full time to participate & overview the companies we represent on environmental issues, concerns and community outreach.

Thanks to our proactive leadership, Unifor hosted its 1st Big 3 JWEC conference at the Oakwood Resort, Grand Bend, May 22 to 24, 2015. The invitees included all Fiat Chrysler Automobiles (FCA), Ford and GM Unifor Joint Workplace Environment Committee (JWEC) Representatives.

Brother Ken Bondy opened the conference by welcoming everyone for attending and acknowledging their weekend sacrifice for the betterment of our Union regarding environmental representation. Ken laid out the weekends jam packed agenda. Each participant was asked to introduce themselves with their union involvement. It was impressive to hear the extensive experience all amalgamated in one room.

Sister Sari Sairanen expressed the importance of this meeting as a lead up to discussions heading into our 2016 bargaining. The companies we represent look at the environment as one of its strong pillars. Our JWEC reps do great work in-plant and need to continue pushing from the grassroots level. We need to acknowledge our victories, but filling in the gaps for our advancement of our causes is just as important.

A panel discussion ensued with the Big 3 HSE Coordinators answering questions related to JWEC representation requirements, expectations and roadblocks. This produced a positive discussion that opened up several issues that needed additional conversation to working towards resolving. It was agreed by all that the last hour of the conference would be used to work towards solutions.

On Saturday morning all represented Big 3 groups made presentations overviewing the work they are doing in the plant and as community outreach. The information that is shared gave all of us some great ideas to take back to our respective JWEC's and to work on an a implementation process. The biggest difference noticed is the excellent work achieved when you have fulltime representation compared to the 32 hour or 40 hour per month JWEC reps. What the part-time reps are able to achieve is commendable but nothing beats fulltime representation.

A workshop hosted by Bev Thorpe Consulting Co-Director, Communications & Advocacy of Clean Production Action taught us how to use several on-line tools to check for chemical toxicity and

substitutions that would lessen the impact on our ecological environment and human health. Here is a sample of some of the great links you can use, www.cleanproduction.org a great resource, www.greenscreenchemicals.org offers a quick assessment of chemical hazards, www.pharosproject.net is an online software tool for chemical ingredient screening against globally recognized list, subscription is \$180 per year. www.chemhat.org list the chemical's hazards and links to a substitution portal for safer alternatives and is free.

Brother Ken Bondy urged all JWEC Reps. to share this information with the Unifor HS Reps. and to work towards reducing toxics in the workplace with the intent of replacing them with safer alternatives.

A presentation on Waste Issues in Ontario was given by John Jackson, Waste Management professor Trent University and a long-time environmental activist. John was able to put into perspective the impact that waste has with increasing greenhouse gas emissions and is resulting in speeding up climate change. This statement hits home, 7 jobs are created for every 1,000 tonnes of waste diverted with an economic benefit 4 times greater than the net cost. There is a continual lobbying effort by incineration proponents including some industry and government support to set up shop in Ontario even though it is no better than landfill. Every incinerator is a threat to public health through Nano-particle particulates, dioxin, lead, mercury which leads to cancer, reproductive problems, asthma, heart/lung disease, etc. Compared to other energy sources, greenhouse gases, carbon dioxide equivalent emissions from thermal facilities is 33% higher than coal and 36% to 74% higher than natural gas. John commended our union for working to enact Extended Producer Responsibility (EPR) in the Auto Industry. The time is right for a renewed push to

have car manufactures take full financial & operational responsibility of dismantling, designing vehicles with recyclable parts and phasing out designated toxic materials.

Carbon Pricing in Climate Chaos was presented Brother Ken Bondy. Ontario is the 4th province to implement a cap-and-trade carbon-pricing model. The details will be released in the fall when Ontario releases a revamped climate change strategy. Estimates suggest the proposed system could add \$1 to \$2 Billion a year to Ontario coffers. We hope this will be "reinvested" to green projects, businesses, transit and other eco-friendly opportunities. At this time the federal government has done nothing substantial to slow climate change. Unifor has joined the "The Clean Economy Alliance" made up of 60 organizations encouraging the province of Ontario to show leadership in cutting carbon pollution to improve public health, produce new green jobs and new market opportunities.

Jeff Hurdman Director of the Ministry of the Environment and climate Change gave a presentation on Ontario's Toxic Reduction Program. The program is focused on reducing the use and creation of toxic substances to improve the protection of the environment and human health. It's also about informing Ontarians about toxic substances in their communities. This link will take you to the toxic reduction data base <https://www.ontario.ca/data/toxics-reduction>

To conclude the conference Kelly Bondy and I facilitated from all the participants their ideas they believed would improve the Master Agreement language to advance the JWEC's abilities. All the ideas were logged for future consideration. The HSE



Coordinators requested that each JWEC write up their current JWEC job description. Every participant was given a USB with all the presentations given over the weekend with the contact information of everyone at the conference.

This conference is one of the best I've ever attended and has reinvigorated our mission to drive positive environmental changes in our respective workplaces. Hopefully this will become an annual meeting. Thank you!

Unifor National Environment Conference 2015 Building Environmental Solidarity

By: Kelly Bondy, Local 1285, Workplace Trainer

President Jerry Dias opened the Environment Conference ensuring the delegates that as a strong social union, we are committed to finding just solutions. He spoke of the importance of investing in our future, building solidarity and the urgency of defeating the Harper government on October 19th.

The future of our environment is very political and with the flick of a pen and omnibus budget bills, legislation can change our lives forever, as did Bill C-38. This bill was a unilateral dismissal of more than a century of environmental policy built on the best available evidence. Since 2006 Harper has been determined to erode the pact between evidence and policy and Bill C-38 was his first frontal assault in the conservative government's war on the environment.

Not that the environment was the sole target of C-38 – it slashed funding for a broad range of Aboriginal initiatives, cutting health care budgets for numerous First Nations groups. It reduced Park's Canada budget; the Canadian Food Inspection Agency, Agriculture Canada and Department of Foreign Affairs all endured significant staff reductions. But the most vicious cuts were aimed at science and the environment – in particular, those programs and departments that fund basic research, data gathering, field monitoring and communication tools that previous governments had assembled over the years to provide sound environmental stewardship... are now gone. Facts are

now irrelevant. Apparently, evidence no longer determines policy.

So what is Harpers agenda?

Above all else, Harper's regime has consistently aimed to diminish the government's role in environmental stewardship in three ways:

1. REDUCING the capacity of the government to gather basic data;
2. SHRINKING or ELIMINATING offices and organizations that monitor and respond to emergencies; and
3. SEIZE CONTROL of communication channels which all of the above report to.

HARPERS GOAL...

To reduce the government's ability to see and respond to the impact of its policies.

As Jerry said, "There is a mood of change – we need to focus on the politics that surround our union. Politics is personal and we need to engage our members with positive solutions. It starts with health, safety and the environment. All three are entwined and without our health and safety there is no sense bargaining for anything else."



Guest speaker, Andrea Peart, Director of Health, Safety and the Environment CLC spoke on investing in our future and asking, "What kind of a society do we want to build?"

Canada is ready for a transition to a just and equitable economy. Concerned citizens need to know that the position of the prime minister and the federal government is around economic growth, which depends on capitalising on Canada's substantial oil reserves, including tar sands. The environment as

Andrea states, "is Harper's Achilles heel." Bill C-38 was a gift to big oil!

COP 21 - The Conference of the Parties (UN Framework Convention on Climate Change) is made up of Nations United to resolve the climate change crisis. The summit will begin about 6 weeks after the federal election and it is imperative that the Harper government does not represent Canada at the December COP21 meetings in Paris, France. Harper actively obstructs progress. Under Harper's leadership Canada will break the global agreement. Remember he did win the fossil of the year award in 2011 after he withdrew us from Kyoto.

Andrea's final message...
"Invest in our future! We need to win the federal election! We need all boots on the ground!"

Ken Bondy, Unifor National Coordinator, Health, Safety & Environment and Brother Dave Renaud, Unifor Local 222 Environment Rep and President of the Durham Regional Environment Council lead a workshop on developing regional environment councils.

It is the concept of bringing area local environmental activists together to form a strong supportive movement for environmental action with a labour perspective. This will help build stronger communities and more solidarity within our membership and allies.

In times ahead we encourage all of our leadership and membership to do more in tackling the crucial issue of climate change. The good news is that with serious action climate change is still possible.

Linda McQuaig, author, journalist, columnist & political activist closed the conference with a challenge to defeat Harper. She identified Harper as a "job killing luddite" who has mismanaged the economy at the price of the environment.

It seems unnecessary to point out that the proper role of government is to protect the public interest, which included not only encouraging economic development but also protecting us against the devastating

consequences of climate change. With Harpers close ties to the oil industry; he has sought to derail global climate change. Now, with a majority government, Harper's campaign to scuttle action on climate change has taken a more insidious turn, as he uses the resources of the state to intimidate and silence critics. To this end, the government recently revised anti-terrorism legislation to add environmental groups as a potential threat. Really!

The ultimate aim of the Harper team is to create a diversion to distract the public attention while it guts the federal environmental laws and dismantles

environmental monitoring systems. Rather than respond to points raised by NDP Leader Thomas Mulcair about the economic and environmental consequences of limitless oil sands development, Harper chooses to use the full resources of Canada to champion the world's most powerful and to crush anyone who gets in their way.

Harper is the worst government we have ever had. But we are at a tipping

point – a good point ... if the NDP could win a majority government in the province of Alberta in 37 minutes, defeating Harper is doable.

Harpers strategic timeline must be shelved.

For Unifor members, the battle for a healthier environment is being fought on many fronts: in the workplace, at the bargaining table, in the community and through political activism. The interest of the union and the environmental movements largely coincide and we must work together in a way that enhances our broader well-being.

We must do what we do best... educate, mobilize and help our communities... We need all boots on the ground.

We all must vote this October 19th... Anyone but Harper.



Devastation of the East Coast Fisheries

By: Darlene Parrott, L597

July 2nd, 1992 marked the closing of the Northern Cod fishery in Newfoundland and it was an event that devastated the entire province. On hearing about the moratorium, one might think that only the fishermen themselves were impacted by its closure. The closure of the fishery had a ripple effect that could be felt far and wide. The fishermen, plant workers and processors felt the closure most directly be the results of the closure were felt province-wide. The economy felt the effect, from shopkeepers to restaurant owners. With the collapse of the Northern Cod stocks, the backbone of our economy, the money that once sustained our province, just wasn't there.

My brother-in-law, Sam Lee, was an inshore fisherman in Petty Harbour for over 40 years. Petty Harbour is a unique community, in that; it's just a 10 minute drive from the capital city of St. John's. He became infamous on July 2nd, 1992, when the then Minister of Fisheries, John Crosbie, a Newfoundlander himself, made the decision and announcement to close the fishery. Sam, his brother, Bill and a few other fishermen attempted to barge through the doors of the hotel room where Mr. Crosbie was making his announcement. My brother-in-law and the other fishermen present weren't protesting the announcement itself. They had witnessed the decreasing amount of fish in their daily lives. The fish just weren't there anymore. Sam, who at this time, was a member of NIFA – Newfoundland Inshore Fishermen's Association had actually sued the federal government over the decrease of the cod stocks. The spawning cod stocks just couldn't sustain the rampant overfishing that was going on in Canadian waters, by foreign and Canadian fleets alike. They believed that as the federal government was charged with looking after our water and its contents, it needed to be brought to task for not doing its job. The fishermen present at the hotel where the closure of the fishery was announced didn't permit the fisherman to be present. Mr. Crosbie made his announcement to a room filled with members of the media. The very people whose lives and livelihood would be most profoundly affected by this announcement were barred from hearing it.

Closing the fishery put over 30 000 people out of work. It was the largest mass layoff in Canadian history. So, what were these unemployed people to do? They still have families to feed, mortgages to pay and boats and equipment to pay for. Most of the people employed in the fishery had only ever been involved in the fishery and had little education.

The federal government instated several programs to help the disengaged workers. There was NCARP, the Northern Cod Adjustment and Recovery Program, as well as TAGS, The Atlantic Groundfish Strategy. These programs had their benefits. Many people did become retrained for other occupations and professions. However, in many of the more rural communities, the retrained workers could not often find sustainable employment.

So, where does the fault lie for this environmental devastation? Politics is about the one word that can sum it up. The fishery is a non-renewable resource. For many years, factory freezer trawlers from foreign countries and Canada have literally been pillaging the ocean floors. These huge draggers and trawlers amass vast amount of fish and discard them if they are not of a certain length. In many cases, these young fish are our spawning fish and are not able to reproduce. The federal government would say the blame lies with the foreign offshore ships. Canada is involved in this venture as well. Often politics steps in and dictates that we turn a blind eye to what is going on in our waters. Many scientists would allege that global warming and a change in water temperature is a cause of the fish stock not returning to a sustainable level? Seals have been deemed a culprit in this issue as well as they are digesting an overabundance of fish. This inshore fishery was once the mainstay of the fishery in Newfoundland and Labrador. They cannot in any way compete with the huge ships on the offshore that can process the fish onboard, once it's taken from the waters.

While the moratorium is "officially" in effect, every inshore licence holder has a small quota of approximately 4000 pounds each season.

This is a small cry from the thousands of pound that the inshore fisherman could catch on a daily basis, just a generation ago.

The closure of the cod fishery was not without its silver lining. Many of the fishermen who chose to and remained in the fishery joined the crab fishery. This is by far a bigger investment, with a licence costing in excess of \$300 000 and a boat costing over \$100 000. However, for the moment, the crab fishery is quite a lucrative fishery and is paying huge dividends to its participants. However, we should let the mistakes of our past guide us. How long can we reasonably sustain this fishery?

Heat Stress and Your Health

Whether you work in a hot smelting plant or outdoors in the summer months, heat exposure can be dangerous. Workers who are exposed to extreme heat or work in hot environments may be at increased risk of heat stress. In foundries, steel mills, bakeries, smelters, glass factories, and furnaces, extremely hot or molten material is the main source of heat. For people working outdoors in jobs such as construction, road repair, open-pit mining and agriculture, summer sunshine provides the hot environment. In laundries, restaurant kitchens, and canneries, high humidity adds to the heat burden. In all cases, the cause of heat stress is a working environment which can potentially overwhelm your body's ability to deal with heat.

"Heat stress" is a buildup of body heat generated from a combination of the effort you exert while working, the environment (air temperature, humidity, air movement, radiation from the sun, or hot surfaces/sources), and the clothing and equipment you wear.

Most people feel comfortable when the air temperature is between 20°C and 27°C and the when relative humidity ranges from 35 to 60%. When air temperature or humidity is higher, you may feel uncomfortable but your body can cope with a little extra heat. However, very hot environments can increase your internal body temperature several degrees above the normal temperature of 37°C, overwhelming your body's natural cooling systems and leading to a variety of serious and possibly fatal conditions.

Illnesses caused by heat exposure

The risk of heat-related illness is different for each person. You are at greater risk of heat stress if you have pre-existing health issues (e.g. are overweight, have heart

disease, high blood pressure, or respiratory disease), are 65 years of age or older, or you take medications that may be affected by extreme heat. Also, you may be more susceptible to heat if you have skin diseases or rashes.

Heat stress puts workers at risk for illnesses such as heat cramps, heat syncope, heat exhaustion, and heat stroke. Heat can also lead to accidents resulting from the slipperiness of sweaty palms, and from accidental contact with hot surfaces. As a worker moves from a cold to a hot environment, fogging of eye glasses can briefly obscure vision, presenting a safety hazard. The first step in preventing them is learning more about heat illnesses and how they can impact your health.

Heat cramps are sharp pains in the muscles that occur when there is a salt imbalance in your body from not replacing salt lost with sweat. Cramps occur most often when you drink large amounts of water without enough salt (electrolyte) replacement. You may experience heat cramps alone or combined with one of the other heat stress illnesses.

Heat syncope occurs when you feel dizzy, light headed or faint suddenly and lose consciousness due to low blood pressure. It can be caused by blood pooling in the legs if you have been standing still for a long time in a hot environment, or by the loss of body fluids through sweating. Your risk of developing heat syncope increases when you have not adjusted (acclimated) to a hot environment or are dehydrated. Resting in a cool area usually brings about a quick recovery.

Heat exhaustion is caused when you lose body water and salt through excessive sweating. Signs and symptoms of heat exhaustion include: heavy sweating, weakness, dizziness, visual disturbances, intense thirst, nausea, headache, vomiting, diarrhea, muscle cramps, breathlessness, palpitations, tingling and numbness of the hands and feet. People usually recover after resting in a cool area and drinking cool salted drinks (e.g. sports drinks).

Heat stroke and hyperpyrexia (elevated body temperature) are the most serious types of heat illnesses and require immediate first aid and medical attention. Signs of heat stroke include body temperature of more than 41°C, and complete or

partial loss of consciousness. The signs of heat hyperpyrexia are similar except that your skin remains moist. Sweating is not a reliable symptom of heat stress because there are two types of heat stroke - "classical" heat stroke where there is little or no sweating (usually occurs in children, the chronically ill, and the elderly), and "exertional" heat stroke where body temperature rises because of strenuous exercise or work and you do sweat. Heat stroke can cause death or permanent disability if emergency treatment is delayed or not given.

Prevention tips for employers

Every year, Canadian workers die on the job because of heat-related causes. As an employer you must manage this risk - evaluate the situation and determine appropriate controls. Depending on the workplace, a heat stress control program may be necessary. You can help reduce the risk by managing work activities so that they match the employee's physical condition and the temperature.

Provide training. Take time to train your workers on the serious health risks of heat illness, how to avoid it, how to recognize the symptoms and what to do if it happens.

Keep workers cool and hydrated. Demonstrate your commitment to worker health by allowing some flexibility in work arrangements during hot conditions. If possible, schedule heavy tasks, and work that requires personal protective equipment, for cooler times such as early mornings or evenings. Keep the work area cool, or provide air-conditioned rest areas. For workers on duty in the heat, provide plenty of water and encourage them to drink even if they don't feel thirsty, and to take frequent rest breaks.

Prevention tips for workers

Acclimate. Do not expect to tolerate the heat right away. It can take up to two weeks to build up a tolerance (acclimate) to working in hot conditions. Adapt your work and pace to the temperature and how you feel.

Take breaks. A simple but potentially life-saving practice, taking a break to cool off in the shade or in an air-conditioned building or vehicle helps prevent your body from overheating. If you don't have a shady or cool place, reduce your physical efforts.

Keep cool. Stay out of the sun as much as possible. If your job includes some physically demanding tasks, try to save those for the early morning or late afternoon hours when the sun is less intense. Wear lightweight clothing and a hat. The risk of heat illness can be greater if you wear certain types of personal protective equipment. If necessary, consider also wearing a cooling vest to help keep your body temperature down.

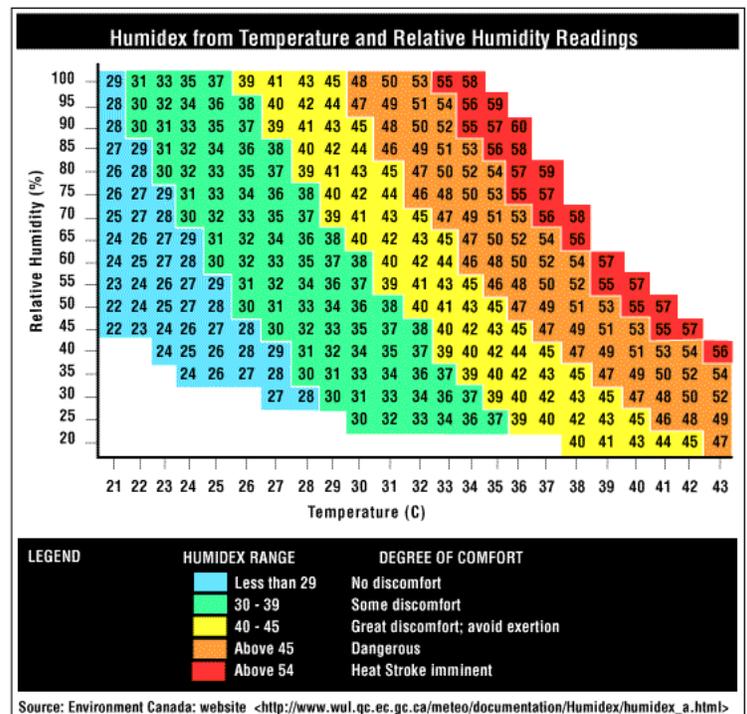
Stay hydrated. This is essential. As a general guideline, drink one cup of water every 15 to 20 minutes, whether you are thirsty or not.

Avoid alcohol and drugs. They can worsen the effects of heat illness. If you are on medication, read the label or talk to your doctor to understand how it might cause your body to react to the sun and heat.

Recognize the symptoms of heat stress in yourself and your co-workers. These symptoms include rash, cramping, fainting, excessive sweating, headache and dizziness. You may not see or feel the effects so always use the buddy system to monitor one another.

Heat illness is a serious but easily preventable health risk.

Source: CCOHS



Climate rally brings together Naomi Klein and Jerry Dias, National President

This July, corporate and political leaders will be gathering in Toronto for summits on climate change and the economy. On the weekend before these meeting, Sunday, July 5th specifically - an unprecedented coalition of Indigenous frontline communities, the labour movement, social justice organizations, environmental groups, faith communities, scientists, and students came together for a March for Jobs, Justice and the Climate.



Naomi Klein, socialist champion of the economically oppressed and Jerry Dias, President of Canada's largest private-sector union Unifor and the voice of hundreds of thousands of workers across Canada committed to be there in full force.



"We understand that climate change is the issue of this generation, and future generations. We can't have a plan, a strategy, solutions, we can't have justice unless we get everyone in a room to deal with the key issue of today." We need a commitment to climate and it doesn't have to come at the expense of jobs," Jerry Dias said.

The purpose of the rally is to promote the March for Jobs, Justice and the Climate, to coincide with Pan American Economic Summit meetings on climate.

With the next round of climate negotiations coming up this winter, we have an opportunity to send a strong message to political and corporate leaders that we don't have to choose between the economy and the environment. The time for a justice-based transition to a clean energy economy is now, and we need your help to make it happen.

For more information visit: www.jobsjusticeclimate.ca

Did You Know?

By: Rick LaBonte, L444 Environment Committee Chair

The Harper government cut funding for the Canadian Environmental Network, a 34-year-old network that acted as a link between 640 small environmental groups and the federal government and which has been a fierce defender of local watersheds.

The Harper government killed the Global Environmental Monitoring System, an inexpensive project that monitors over 3,000 freshwater sites around the world for a U.N. database that Canada has proudly hosted for decades. Environmental assessments crippled

The Canadian Environmental Assessment Act was significantly weakened. As a result close to 3000 assessments were cancelled.

Aquatic ecosystems threatened. Changes made to the Fisheries Act put aquatic ecosystems at risk.

No protection for over 99% of waterways. 99.9% of rivers, and 99.7% of lakes in Canada will be exempt from federal regulation, making it far easier to build pipelines, dams and other structures.

Fight against climate change neglected. The Harper government has made its disdain for the fight against climate change quite clear. In December 2011, for example, it withdrew Canada from the Kyoto Protocol.

Demands on our natural resources are rapidly increasing. A changing climate, energy needs and global demands for resources are among these growing pressures. To sustain for the future, we need to protect Canada's natural resources – our national treasures.

You can get involved – speak out against the attack on our environmental protection regulations and...



Vote for a government that will support a strong, prosperous economy and healthy, vibrant communities.

DON'T VOTE FOR HARPER!!



BBS safety practices on job sites linked to underreporting new study finds

By: Worker Health and Safety Center

Workers report fewer work injuries and fear reporting them when behaviour-based safety practices include discipline, says a new study.

This study, recently published in the *American Journal of Industrial Medicine*, examined how safety policies and practices can influence injury reporting raising more questions about the validity of lost-time injury rates as a measure of workplace health and safety.

Measuring reporting practices

To gather information on **injury reporting practices**, more than 1,100 Washington State carpenters completed a mailed survey. Most of them had at least five years' experience in the trade and almost 85 per cent had experienced a work-related injury.

A majority surveyed said they felt they could report injuries without repercussions but about **half felt it was best not to report minor injuries** and also said they felt pressured to use their private insurance to treat work-related injuries.

Workers were asked about exposure to **BBS-type practices** such as cash/prizes for not reporting, rewards to supervisors for low injury rates and discipline for reported injuries. Non-reporting of injuries was 30 per cent higher where cash or prizes were offered for low injury rates and twice as high when workers faced discipline for reporting.

Hearing directly from workers

Many workers, in addition to completing the survey, also provided personal comments. Some contacted the researchers directly. One worker observed, "The shift has been to train people on the rules, so they are personally responsible, and then to expect the people to not follow the rules so the job is completed faster."

From the comments, some general themes emerged: safety varies greatly from site to site; injured workers are seen as a liability and more vulnerable to layoffs; project deadlines add pressure for workers to work longer and faster; and pressure to underreport injuries is intended to keep costs down for the company.



Over-reliance on injury stats

The researchers conclude there are multiple disincentives that can affect injury reporting. Lead author, Hester J. Lipscomb, offers this advice, "I would tell anyone using workers' compensation data that it is only one measure of safety effectiveness and can be influenced by many things other than safety. I think it is quite clear that it is best to try to assess effectiveness through multiple measures and not just injury statistics."

Many concerned with workplace prevention are starting to look beyond injury statistics for answers. Ontario's Institute for Work & Health (IWH) is working to develop leading indicators, characteristics of the workplace (not the worker), that can be changed to improve health and safety conditions.

The IWH reviewed research on potential **leading indicators** including: safety culture (shared values and beliefs), safety climate (employee perceptions), joint health and safety committees, organizational policies and practices, and occupational health and safety management systems. There was insufficient or inconsistent research to support safety culture, safety climate and health and safety management system as leading indicators but IWH did conclude, "JHSCs are a core component of any internal responsibility system, and should be a core component of any set of measures intended to capture leading indicators."

For our part, the Workers Health & Safety Centre assists workplace parties through training programs and information services to identify and assess work hazards and target prevention at the workplace level.

Steps for Life 2015 – Thank You Unifor!!

By: Ken Bondy, National Coordinator

The 5-km “Steps for Life” walks held across the country this year, help support to more than 700 families and individuals suffering from workplace injuries, fatalities and disease.



This year our team from the National Office – “Team Unifor-Canada” collected \$5,271.00 in donations for the walk.

“Team Unifor-Canada”, extends sincere thanks to the Unifor National Office, the Unifor Ontario Regional Council and the many Unifor Staff and Education Centre participants that generously contributed to our team efforts.

Thousands of Canadians have been woven together by a workplace tragedy in need of grief counseling, crisis intervention support, healthy coping skills and workplace investigation and inquire support, to help prevent other Canadian families from experiencing the same pain and suffering.

If you know someone struggling from a workplace tragedy or want more information please visit:

www.threadsoflife.ca

Steps for Life – Winnipeg, Manitoba

By: Brent Charron, L144 President, Chair HS&E Standing Committee Prairie Council

Our team did very well. We managed to collect close to \$1500.00 in pledge money for Thread of Life. It was as always a very inspiring event. There were at least 300 participants to the event. Note that Unifor had the only flag for the event.



Participating was Brent Charron and wife Kim (she took the picture), Bill Allan, Darren Gibson and daughter Brianne, Jacquie Bush, Alice Frechette, and George Zwarych.

Local 597, St. John’s NFLD



Life Quilt comes to Unifor Canadian Council



We will recognize the importance of workplace health and safety actions and training with the display of the “Life Quilt” at the Unifor Canadian Council meetings this August in Montreal, Quebec.

The Life Quilt is a project of Threads of Life. See the Life Quilt in person – you won’t forget the faces of the young people on the quilt, or the powerful message conveyed by this impressive work of art.

Young workers are more likely than other workers to be hurt or killed on the job – that’s what the statistics say. But the statistics can’t portray the stories of these young lives interrupted, or of the overwhelming grief and chaos left behind. In creating the Life Quilt, designer Laurie Swim, the quilters and the families of the young workers tried to capture all of that. Their goal was not only to honour and remember their loved ones, but to prevent the same loss to other families.

The LifeQuilt's centre focal image honours 100 young workers injured on the job. Flanking the focal image are one hundred commemorative blocks, each portraying a young worker who died on the job. Like the young people they represent, each commemorative block is unique.

LifeQuilt artist Laurie Swim uses the process of quilt building to build community as well, involving members of the community affected. The LifeQuilt brings together families who have lost loved ones, as well as those injured at work. It offers them an opportunity to share their stories in a unique way and in a way that contributes to the goal of prevention.

Anees Munshi, National H&S Coordinator Jazz Technical Services

Anees Munshi began his Union Activism as a Health and Safety Representative in the Maintenance and Engineering Department (Technical Services) at Jazz Air, where he confronted working condition issues such as Exposure to Noise Levels, Fall Protection System, Stress and Working Alone. Working Alone was Bargained into the Collective Agreement. He co-chairs the Toronto Joint Employee and Management Workplace Health and Safety Committee where the committee is committed to the Identification, Prevention and Resolution of work related Injuries, Accidents and Illnesses.



As a National Health and Safety Coordinator, he represents all the Unionized Members in the Technical Services Department from Vancouver to Halifax on the Health and Safety Policy Committee where he participates in the Development, Implementation and Monitoring of the Health and Safety Policies, Programs and Procedures. Anees participates in the Safety Management Activity Review Team which reviews and Provides guidance on the Reported Safety Issues through the SMS (Safety Management System) Reporting System as well.

Wendy Brennan, National H&S Coordinator Jazz Customer and Aircraft Services

I would like to take this opportunity to introduce myself. I am Wendy Brennan, and I work for Jazz Aviation LP as a Customer Service Representative in Sudbury, ON. I have recently become the UNIFOR National Health and Safety Co-ordinator for the Customer and Aircraft Services Division at Jazz. So, what does that mean? Well, with the title come a number of responsibilities. I assist the Workplace Health and Safety Representatives in their roles and duties, I participate in investigations, be it accident, or unsafe/unhealthy working conditions, and sit on the Policy Committee, just to name a few. I am fortunate that our bargaining committee has bargained this position into our collective agreement. This allows me time away from my regular duties, in order to serve the members well. I represent hundreds of members in over 40 airports from British Columbia to Newfoundland.

This position doesn't come without its challenges though, and one of the biggest is getting people involved. I have asked myself this question many times. Why do people not want to be involved? And as I look at other locals, I discover we are not unique here at Jazz. The people that are the chair, or vice chair, are, or have also been, the Health and Safety Rep, the Bargaining Rep., or wear some other hat. Much like in my community, it is always the same people doing it all. So, I put the challenge out to you, the readers. Get involved. Now, I know if you are reading this, you probably are already, and possibly wear a couple of the hats.... So, why not recruit a co-worker. Health and Safety is for everyone! I ponder the sense of pride and accomplishment a surgeon must feel after saving someone's life. Don't we have the opportunity to do just that? By preventing an accident, lobbying to change a law, we too save lives.

It is June 16th, and as I sit here and write this, our Sisters and Brothers at Local 598 are preparing for the Workers Memorial Day on June 20th, where they will remember the tragic event at Falconbridge Nickel Mine on June 20, 1984, that took the lives of 4 Brothers. Thinking back to that day; we here in Sudbury remember (much like 9-11), what we were doing, when we felt the ground shake below us. This....is why Health and Safety is important to me. Thanks for reading.

Work Safe, Play Safer!

Nanotechnology - Best Practice Established

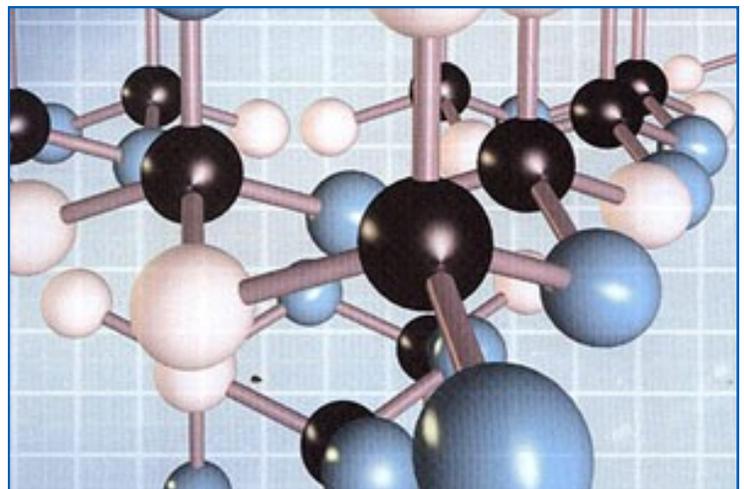
By: Jim Beaudry, National H&S Coordinator, GM

Nanotechnology is a relatively new science that is generating both excitement and concern worldwide.

Even though the concept of exploring the miniature world was perceived by US physicist Richard Feynman in 1959, it wasn't until the early 1980's that nanotechnology and nanoscience got started with two major developments; the birth of cluster science and the invention of the scanning tunneling microscope (STM). These developments led to the discovery of fullerenes in 1986 and carbon nanotubes a few years later.

Through the use of this technology scientists are creating new tools, products and technologies to address some of the world's biggest challenges. It is perceived to be one of the key emerging technologies of this century that has the potential to profoundly affect virtually every sphere of life. It could fundamentally restructure every conceivable technological discipline – medicine, defense, energy production, environmental management, transportation, communication, and education.

Using nanotechnology in such areas as detecting early-stage cancers, creating antifraud identification, building faster semiconductors will revolutionize computing, energy creation, and lead to stronger, lighter and more durable materials and products. New developments seem to be occurring daily. In fact, at the end of 2011, Governments around the world have invested more than US 65.5 billion in nanotechnology



funding. By the end of 2015, with corporate research and various other forms of private funding taken into account, it is estimated that nearly a quarter of a trillion dollars will have been invested in nanotechnology and these figures are believed to be modest. There are already over 1800 commercial products available to consumers world-wide; produced by over 30 different countries.

So how are scientists able to change the chemical and physical properties of substances and materials?

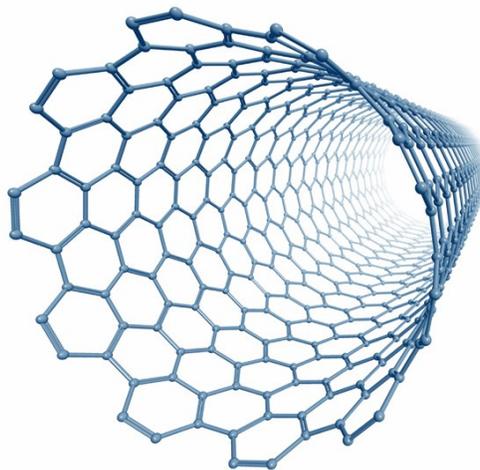
Through the use of high powered microscopes scientists are able to image surfaces at the atomic level and microscopically-alter these substances.

When the dimensions of a substance become very small, the substance can behave very differently from that of its larger counterpart. It not only can be more chemically reactive and display different electrical, optical and mechanical properties; but it can also move more easily through the body, air and water. Sometimes materials that are inert on a large scale become reactive at the nano-level or exhibit different properties entirely. For example, when bulk gold is broken down to nano-size particles, it exhibits new and unusual properties. Gold is considered an inert material in that it doesn't corrode or tarnish. Normally, gold would never be considered a material to use as a catalyst for chemical reactions. However, break gold down to nano-size particles (approximately 5 nanometers) and it can act as a catalyst that can do things like oxidizing carbon monoxide. Gold can actually change color depending on the size of the nanoparticles from red, green or blue and melt at much lower temperatures. This is just one example of an array of elements being experimented on daily. It is a brand new world to chemists and scientists. Imagine taking a particle that can't be seen by the human eye and programming it to have a function. Now you're starting to understand the world of nanotechnology.

Researchers attribute the unique properties of nanoscale materials to two main factors. First, the nanomaterials have a relatively greater surface area than the same material in its larger form. The result is proportionately more atoms on the surface of the material. The greater

number of atoms on the surface means that the material can react readily with other materials. In other words, the smaller the matter the more reactive it can be.

Most of the characteristic changes occur at what scientists refer to as the nanoscale, which are one or more dimensions in the size range of 1-100 nanometers. So how big is a nanometer? It's hard to conceptualize the size of a nanometer, as these particles are so small that their undetectable to human senses and they can only be seen through high powered microscopes. But, to try and put the size into perspective there are one million nanometers in one millimeter or 25.4 million nanometers in an inch.



Nanotechnology has become a strategic focus of governments around the world in their effort to compete in the knowledge based economy. The anticipated rapid

growth of nanomaterials brings significant regulatory challenges for governments. Even though there is presently a lot of collaboration between countries, there is still a lack of scientific data and test procedures especially in Nano-manufacturing with the rapid development and diversity of products.

Nano materials can behave in unpredictable ways and the risk they pose to people and the environment is not yet fully known. There is a present lack of scientific research to determine the potential consequences of exposure in the workplace. As with chemical substances, nanoscale particulates may be present in the working environment with little to alert the worker of possible exposure. Until research catches up with this emerging science, how do workers protect themselves in the workplace? What do we do to be proactive and preventive?

In General Motors we have established what we believe will become a best practice through collaboration with our UAW/GM counterparts.

In 2010 we established a nano-working group comprised of members from our Master Joint Health and Safety Committee. The intent of establishing this committee was to assess worker exposure to

nanomaterials by identifying incoming parts and work processes where free radical nanoparticles could be released during assembly, such as repair operations, machining, paint applications or abrasion caused during production and identify potential hazard through workplace exposure monitoring.

GM purchases pre-made parts; so our biggest challenge became identifying which suppliers were using nanotechnology in their products. Without, a government regulatory framework in place to require suppliers to disclose their use of nanotechnology we came to a road block. We met with our UAW/GM colleagues and shared with them that we had established a nano-working group and expressed our challenges with getting disclosure from suppliers. During the last round of negotiations in both Canada and the USA with General Motors, our unions were successful in attaining written commitments to form special Health and Safety Sub-Committees (Nano Working Groups) to review emerging technology issues in the area of Nanotechnology.

In August 2012, after ongoing discussions with General Motors, GM Toxicology in the United States received approval from GM Legal to request disclosure form suppliers on their use of engineered nanoscale materials (ENM's) starting with Paint Suppliers. This was a major breakthrough. Already a number of nanotechnology applications have been identified in the paint shops. GM has since purchased monitoring equipment that is capable of measuring nanoparticles in various concentrations and has starting performing testing. I give credit to General Motors for becoming one of the first companies to take a proactive approach to protecting their workers from this emerging technology. General Motors has established a benchmark that other companies should follow. I thank UAW/GM National representatives Randy Lentz and Rick O'Donnell for the great work they've done. This demonstrates the importance of international solidarity, and working together for a common cause. We still have a lot of work ahead of us, but the framework has been set. We're hoping in time to be able to share our efforts.

I would be remiss if I didn't acknowledge Sari Sairanen, Unifor National Director for Health, Safety & Environment for her extensive knowledge in this field and for her efforts in establishing international relations.

Manitoba to ease PTSD claims for all covered workers

By: Worker Health and Safety Center

The Manitoba government recently introduced legislation that will provide the broadest workers compensation coverage in Canada for post-traumatic stress disorder (PTSD).

The bill recognizes PTSD as a **work-related occupational disease**. It would, like a similar law passed in 2012 in Alberta, start from the presumption that the PTSD suffered by an individual, stemmed from an event or events at work, as long as a medical professional diagnoses it as such.

However, Manitoba Premier Greg Selinger said his New Democratic Party (NDP) government is going a step further by applying the law to **"all workers"** covered by the province's Workers Compensation Board – nurses, retail-store employees and more – and not just first responders.

Post-traumatic stress disorder is an intense emotional and psychological response to a recent or past traumatic event that is life-threatening, very disturbing, or stressful. It involves exposure to trauma involving death or the threat of death, serious injury, or sexual violence. It could be an event or situation that one experiences oneself or something that happens to others, including loved ones.

Post-traumatic stress disorder causes **intrusive symptoms** such as the following:

- re-experience of the traumatic event;
- vivid nightmares, or sleeplessness;
- nervousness;
- inability to concentrate;
- irritability;
- flashbacks; change in thoughts and mood related to the traumatic event; and
- avoidance of things reminding them of the event (e.g., someone who was hurt in a car crash might avoid driving).

The move by the Manitoba government to include all workers was welcomed by several union leaders,

honestly say that we would definitely not have been successful without that training.

I've heard it said that you can give a man a fish and feed him for a day or teach a man to fish and feed him for a lifetime. This is a great example of how Unifor, by teaching 20 people, is ultimately helping hundreds of members. Please keep up the good work and pass on the congratulatory message as this represents a win for all of us."

**Western Pulp and Paper H&S Conference
May 26-27, 2015**

On May 26th, 45 H&S representatives from 16 different pulp and paper Locals convened in Vancouver for their annual Health and Safety Conference. This has been a long standing practice of the industry and the first published minutes can be traced back to 1950.

On the first day of the conference, the delegates reported on their workplace H&S advancements and challenges. Some common themes emerged like worker participation in H&S culture, training, hazard identification and accident investigation. The delegates listened to each Local's presentations with great care and offered solidarity and feedback on solutions to their problems. In addition, delegates were encouraged to fill out the H&S landscape survey developed by the BC Council's H&S and Environment Standing Committee. The survey results will assist the Standing Committee support and develop the prevention needs of the membership.

The second day began with a tour of the Kruger facility in New Westminster, BC which produces and distributes tissue, towel and napkin products. After a safety video, the delegates donned on their hard hats, Unifor safety vests, ear protection,

safety glasses and steel toe footwear. In small groups of 8, the delegates were given tours of the different work areas from the beginning to the end of the production process. Thanks to Local 456 for organizing the tour.



The afternoon session included two group workshops; mental health and time study or production standards. The delegates discussed normal pace of work and the development of workplace stress when there is no control with high demand and low social support.

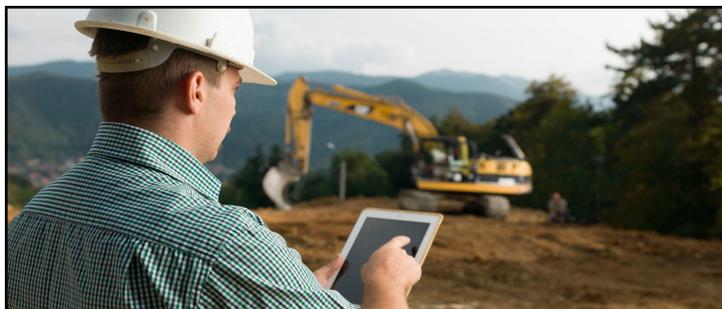


Thanks to the organizing committee and all Locals for supporting the work of their H&S workplace representatives.

Web Tool Delivers New Brunswick Health and Safety Legislation in Plain Language

Accessing New Brunswick's health and safety legislation just got easier with the WorkSafeNB Guide to OHS Legislation web tool.

Developed as a joint project with CCOHS, this bilingual web portal is a first for both organizations. Each of the thirty topics links to related resources including interpretations, summaries, legislation, hazard alerts and safety talks, all in a plain language and easy-to-read format. The mobile friendly web tool can be used on devices using the IOS and Android platforms, making it that much more accessible.



Topics including confined spaces, air quality and fall protection are accessible by computer, smartphone and tablet with more topics to be added each year.

CCOHS plans to collaborate with other Canadian jurisdictions to offer similar web tools.

Visit: <http://ohsguide.worksafenb.ca>

2015 UPCOMING EVENTS

PEL Courses — Unifor Education Centre, Port Elgin, Ontario

<i>Health and Safety</i>	<i>August 23-28, 2015</i>
<i>Toxic Substances in the Workplace</i>	<i>August 23-28, 2015</i>
<i>Introduction to Ergonomics</i>	<i>September 13-18, 2015</i>
<i>Stress: The Workplace Hazard</i>	<i>September 13-18, 2015</i>
<i>Health and Safety</i>	<i>September 20-25, 2015</i>
<i>WSIB I & II (ON only)</i>	<i>September 20-25, 2015</i>
<i>Accident and Incident Investigation (4 day)</i>	<i>October 4-8, 2015</i>
<i>Environment Workplace</i>	<i>October 4-9, 2015</i>
<i>Good Jobs in a Green Economy (4 day)</i>	<i>October 4-9, 2015</i>
<i>Toxic Substances</i>	<i>October 25-30, 2015</i>
<i>WSIB Return to Work (ON only)</i>	<i>October 25-30, 2015</i>
<i>Health and Safety for Women</i>	<i>November 1-6, 2015</i>
<i>Introduction to Ergonomics</i>	<i>November 8-13, 2015</i>
<i>Health and Safety</i>	<i>November 22-27, 2015</i>
<i>Time Study</i>	<i>November 22-27, 2015</i>
<i>WSIB Appeals (ON only)</i>	<i>November 22-27, 2015</i>

All courses are subject to change with out notice, for an up-to-date list of H&S Education Courses please visit the Education Department website at <http://www.unifor.org/en/member-services/education/schedule/2015-03-06> or contact the Unifor Family Education Centre directly at 1-800-265-3735 or confcentre@unifor.org

Canadian Council

August 21—23, 2015
Montreal, Quebec

Ontario Workers' Compensation Conference

November 13-15, 2015
Port Elgin, Ontario

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