



# HEALTH, SAFETY & ENVIRONMENT NEWSLETTER

March/April 2014

Volume 2, No. 2

## INSIDE THIS ISSUE:

|  |    |
|--|----|
| National Day of Mourning                     | 1  |
| Steps for Life Walk 2014                     | 2  |
| Atlantic Regional Council                    | 3  |
| Unifor Partners with Canadian Cancer Society | 3  |
| VIA Rail - Health & Safety Conference        | 4  |
| Free Webinar GHS                             | 4  |
| Your Health and Safety                       | 5  |
| Alive after Five                             | 7  |
| 2013 Conservation Champion Award             | 8  |
| NAOSH Event at Toronto Pearson Airport       | 9  |
| Pedestrian Safety - Forklifts                | 10 |
| Safe Driving Culture - Forklifts             | 12 |
| New Accident Investigation Training Course   | 13 |
| Ladder Safety                                | 14 |
| Upcoming Events                              | 15 |

**977 workers were killed by a workplace incident in 2012.**

**Another 245,365 had to stop working because of a serious injury.**

**April 28 – Day of Mourning**  
*for workers injured or killed on the job.*

**Mourn the Dead,  
Fight for the Living**



## In Memoriam

**Terry Cooper, January 19, 2014 - Shane Daye, April 20, 2014  
Lorna Weafer, May 7, 2014**

## National Day of Mourning Recognition in Stratford Ontario

By: Mike Beitz, The Stratford Beacon Herald  
Tuesday, April 29, 2014

It was exactly 100 years ago Monday that legislation was first put in place to compensate workers injured on the job in Ontario.

But there was no cake and no balloons in Stratford to mark that milestone.

Over the past century, the principles behind that "compassionate" system - enshrined in the Ontario Workmen's Compensation Act - have gradually been eroded, said Kim Kent President of the Stratford and District Labour Council.

"It has been watered down to the point where very few injured workers today ever end up receiving benefits for the duration of their disability," she told those gathered in Stratford Ontario, Monday for the annual Day of Mourning ceremony.

Now, workers are often shamed or bullied out of filing a compensation claim, suggested Kent, and changes to the legislation have made it harder for many to receive the support to which they're entitled.

Ken Bondy national health and safety co-ordinator for Unifor, Canada's largest private sector union, cited Bill C-4 as an example of legislation that claws back rights intended to protect workers, particularly with respect to the definition of danger in the workplace.

"The health and safety legislative rights that we have are stained in the blood of workers," said Bondy. "And I say that because, unfortunately, it takes critical injuries or it takes fatalities in a workplace before sometimes we can get legislative change to protect those workers."

Mayor Dan Mathieson said employers and employees have a responsibility to work collectively to ensure safe workplaces.

The Day of Mourning ceremony ended in solemn fashion, with a moment of silence and the laying of red carnations at the monument in Upper Queen's Park dedicated to those workers killed or injured on the job.



**Health & Safety Director, Sari Sairanen addresses Participants of Steps for Life**

"Team Unifor-Canada", extends sincere thanks to the Unifor National Office and the many Unifor Ontario Regional Council Delegates 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.

This year Unifor Health, Environment Director Sari Sairanen spoke as Master of Ceremonies at the Toronto walk and reminded everyone how the monies raised will go to the Threads of Life Family Support program which directly helps families impacted by workplace accidents or occupational disease.

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



**Kim Marshall-WHSC, Ken Bondy-Unifor, Kim Kent-Stratford Labour Council, Dan Mathieson-Mayor of Stratford and Steve Adair-Musician**

**Unifor Team Toronto Says Thank You**

*Submitted 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 diseases.

**This year our team from the National Office - "Team Unifor-Canada" collected \$3,675.00 in donations for the walk.**



**Team Unifor - Canada: Carlos Cordeiro, Alex Wolff, Kelly Wolff, Sari Sairanen, Ken Bondy**

## Atlantic Regional Council

The first Unifor Atlantic Council was held in Halifax, April 3-6, 2014. Amongst the many interesting topics and guest speakers the first ever executive committee for the Region was elected. Congratulations to Penny Fawcett, Chair on her election, and to the entire elected Committees. Seven Standing committees were also established with three delegates elected to each standing committee. Health Safety and Environment was one of the committees.

The mandate of the Health, Safety and Environment Standing Committee as explained in the bylaws adopted at council, is to advise and give guidance on policy and action concerning the social and political goals of Unifor within the scope of the Committee's activities. Standing Committees regroup activists within Unifor and work to initiate campaigns and action and assist in mobilizing members.

Here is an introduction to the HSE committee members:

### Jennifer Benoit

Jennifer became a union member in 1997 and was an activist before becoming actively involved in her workplace in 2007 as the Unit Chairperson of the R.K. MacDonald Nursing Home. Jennifer is now in her third term as unit Chairperson. She is also the current Vice President of Local 2107 as well as an executive board member of the Strait Area District Labour Council, a Nova Scotia Federation of Labour delegate and Recording Secretary for the former CAW Nova Scotia Health Care Council.



Jennifer is a strong advocate for health and safety both in the workplace and in the community. She was the sole organizer of the Steps for Life walk in Antigonish which is a fundraiser for Threads of Life (an organization to assist injured workers and those affected by workplace fatalities). Jennifer sits on many standing committees and is a strong leader and passionate about her union.

### Richard Fournier

Richard is the President of Unifor Local 29 in Edmunston, New Brunswick where he has worked at Twin River Papers Inc. (formerly Fraser Papers Inc.) for 35 years. He served as an active delegate from 1996 to 2008 and in 2009 was named to the executive as the Secretary-Treasurer and then as President in 2012.

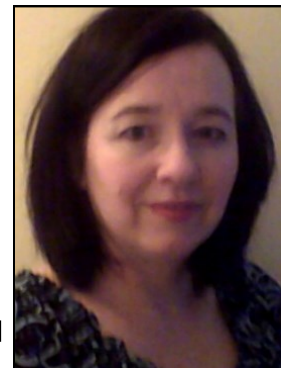


Richard serves as a member of the joint health and safety committee at his

Local. He is bilingual and is honoured to serve on the Health and Safety and Environment Committee.

### Darlene Parrott

Darlene has been an active member of Local 587 since 1985. In 2013, Darlene was elected to the Executive Council of her Local. She has also served on her workplace health and safety committee for several years. Within her duties as a grocery store department manager, she is required to train new staff in all matters of health and safety. Darlene is committed on maintaining a safe environment for her staff and for all Unifor members.



## Unifor Partners with Canadian Cancer Society Ontario Division to Encourage Stop Smoking Program

*Submitted by Ken Bondy - National Coordinator*

Kari Jefford President of Unifor Local 229 congratulates Thunder Bay resident Ralph Baxter on winning a new Dodge Journey for joining the Driven to Quit Challenge and staying smoke-free for the month of March! In recognition of our Prevent Cancer Campaign, Unifor joined as a Promotional Partner to support the Canadian Cancer Society's Driven to Quit Challenge.



Unifor Local 444 President Dino Chiodo was instrumental in ensuring the Canadian Cancer Society got the best possible price for the Chrysler prize vehicle, saving the Society over \$6,000 in expenses.

The Unifor Prevent Cancer Campaign mostly focuses on cancer prevention issues other than personal lifestyle choices, but we cannot ignore the fact that many people struggle with their addiction to tobacco and that many of those people have a desire to quit smoking. This program is

designed to assist as well as provide incentive to those people to take that first step toward smoking cessation.

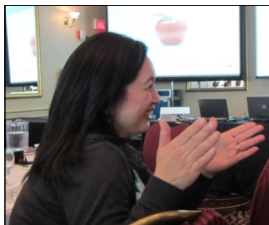
We commend each of the 11,300+ Ontarians who made a quit attempt in this year's Driven to Quit Challenge.

In a collaborative effort to advocate for cancer prevention initiatives and to provide support to those living with cancer today, Unifor has joined forces with the Canadian Cancer Society Ontario Division (CCS) and the Occupational Health Clinics for Ontario Workers (OHCOW). Through this alliance it is our intention to bring a new and aggressive focus to occupational and environmentally related cancers and assist with the compassionate care cancer patients need and deserve.

Our Objective and commitment to our members is to strengthen our working relationship in society to prevent cancer first and foremost, to advocate for better treatment and to support all Canadians living with cancer.

## The VIA Rail/Unifor policy health and safety committee hosted it's third annual Health and Safety Conference

Submitted by: Ken Cameron, National Coordinator, Council 4000



More than 75 people attended the conference held in Montreal April 9-10, 2014. Members of work place H&S committees, H&S representatives, senior managers and union representatives demonstrated the cooperative relationship between

management and workers which is essential in order to be successful. The participants greatly appreciated that Steve Del Bosco and Jerry Dias, Presidents for VIA Rail and Unifor, took the time to meet with them and reiterated their commitment to furthering health and safety in the work place.

Many health and safety related subjects were discussed at the conference, including injury prevention, work place inspections, mental health, ergonomics, roles of coaches and champions in identifying and developing our talent, and the Policy Committee's accomplishments in 2013. Objectives of the Policy Committee for 2014 were presented as well, and the fifth objective will be finalised shortly to include the input received from the participants during a safety culture survey. In addition, all work places were provided with a library of safety reference books from the Canadian Centre for Occupational Health and Safety!

The policy committee addresses issues that, because of their nature, cannot be dealt with by local health and safety committees. Having been established at VIA Rail in 2001 following amendments to the Canada Labour Code, the committee had been conducting its quarterly meetings at different work locations, from Halifax to Vancouver. However,

in 2011, the employer proposed that, instead of the committee moving around the country in this fashion, that its meetings be held at the head office. Work place committee members and health and safety representatives, though, would be convened annually in a conference. They believed that the cost of moving the committee around the country in an effort to make contact with local work places would be better invested this way and with better results. The union readily accepted this bold proposal.

The investment is considerable, as it involves transportation and accommodation costs and wages for all these persons. Months of preparation are required. Almost all of the content was developed by management and workers in the numerous presentations. The result was very informative and very motivating.

This is certainly a best practise that other employers would do well to imitate!



## Free Webinar: Implementation of GHS in Canada

### A collaboration between Health Canada and CCOHS

Changes are coming to Canada's national chemical classification and hazard communication standard for workplace chemicals. WHMIS is set to evolve to incorporate the Globally Harmonized System of Classification and Labelling of Chemicals (or GHS) for workplace chemicals.

To help you learn more about the GHS and how it will impact WHMIS, Health Canada, in collaboration with CCOHS, has released a free recorded webinar. This presentation will give you a better understanding of Health Canada's proposed approach to implementing the GHS in Canada and will outline proposed new hazard classification and communication obligations in WHMIS, which will take effect when the GHS is implemented in Canada.

This webinar is targeted towards Canadian audiences: WHMIS suppliers (or their representatives) who sell or

import hazardous products for use in Canadian workplaces, as well as employers who manufacture hazardous products for use in their own workplaces.

[Watch this webinar now](#)

[More GHS resources from CCOHS](#)



## Your Health & Safety

*Nelson McCabe, Health & Safety Chair, Unifor Local 111, Westminster, B.C.*

Do you need, want, or care about having safety barriers / shields in our transit busses to protect us against injuries and injustice?!

With all the strong attention and concerns we are now receiving from the media, TransLink, CMBC, WorkSafeBC and our Union must address and resolve the issue of bus operator assaults. The time is now. There is no any longer denying the gravity of this problem. Do we want to continue on this path? Do we want to continue with these injustices and the constant threats and humiliations? Do we want to continue to suffer hardships and undeservedly be the target of abuses?

We are the victims here; we are assaulted physically, verbally, mentally and we are discriminately examined for our actions with the intention of laying blame upon us. Our sole purpose is to transport passengers. This is what we do. We do not have the time or the qualifications to act as social workers or other human behaviour professionals. We are expected to follow policies that are unreasonable and unattainable. Furthermore, these policies are not accompanied by proper tools and training to properly protect and aid us in accomplishing our duties as bus operators. We are defenceless against aggressive and violent passengers.

Do you want to continue working with these fears at our work place? Do you want your family to continue suffering as well? You now have the opportunity to put a stop to these physical, verbal and mental abuses. I believe that we must decide once and for all, for the benefit of our health and safety, our friends and our families.

The other question to be answered here is: "Will our employer commit to installing barriers / shields in their bus fleet?" That is the real question to be answered. Our employer may no longer have the option not to deny this protection. With all of

these assaults and the direct and indirect costs associated with absences, the costs will continue to mount.

We can't even contemplate the "human" cost to the suffering workers. This alone could cover the cost of installing the shields many times over. Prevention is the answer and always will be. Enough time has been wasted. How many more lives must suffer? There are many choices for shields in the market place today. Technology has seen to the perfect fit for many applications. All it takes is the will to go forward and just "get it done"!

Shields that will provide us with safety and protection are available now. We are not alone. Many transit companies have them, even Toronto Canada. We need shields NOW.

Dozens of assaults happen daily, and most of you are silent victims that are not even accounted for in the total numbers. Many are afraid to come forward and seek help because of the possibly of being disgraced, stained, investigated, targeted, condemned, reproached and most of all humiliated. Remember, you are not alone. Being

scared on a daily basis is physically and psychologically traumatic and may have long-lasting effects. It is possible for past issues to resurface with dramatic future events. These stressors affect us every day. They attack our entire being and then sometimes we are seen by our employer and co-workers as requiring a behavioural intervention regarding passenger relations. Is it any wonder why?!

The time to act is now. It is the Health & Safety Committee's goal to protect your health and safety and to inquire into preventative measures. We need real substance in the form of shields.

We need immediate and measurable substantial action. To some degree, you may not even know or be aware of the effect of the constant daily, monthly and yearly verbal and physical threats put upon you. But many of you know too well the causes of disruptions in your life that have occurred.

I have contacted WSBC and received a favourable answer to our main question and concern: "If a piece of protective equipment such as a shield for transit operators is installed, will the transit operator have the choice of whether to use the shield or not?" It was indicated to me that the choice may be acceptable, while some restrictions such as identification of specific risk locations or certain times of the day where a greater known risk is apparent. Negotiation will need to take place with possible WSBC regulation language added later. One thing is for certain: our employer



has an obligation to protect their workers from assaults and injuries under WSBC Act & Regulations. Our employer does have some safety measures in place already, but they are no longer sufficient and do not properly work to prevent or eliminate assaults - especially physical assaults. These safety measures have not kept pace with current technologies or the changing and increasing levels of aggression from our passengers. Asking for or demanding more policing all the time on all the routes is probably not obtainable. For guaranteed prevention or elimination of assaults, police officers would have to be permanently riding our buses. As you can imagine, this is impossible. Our employer cannot ever guarantee complete protection, but they can provide the necessary tools, the greatest control measure such as safety shields to prevent assaults.

The most important benefit that I see with the installation of a proper safety shield is the gaining of response time for action (s) and reaction(s) in all attempted assault situations. Under shield protection it will be easier to initiate and communicate with T-Comm. You are much more likely to be able to maintain your composure under most any threats because of the protection of a barrier / shield. Any flying objects such as spit will be directly blocked by the shield. And proof of that kind of assault will easily leave its mark on the Plexiglas shield. Transit police or our transit supervisors will surely have difficulty denying or refusing to act in response to these types of occurrences.

It will be very difficult for anyone to punch or touch any of us. Any unexpected or spontaneous attacks will be greatly hindered or completely stopped by the safety shield. The results of which would give us greater time to become aware of, react, and protect ourselves against unanticipated assaults. Another benefit is that we be able to greatly reduce our distractions; you will feel secure while driving, keeping focused and calm even while suspecting an aggressive or disgruntled passenger(s) may be riding your bus. That alone is worth any inconvenience that the shield may cause. It is in my experience that driving errors can occur while being preoccupied with such situations, as clear judgement and decision-making are obstructed. All verbal assaults will be confined behind the Plexiglas shield while under camera surveillance. Our space will be protected from passengers, assailants, and any undesirables.



Is our employer truly committed to follow their Health & Safety policy? Will CMBC and TransLink finally find the cost of workers' suffering so unacceptable that they will put forward real and meaningful preventative control measures proportional to the threats experienced by their transit operators today? Time is of the essence. Physical threats are becoming more frequent, more vicious, bolder, and clearly much more violent. Any one of us will be subjected in one way or another to some kind of assault.

### I must tell you this...

Recently a passenger in a wheel chair used a metal piece from her chair to strike the operator. Do you think that a barrier or a shield would have stopped this assault?

Another operator was punched in the face while driving. Do you think that a barrier/shield would have stopped this assault?

Another operator was pulled out of her seat by the throat and dragged to the ground. Do you think that a barrier/shield would have stopped this assault?

Another operator was punched around his eye socket causing extensive damage that required surgery. Do you think that a barrier/shield would have stopped this assault?

Another operator was viciously attacked, thrown to the ground, and was punched and kicked all over his body, face and head causing serious injuries to his face and brain damage. Do you think that a barrier/shield would have stopped this assault?

Sadly, over the years many stories such as these have occurred. And it changed their lives, their families and their friends. You better believe it.

In my opinion, policies and procedures such as meet, greet, interact and review fare media can act to facilitate abuses of us. Our Union constantly tells them to change, but those words are received in vain.

To top it all off, our employer continues to discipline us for our human reactions to such unmanageable and unbearable situations. The fear of being assaulted and our actions to protect ourselves in our working environment are not accepted. I must tell you, it makes me sick to hear of blame directed toward our brothers and sisters for their



misfortunes. Our employer blames us for not greeting, smiling, or acknowledging passengers. We are investigated and judged for our so-called negative or bad attitudes, and other things that you and I could not even imagine to find ways to lay blame on our shoulders. In reality, we are doing our job the best we can with what we have. On occasion circumstances dictate reactions that generally cannot be anticipated. How can we? There are too many variables. We do not have the luxury of time to adjust and needed concentration as other jobs would allow.

I assure you that in your long working life as a transit operator, you will one day be assaulted by one of your passengers. It is not "if", but when and how.

Let's give us a chance to prevent assaults so we may return to our homes, families, and friends at the end of the day uninjured the same way we left them. Let's ask/demand for the proper barrier/safety shield that will fit our needs to protect us. We must ask ourselves: "What if it happens to me and I had not supported the common sense approach.

\*Prevention is Paramount\*. Too many of us have been injured because of the lack of preventative measures. It is a fact: we cannot not put our heads in the sand and ignore our responsibilities to ourselves, our families, and our friends any longer.

Video references on operator's shields are on Youtube.com

<https://www.youtube.com/watch?v=7DfdCcwej3s>

Winnipeg Transit test safety shields

1<sup>st</sup> shields for operators installed on Metrobus

- ⇒ Union: install shields, increase penalties to curb assaults.
- ⇒ Translink: is the authority responsible for transportation in Metro Vancouver.
- ⇒ CMBC: Coast Mountain bus Company, is the contract operator for bus transit services in Metro Vancouver.
- ⇒ WorksafeBC: is the Workers' Compensation Board of British Columbia.
- ⇒ Unifor local 111: Represent approximately 3800 Transit Operators.

## Alive after Five

*Submitted by: Gavin Davies, VP Local 111*

UNIFOR local 111 established the Young Workers Committee 5 years ago, as there was a need in our local for our young workers to be part of their Union. Matt Burse was elected chair of the committee, sister Ashleigh Bie as the co-chair and Kevan Sall recording secretary.

The focus was at first on social events, this quickly changed to social activism and the need to do more for youth in the community. While attending CAW convention in Toronto I had discussions with Dino Chiodo, who was at the time,

President of local 444. We were talking about the activism of local 444's committee and their involvement with local high schools. Upon my return I had raised what Dino had told me and The Young Workers Committee jumped at this idea.

Matt, Ashleigh and Kevan organized trips to a few local high schools. Soon after their inaugural school visit at Kevan's dad school the committee attended the BC Fed Young Workers retreat at Camp Jubilee. After the retreat our committee joined the Fed's Young Workers Committee and they have never looked back.

Matt has excelled in this programme for many number of reasons. He is approachable, knowledgeable and extremely passionate about workers rights and the Trade Union movement. He is a second generation Transit Operator, his father and mother are both long term members of our local, his father was also an active job steward and committee person. We have heard nothing but positive remarks from the schools and the Fed regarding Matt and the rest of the Committee.



The Alive After Five Workshop is something that we feel is so important, as many of the youth today do not have the slightest understanding of their rights as workers. A special emphasis is given to Occupational Health and Safety, Work Safe regulations such as the Right to Refuse unsafe work. As a Young Worker Matt talks to the students in 'their language', he understands the concerns they have and can relieve these concerns with the message that he is giving. This is a talent regardless of age; being able to get your point across without preaching.

Matt is now requested by name to facilitate at all schools including those that help at risk youth. These are quite possibly the hardest students to get through to however, Matt has that ability. The message that we as middle aged representatives give is the same as Matt's and the rest of the Alive After Five participants.

Sometimes points get lost in translation with today's youth when we deliver the message. The best example of this is when the Alive After Five arrived at my twin sons high

school. They were both 18 at the time and had commented that... "they had learned more in one afternoon than I had taught them in 5 years"! I asked what they had learned and they went through their new understanding of Unions, workers rights, the importance of voting and more. I stated that... "I have been preaching this to you guys for years", both responded "yes, but now it makes sense".

Martin Fisher, a long-time activist in our local, a current Discussion Leader and past property representative as well as chair of our Education Committee is constantly trying to accompany Matt to schools. This is so as he can try and take something from how Matt gets through to the youth, which may help Martin speak to young workers that are attending Union educational courses.

The past and current leadership of UNIFOR local 111 are extremely proud of the hard work of our Young Workers Committee. They attend all social events that the local organizes, attend rallies and show support on picket lines. They have travelled, and represented our members proudly across Canada, and as far away as Cuba and Ecuador. They jointly hold meetings with UNIFOR local 2200 and work together to make our bargaining unit stronger for all our current members and future members, but most importantly they educate tomorrow's workers on their rights in the workplace.

**Richard Labonte— Conservation 2013 Volunteer of the Year**

The Essex Region Conservation Authority (ERCA) presented Richard, with the 2013 Individual Volunteer Award.



Richard is third from the right

Richard LaBonte accepted the award for his environmental work and leadership within Unifor Local 444. He is a member of several environmental committees and is passionate about research and education. He has helped with the "Plant a Row, Grow a Row" program that helps supply local food banks.

"Labour has to be engaged in preserving our future," he said. "Thinking globally and acting locally is what I'm doing."

Richard's passion and tireless energy has inspired many members to become activists. Without his many environmental resolutions such as climate change reduction or extended producer responsibility our union path would be different on environmental issues.

**Restricting comp claims for chronic mental stress Violates Canada's Charter**

Source: Worker Health and Safety Center

Affected workers may now be entitled to compensation from Ontario's Workplace Safety and Insurance Board (WSIB) for work-related chronic mental stress.

A recent decision (No. 2157/09) by Ontario's Workplace Safety and Insurance Appeals Tribunal (WSIAT) has ruled that limiting entitlement to compensation for mental stress caused only by an "acute reaction to a sudden and unexpected traumatic event arising out of and in the course of his or her employment" violates the equity guarantee in part 1, section 15 of the [Canadian Charter of Rights and Freedoms](#) (the Charter).

WE ARE WORKERS | WE ARE ACTIVISTS | WE ARE AGENTS OF CHANGE

**OUR TURN 2014**

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**YOUNG WORKER SCHOOL**

**CAMP JUBILEE**

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5 AMAZING COURSES

3 DAYS OF NETWORKING

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- Mobilizing Young Workers
- Austerity 101
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The Young Workers School is a program of the B.C. Federation of Labour



These entitlement limits are set out in subsections 13(4) and (5) of the [Workplace Safety and Insurance Act \(WSIA\)](#) and the WSIB's Traumatic Mental Stress (TMS) policy.

The affected worker in this ground-breaking case had filed a claim for benefits with the WSIB because of mental stress. The claim was denied based on WSIA subsection 13(4) and (5) and the TMS policy. An appeal was launched and the Tribunal Panel found that the worker would be entitled to benefits if not for the entitlement limitations in the WSIA. The affected worker challenged these findings based on *the Charter*.

The worker's position focused on how the WSIA treats persons with mental injuries different than those with physical injuries.

The Tribunal Panel hearing this case decided they would not apply the WSIA subsections in question or the TMS policy as they "infringe the workers right to equality under section 15 of *the Charter*." As mentioned, the Tribunal Panel had previously concluded (Decision No. 2157/091) that the worker's appeal would succeed but for these subsections and the policy. As such, the worker's appeal was allowed.

Many expect this ruling will lead to the revival of claims previously denied on the basis of WSIA subsection 13(4) and (5) and scores of new claims.

Without preventive actions at the workplace level, mental stress will continue to be a significant burden on affected workers and employers.

For affected workers, mental stress can be extremely debilitating on its own leading to depression, anxiety and sleep disorders. Research also suggests stress is a significant contributing factor to health impacts ranging from the common cold and musculoskeletal disorders to heart disease and cancer.

For businesses, mental illness is estimated to cost the Canadian economy in excess of \$50 billion dollars annually. Direct cost to business in lost productivity and turnover is more than \$6 billion dollars. Mental illnesses account for approximately 30 per cent of short and long-term disability claims. In fact, they are the fastest growing disability claim in Canada.

Many resources are available to aid workplaces seeking to address the psychosocial hazards responsible for work-related mental stress.

A new workplace mental health Standard was published in 2013. The standard, entitled [Psychological health and safety in the workplace—Prevention, promotion, and guidance to staged implementation](#) (CAN/CSA-Z1003-13), was developed by the Canadian Standards Association (CSA) and the Bureau de normalisation du Quebec (BNQ). It was commissioned by the federally-funded Mental Health Commission of Canada (MHCC).

Another resource is the [Mental Injury Prevention Tool Kit](#) developed by the Occupational Health Clinic for Ontario Workers (OHCOW) in partnership with several unions, academics and others.

For our part, the Workers Health and Safety Centre continues to assist workplace parties through training programs and information services aimed at raising awareness about work-related mental stress and targeting prevention at the workplace level.

[Want to read the WSIAT Decision No. 2157/09?](#)

## NAOSH Event at Toronto Pearson Airport

This year Air Canada, Air Canada Express (JAZZ), UNIFOR and IAMAW Health & Safety Committees, and the Greater Toronto Airport Authority (GTAA) worked together to host an exciting local NAOSH event at the Toronto Pearson Airport on May 8-9, 2014.

The goal of NAOSH Week is to focus the attention of employers, employees, the general public and all partners in occupational health and safety on the importance of preventing injury and illness in the workplace, at home and in the community. This year there were 40 vendors from the community who hosted their booths. Over 1000 attended the event and it was a tremendous success.



**Lidia Kafieh, Air Canada, Co-Chair Unifor Health for Safety Customer Service Sales Agents (CSSA) along with a IAMAW member.**

## PEDESTRIAN SAFETY

### YOU'RE IN THE DRIVER'S SEAT



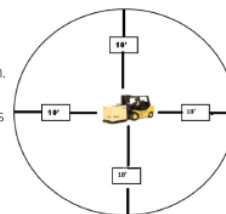
In almost every sector and industry in our Union there is a working relationship between forklifts and pedestrians. And it can be a deadly one. Forklifts account for the majority of workplace deaths and serious injuries. We need to build an awareness and safe culture if we want to share this space and make sure we all go home safely at the end of our workday. Pedestrians need to take special caution when working around forklifts. Often times, workers take these machines for granted and are not aware of the dangers associated with sharing the same workspace.



- Never assume you can hear a forklift. Noisy working conditions can make it impossible to hear an approaching forklift. Use your eyes.
- Never walk under a raised load.
- Always give machinery the right of way. Even if a forklift can stop, the load that it carries may not. Stay out of its "Spill Zone".
- Drivers should use their horns liberally to alert pedestrians and other forklifts of their presence.
- Pedestrians and Drivers need to be aware that inclement weather and lighting greatly reduce the forklift operator's vision.
- Be extra cautious when working in or around loading docks for machinery entering and exiting trailer and rail cars.
- Forklift operators need to look first before they move their machinery.
- Never ride on a forklift.
- Be cautious of the "swing out" at the rear of a turning forklift.

### REMEMBER THAT YOU ARE IN THE DRIVER'S SEAT

**Spill Zone** - The diameter of the *Spill Zone* is twice the height of the lift. Using the example below if the load was 10' high. A pedestrian should **never** be inside the 10' diameter of the spill zone when loads are being raised or lowered.



**Swing Out** - Forklifts steer from the rear. This causes the rear end to swing out as the forklift turns. Pedestrians can be hit by the rear end swing.



### DIDN'T YOU SEE ME?

Pedestrians should be aware that forklift operators have a very impaired field of vision. When driving forward the operator's vision is blocked by the mast and the load they are carrying. When driving backward the operator is sitting in an awkward unnatural position.

Crowded workplaces, inclement weather and the fast pace of the workplace can create a dangerous environment.

The pedestrian, the forklift operator, and the employer have a shared responsibility to create a safe workplace.

Employers can control and implement better workplace design that reduce overcrowding, blind corners and pedestrian/forklift interaction. Regularly raise awareness to the safe interaction between pedestrians and forklifts. Develop and enforce pedestrian walkways and crosswalks. Improve lighting and visibility. Implement proper traffic rules for material handling such as controlling speed, stop signs, hand or horn signals, and establishing right of way. Floors and aisles ways should be kept clear and free of hazards. Safe and sufficient clearance for turning radius should be designed into traffic areas.



### PEDESTRIANS JOIN THE VAST MAJORITY

Join the majority of pedestrians and forklifts who safely coexist in their workplace by following these guidelines.

- Make eye contact so the operator is aware you are near.
- Wait for the operator to acknowledge you. "Wait for a Wave"
- Stay 2 feet away from the forklift at all times, even when the forklift is stationary.
- Use high visibility vest when working around forklifts.
- Walk only in designated walkways and crosswalks.
- Do not walk out from behind blind spots.
- Look both ways before walking across a crosswalk.



**With Responsibility comes Authority;  
Including the Right To Refuse  
Unsafe Work!**

**Join the vast majority of safe  
forklift operators and take control  
of your own driving habits.**



## SAFE DRIVING CULTURE

### YOU'RE IN THE DRIVER'S SEAT



Did you know that the number one cause of fatalities and critical injuries in the workplace are caused by being struck by a forklift.

**Join the vast majority of safe forklift drivers in your workplace who drive safely.**

**There is a lot riding on your forks!**



## HOW SO YOU STACK UP?

Our jobs have become so busy. There are a few forklift operators who may feel that by rushing through their job, they will find themselves with extra time.

Do you find yourself rushing and taking short cuts?

- If you are part of this minority you should consider the possible impact:
- It only takes a second of lapse of judgment and awareness to cause an accident.
- Your efficiency gains will only highlight to your employer to increase your workload.
- Rushing around needlessly adds stress to your workday.

Join the vast majority of safe forklift operators and take control of your own driving habits.

- Be aware of your surroundings.
- Spread your workload out evenly throughout your day.
- Do not be afraid to speak up if you feel your workload is too demanding.

## REMEMBER THAT YOU ARE IN THE DRIVER'S SEAT

- Only operate a forklift if you have been properly trained and licensed to do so.
- Your coworkers share the same workplace and space watch out for them and keep them safe. Never drive directly toward a pedestrian.
- Establish eye contact when approaching pedestrians in the workplace.
- Wave to acknowledge their movement.
- Obey all stop, yield and other signs in your workplace.
- Always look in the direction of travel, before you move.
- Be a mentor to other forklift drivers, establish a safe working culture.
- Hold management accountable for developing safe material handling practices in your workplace.
- Join the vast majority and drive safe!



## THERE IS A LOT RIDING ON YOUR FORKS

As a forklift driver you are in the driver seat. Our workplaces have become more dynamic and speed matters - or does it? The argument from the employer is we have to be competitive and getting parts to and from key points in our work place is part of that competitiveness - or is it? At times a blind eye is turned on unsafe driving practices just to get the job done. Speak up. Tell management about any unsafe material handling problems in your workplace. Guaranteed, management will hold you accountable should something go wrong. Be part of the vast majority of safe forklift drivers who drive as they have been trained to be safe, aware and conscientious.

*"A worker was crushed between a forklift that rolled forward in a trailer while loading concrete blocks"*

## FORKLIFTS ALWAYS WIN

Across Canada 13 workers were killed on their job by forklifts accidents between 2003-2007. A further 10308 lost time injuries were suffered between 1996-2008. Many of these workers were CAW sisters and brothers, whose families have forever been tragically changed. **You cannot win in a forklift accident.** There is no better reason to join the vast majority of forklift operators and practice safe driving habits.

*Between 2003-2007 there were 136 critical injuries and 13 workers died from forklift incidents in Ontario alone.*

## DID YOU KNOW?

How heavy is a forklift?

An 8000 lb capacity forklift weighs 13, 980 lbs. That is the same weight as **3 full size pick up trucks!**



*With Responsibility comes Authority;  
Including the Right To Refuse  
Unsafe Work!*

*Join the vast majority of safe  
forklift operators and take control  
of your own driving habits.*



## New Accident Investigation Training Course

The "NEW" Unifor Accident and Incident Investigation Course was piloted the week of May 11<sup>th</sup> 2014 at the UNIFOR Family Education Centre with 19 participants in attendance. This program gave clear and concise information on how to effectively interview witnesses, chart accident cause and effects and identify appropriate corrective and preventive actions.

We also take time to better understand the disadvantages of Behaviour Based Safety Programs and how to support prevention through legislative deterrents including C-45.

Participants stated that they found the many practical investigative tools offered throughout the Course to not only be useful if they must ever investigate an accident, but will also help them implement better accident prevention procedures in their workplaces.

Unifor has 796 Locals consisting of 3,195 bargaining units. That is a lot of Union Joint Health and Safety Committee Reps that require this important training. We believe this course will be filled consistently for the next several years.

## Health | Safety | Environment

The Unifor Health, Safety & Environment newsletter is published by the National Health, Safety & Environment department. It provides a detailed look at various HS&E and workers' compensation issues and initiatives taking place throughout Canada and around the world.

Our members are encouraged to contribute to this publication by sending in articles and pictures to highlight and describe local, community and environment involvement. [healthandsafety@unifor.org](mailto:healthandsafety@unifor.org)

To subscribe please visit our website:  
<http://www.unifor.org/en/whats-new/subscribe>



# LADDER SAFETY

In CANADA, ladders are rated by the Canadian Standards Association 

## Ladder Selection

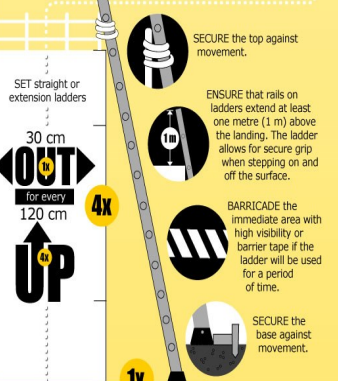
| Grade | Use                         | Load Rating |
|-------|-----------------------------|-------------|
| 1     | Construction and Industrial | Heavy duty  |
| 2     | Tradesman and Farm          | Medium duty |
| 3     | Household                   | Light duty  |








If a ladder must be used to do the job  
**TRAINING IS ESSENTIAL**

### INSPECT the ladder before EACH & EVERY USE

-  CHECK for grease, oil, caulking, embedded stone and metal, and other materials that could make using a ladder unsafe.
-  REPLACE frayed or worn ropes on extension ladders with type and size equal to manufacturer's original rope.
-  CHECK for dents and bends in side rails, steps and rungs, and any cracks, wear, splits and rot (if applicable).
-  CHECK non-skid feet for wear, embedded material, and proper pivotal action of swivel feet.

## Ladder Set-up & Placement



-  **WATCH FOR WIRES**
-  SECURE the top against movement.
-  SET straight or extension ladders
-  30 cm **OUT** for every 120 cm **UP**
-  ENSURE that rails on ladders extend at least one metre (1 m) above the landing. The ladder allows for secure grip when stepping on and off the surface.
-  BARRICADE the immediate area with high visibility or barrier tape if the ladder will be used for a period of time.
-  SECURE the base against movement.

-  SET the ladder on a firm, level surface – not on flexible or moveable surfaces.
-  ENSURE that the surface and the ladder feet are clean. Dust, sand or dirt on the work surface can cause the ladder feet to slide.
-  ENSURE that the area around the base is clear of unstable material and debris.
-  DO NOT LEAVE ladders unattended where others can climb them
-  DO NOT WORK on ladders in windy or bad weather.

Remember... **FALL PROTECTION** is required when working **above 3m** metres




**CLIMB** UP

**FACE** the ladder at all times when climbing UP or DOWN, and while working.

**MAINTAIN 3-POINT CONTACT** when climbing UP or DOWN

Always have: two hands and one foot **OR** one hand and two feet on the ladder at ALL times.



DOWN

## Working from a Ladder

-  KEEP boots clean of mud, grease, or any loose or slippery material which could cause loss of footing.
-  KEEP your centre of gravity (i.e. your belt buckle) between the side rails.
-  MAINTAIN a minimum 3-point contact (see above).
-  MAINTAIN knee contact for added balance.
-  REPOSITION a ladder by climbing down and moving the ladder to the new position.
-  NEVER WALK, BOUNCE, HOP or JUMP a ladder.
-  DO NOT STAND higher than the third or fourth rung from the top.
-  NEVER CARRY tools or materials in your hands when climbing. Use a hoist or tool belt instead.

## Everybody has RESPONSIBILITIES



**Managers/Supervisors** must ensure that:

- ladders are CSA approved
- damaged ladders are removed from service, repaired or disposed of
- ladders used are adequate for the job
- all employees are trained to know what ladder to use when, and how to use them safely



**Employees** must:

- follow all established safe practices when using ladders
- not use damaged or unsafe ladders
- report damaged or unsafe ladders immediately
- use the proper ladder for the job

# 2014 UPCOMING EVENTS

## One Week PEL Courses—Family Education Centre, Port Elgin, Ontario

|  |                       |
|--|-----------------------|
| Introduction to Ergonomics                       | June 15-20, 2014      |
| WSIB: Return to Work (Pre-requisite WSIB I & II) | June 22-27, 2014      |
| Stress: The Workplace Hazard                     | June 22-27, 2014      |
| Environment - Community                          | June 22-27, 2014      |
| Time Study—Auto                                  | June 22-27, 2014      |
| Toxic Substances in the Workplace                | August 17-22, 2014    |
| Health & Safety                                  | September 14-19, 2014 |
| Environment - Workplace                          | September 14-19, 2014 |
| WSIB I&II (Ontario Only)                         | September 14-19, 2014 |
| Introduction to Ergonomics                       | September 14-19, 2014 |

*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/2014-02-04> or contact the Unifor Family Education Centre directly at 1-800-265-3735 or [confcentre@unifor.org](mailto:confcentre@unifor.org)*

### **National Health & Safety and Workers' Compensation Conference**

August 22-24, 2014

Unifor Family Education Centre, Port Elgin, Ontario

### **Canadian Council**

September 12-14, 2014

Vancouver, British Columbia

### E-Updates...

In our efforts to keep our membership well informed, please take the time to give us a current e-mail address so we can send you Health, Safety, Environment and Workers' Compensation updates as they become available.

Send you first name, last name and email address to: [healthandsafety@unifor.org](mailto:healthandsafety@unifor.org)



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