



HEALTH, SAFETY & ENVIRONMENT NEWSLETTER

Winter 2016

Volume 4, No. 1

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Work Accident Investigation



Submitted by: Ronald Soucy, Recording Secretary, Local 825

During the week of November 23 to November 27, 2015, Francophone locals from northwestern New Brunswick, Local 825, Clair, Local 112N, Veneer, Local 2, St-Léonard, Local 113, Kedgwick and Local 8, Baker Brook, had the opportunity to take the accident and incident investigation course with the support of our National representatives.

Our instructors, Brothers Ken Cameron and Greg Sheik, gave us the tools to identify accident causes. This will help us prevent and avoid recurring accidents. This course also demonstrated the importance of making our workplaces safer in order to protect all workers.

We took a practical approach to the process of investigating workplace accidents, putting the emphasis on the best methods for determining root causes.

This course also provided us with valuable information on occupational health and safety laws and regulations. Thanks to this information, we, as union representatives and health and safety representatives, have a better understanding of legislation and rights in this area, allowing us to follow up on cases and assist with measures aimed at increasing the safety of our members.

On behalf of all the local unions mentioned above, I'd like to thank our two instructors, Brothers Ken Cameron and Greg Sheik, for this enriching week. Thanks also to Unifor for demonstrating the importance it attaches to its members.

Working together to help our colleagues work in safer, injury-free environments.

A Life in Error: from little slips to big disasters

Book review by Ken Cameron, Health and Safety Coordinator for VIA Rail Canada

It is so easy to blame the victim. They must have been doing something wrong! Aren't most accidents caused by people?

Even union representatives who would fight a weak monetary grievance, and go to great lengths to avoid telling a sister or brother they have no case, will more quickly agree that the root cause of some accident must have been the fault of the employee. Employers will build safety systems which place the responsibility on the victim, and we go along with it.

James Reason is credited with the current system of safety management that we have today. He was an English professor of psychology, looking for an area of specialization. One day he was making tea and put the cat food in the teapot. He had found his specialty! How could such an error be made.

His book on error is the last thing he will ever write about the subject, he says at the conclusion. He reviews his concepts of error and how we make them. They are based on either skill, rules or knowledge.

He is interested in accidents originating in large, complex organizations like drilling platforms, railways, airlines, nuclear power plants. He also studies medical accidents. While brief, this book would be a good starting point for anyone wanting to learn about error, large organizations and defenses.

Carswell is a Canadian publisher of expensive little books for management. They are very readable and cover a wide range of topics: harassment, violence in the workplace, public health, regulatory compliance, due diligence, medical examinations, mental health, inspections. Dilys Robertson has written several books in the series.

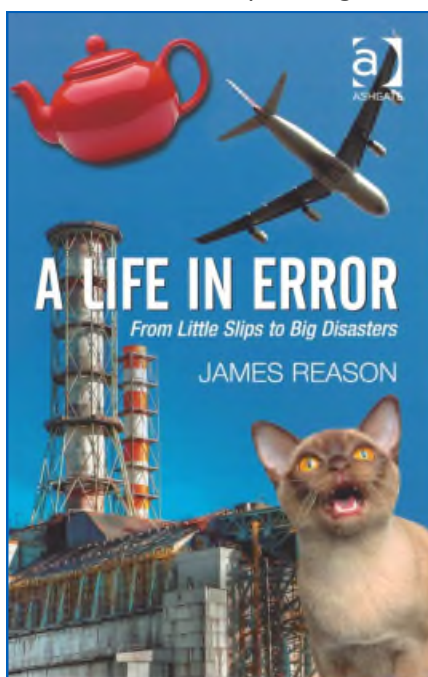
She emphasizes the importance of trust in the workplace, by avoiding "blame-fixing"; it is better to identify and fix

deficiencies in the OHS system than merely preventing the incident that just happened!

Her current title on investigations is an update from a version eleven years earlier. The book covers the law, accident theory, program development, the investigation process. One important addition is the principal of conducting a risk assessment for recommendations arising out of an investigation, to ensure that a new hazard is not being created. She provides a current example from the Germanwings disaster, where the pilot was locked out of the cockpit. "The procedure and equipment that enabled this was done in order to prevent entry into the cockpit by passengers with intent to high jack or crash the plane—preventing entry into the cockpit by airline personnel trying to deal with an emergency in the cockpit."

Behavior based safety is the monster that threatens to shift the responsibility for correcting work place hazards from the employer to the worker. As if we controlled the workplace!

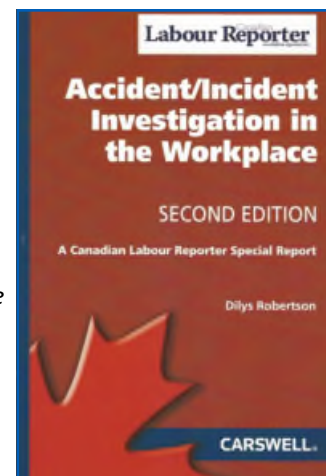
To defend against this, the Unifor Education department developed a new course in investigation, written by Ken Bondy. Going into greater depth than the general course on health and safety, this is now on offer at the Family Education Center in Port Elgin.



The course covers all the elements: body mapping, job safety analysis, legislation, interviewing witnesses, making recommendations. As with all Unifor courses, they are from a workers' perspective designed for adult learners where we actively teach each other.

Change doesn't occur by accident! We need to arm ourselves. Read. Study. Challenge.

*By: James Reason
Ashgate, 133 pp., 2013
Accident/Incident Investigation in the Workplace, second edition—By Dilys Robertson, Carswell, 103 pp., 2015
Accident and Incident Investigation Unifor Education department One-week course, 2015*



Workplace Mental Health at the Bottom Line Conference 2016



Unifor participants, led by Brother Gord McGrath, L114 President and Chair of BC Council's H&S and Environment Standing Committee attended the 2016 National Bottom Line Conference which recognized the Heroes in the Workplace: Stories from the Champions of Change. The heroes shared their successes, their failures, the challenges they see ahead, and what keeps them inspired to achieve psychological health and safety for all in the workplace. The conference had a mix of speakers and skills-based workshops.

Included among the powerful plenary speakers were notables Michael Bryant, former Attorney General of Ontario, and Olympic rowing medallist Silken Laumann. Mike McNamara, a Surrey firefighter, paid tribute to his late friend and colleague, Kevin Hegarty, who died by suicide. In the name of his friend, McNamara continues to promote the importance of mental health for first responders and building access to help for those who need it.

In addition, the Canadian Mental Health Association unveiled its survey which includes responses from nearly 600 people in workplaces across Canada. It notes that:

- Mental Health First Aid is the resource most known to respondents

- Followed by the Canadian Centre for Occupational Health and Safety (CCOHS).
- And most effective tools are:
 - o CMHA workplace mental health workshops,
 - o Workplace Strategies for Mental Health (free online resources) and
 - o the National Standard of Canada for Psychological Health and Safety in the Workplace (Standard Z1003).

Sadly, the Pan-Canadian survey showed that less than a quarter of workplaces report doing well in addressing workplace mental health. However, more and more employers are recognizing the value of human capital and training their workforce on emotional intelligence and on available mental health services.

The attendees left the conference with a new perspective and the skills they need to move their workplaces forward in the journey to improved psychological health and safety.



By: Gord McGrath, Local 114 President; BC Regional OH&S/Env. Chairperson

With thanks to the National Health and Safety department I was invited to a two day seminar on mental health issues within the workplace held here in Vancouver late February 2016, it was attended by union and management as well with a very impressive list of professionals in the field of mental health.

I took part in breakout sessions covering "Accommodating Addiction: Were the Case Law is Heading Us" and an introduction to "Psychological Trauma: Tools to Strengthen Mental Health and Build Resiliency" hosted by the Vancouver firefighters and Seia Roots part of CMHA Vancouver.

That in itself was a very moving piece as it illustrated just how many first responders have been affected extending from the ongoing daily duties of the job or witness a severe trauma incident or loss of a co-worker.

This can have devastating affects to the worker/s in short or over time, the lack of sleep, eating and substance disorders, home relationships in peril are clear signs of mental overload and a need for help is paramount. I was taken back by how many victims there are and the need for some to take their own life, thankfully programs are now in place to identify symptoms before tragedy hits.

It is all about awareness and the understanding in part of the illness, there is information out there to help bring some clarity to the complexities without needing a medical degree. It's well worth the time to inform ourselves as OH&S advocates around mental health and how little most people really understand about it and how to treat those affected with disorders of mental health.

The last segment that I attended was Psychological Health and Safety: An OHS Perspective, all these sessions were extremely informative and show that the issue of mental health at the workplaces has been downplayed with ignorance and the lack of education on how to approach someone with this illness.

This is a big problem and the need for corrective measures of total support has to be at the forefront with added collective bargaining language to protect those who suffer day in and day out, most cases in silence.

There's a good chance some people in your workplace are struggling with their mental health or with addiction, there's an even chance they've not talked to anyone about it.

Union activists care about social and economic justice in the workplace and about helping people seek work-life balance. We must get better at supporting people suffering from mental health issues and addiction. To do so we need to work through our own ignorance and fears.

This year, the 20 per cent of Canadians who are struggling with their mental health or addiction will face continued stigmatization by our society, simply put most won't tell their friends or co-workers.

You find most people would share a cancer or diabetes diagnosis before sharing a mental health burden. It's not irrational for people who struggle with their mental health to believe others won't be supportive.

Stigma shows up like this for example; almost half of Canadians say they wouldn't socialize with someone with a mental health problem, studies show that a quarter of us are afraid to be around someone with a serious mental illness, and almost half of us think people use mental illness as an excuse for bad behavior.

All these statistics come from the website of the Center for Mental Health and addiction (CAMH) which is the largest teaching hospital in Canada devoted to mental health and addiction issues.

The CAMH website is a good starting point to help us with our job as union and workplace activists supporting our sisters and Brothers in their struggles. "Guarding Minds@Work" is another great tool based on 13 psychosocial factors known to powerfully affect the health of individuals in the workplace as well as the overall health of an organization.

With this, we can first evaluate our workplaces in terms of psychological health and safety and implement a program to create or safeguard a healthy environment at work. That program can be found at guardingmindsatwork.ca along with a whole host of information regarding mental health.



Implementing the CSA Standard on Psychological Health and Safety in the Workplace

The Mental Health Commission of Canada (MHCC) recently released early findings of a project examining implementation of the CSA Psychological Health and Safety in the Workplace standard.

The three-year Case Study Research Project follows 41 organizations across Canada to better understand how they and other workplaces are implementing the processes laid out in the National Standard on Psychological Health and Safety in the Workplace standard developed by the Canadian Standards Association (CSA).

Launched in January 2013, the Standard (CSA-Z1003-13) was commissioned by the MHCC. It is a voluntary set of guidelines, tools and resources focused on promoting worker psychological health and preventing psychological harm related to workplace factors. According to the MHCC, it is the first of its kind in the world.

The goals of the Case Study Research Project are to monitor progress; identify promising practices, as well as challenges and barriers to implementation; and develop tools that will enhance adoption of the Standard by employers across Canada.

The interim report on the Project outlines progress made by the 41 participating organizations pioneering the Standard.

The key findings of the Project are as follows:

- 90 per cent of participating organizations noted “protecting the psychological health of employees” as the top reason for implementing the Standard;
- Organizations are using absenteeism rates, uptake of Employee Assistance Programs (EAPs) and short and long-term disability rates to assess employee psychological health;
- 80 per cent have reviewed and revised their current policy, with 67 per cent crafting a new policy;
- 80 per cent of organizations offer EAP services and a percentage of this group are working to expand their services specific to psychological health.

Those workplaces that volunteered to implement the CSA Standard report significant improvements in worker wellbeing and productivity. Some of the key practices influencing their success are as follows:

1. Communication of organization’s motivation for implementing the Standard;
2. Clear and firm commitment by the leadership;
3. Specific protocols for identifying and managing psychological hazards;
4. Collaboration with stakeholders;
5. Incorporation of evidence from primary research and industry best practices; and,
6. Integration of psychological health into any organizational change.

MHCC says early findings confirm the Standard can be implemented in all types of workplaces in Canada. They add, investing in the workforce’s mental health is simply good business.

The MHCC will continue to work with participating organizations to gather more evidence and release final results in the spring of 2017.

Source: Workers Health & Safety Center



How to Use **GuardingMinds** More Effectively
@ WORK

Guarding Minds @ Work is a free resource to help you and your organization improve psychological health and safety in your workplace.

CCOHS Forum 2016 The Changing World of Work
Vancouver, BC

Topics

human factors
emotional intelligence demographics
participatory ergonomics
workplace culture breakthrough change

emerging issues
climate change mental health
sex and gender work-life balance

5th Edition

10 Speakers

2 Days

146 Delegates

#ccohsforum

202 tweets

544,803 reach

Top tweet
@CCOHS: Workers don't cause failures, they trigger latent conditions that lie dormant in orgs waiting for specific moment—Todd Conklin

Delegates have their say

What are the greatest health and safety issues faced in the workplace?

- Mental health
- Information overload/ not enough information
- Staffing/skills shortages

What's needed to improve workplace culture?

- Emotional intelligence
- Leadership
- Education
- Working in partnership

What are the barriers to creating good workplace culture?

- Lack of leadership
- Poor communication
- Lack of trust

What's working in the workplace?

- Engagement
- Integration of safety in culture and all aspects of training

Delegate Representation

Alberta	11.6%
British Columbia	52.8%
Manitoba	0.7%
New Brunswick	3.4%
Newfoundland and Labrador	1.4%
Nova Scotia	2.1%
Northwest Territories	2.7%
Nunavut	0.7%
Ontario	16.4%
Quebec	1.4%
Saskatchewan	4.1%
International	2.7%

28.8% Worker

3.4% Student

36.3% Government

31.5% Employer

Occupational Cancer Symposium

New research on the magnitude and cost of work-related cancers in Canada fuelled compelling discussions at a recent symposium in Toronto, a summary of which is now available.

The one-day meeting entitled, *Preventing the Burden of Occupational Cancer in Canada* was hosted by Ontario's **Occupational Cancer Research Centre (OCRC)**. Close to 120 attended, including representatives from labour, government, the province's health and safety system, non-governmental organizations and the research community.

Preliminary findings

As the OCRC symposium summary observes, the purpose of the event was to share preliminary results from the *Burden of Cancer in Canada Study*. The four-year national research collaboration is funded by a team grant from the Canadian Cancer Society Research Institute.

The ground-breaking research assesses the **burden of 27 different cancers** attributed to 44 workplace carcinogens described by sex, province, age group, industry and occupation. The study estimates the number of cancer cases each year caused by exposure to workplace carcinogens and the economic impact of these. Estimating the full economic burden also tells us the estimated number of cancers and related deaths that could be prevented by reducing exposures to carcinogens.

Researchers presented **powerful preliminary findings** on three well documented occupational carcinogens: diesel engine exhaust, asbestos and radon.

Diesel engine exhaust:

- cause an estimated 553 work-related lung cancers each year in Canada;
- \$507.7 million—estimated cost of newly diagnosed lung cancers in 2011 related to workplace diesel exhaust exposures;

- at risk occupations include miners and truck drivers;
- Canada has no Occupational Exposure Limit for diesel exhaust.

Asbestos:

- estimated to cause 1708 work-related lung cancers and 391 mesotheliomas each year;
- \$1.36 billion and \$359.3 million—estimated cost of newly diagnosed lung cancers and mesotheliomas respectively in 2011 associated with workplace asbestos exposure;
- workers most at risk include those in manufacturing and construction;
- asbestos containing materials, such as cement pipe, are still legally imported and used in Canada.

Radon:

- estimated to cause 26 work-related lung cancers a year at a cost of \$30.6 million;
- Health Canada estimates that 16 per cent of lung cancers are attributable to radon exposure;
- miners are most at risk but office workers can be exposed indoors as well;
- The World Health Organization's exposure level is more protective than Canada's guideline.

Preventing occupational cancer

By any measure, the burden of occupational cancer in Canada is great. The question then becomes, "What can be done to prevent this burden?" To this end, symposium participants heard from Lesley Rushton, a researcher in the United Kingdom who helped document similar cancer burden findings and in similar ways. In fact, the Canadian study is based on the UK approach. Rushton also detailed another research project which effectively forecast the **significant number of cancers that could be avoided** by reducing occupational exposure limits, enforcing better compliance with existing limits or implementing a combination of both interventions. Rushton observed however, while the UK research has done much to raise awareness, the country's political will to prevent occupational cancers has remained unresponsive.

Symposium participants also heard from those in **Canadian jurisdictions** who are:

- considering occupational exposure limits (OELs) and enforcement options for diesel exhaust exposures in British Columbia;
- researching control measures for diesel exhaust emissions in Ontario's underground mines;
- implementing a mandatory asbestos registry documenting the location of asbestos in existing public buildings in Saskatchewan;
- campaigning for a ban on new uses of asbestos across Canada; and
- working to prevent exposures to radon, including support for an Ontario bill that would among other things require radon testing and remediation in existing buildings, as well as related Building Code changes for all new construction.

Many of the presentations were a source for **great optimism**. Some on the other hand highlighted **significant barriers** to prevention. For instance, although electrically-powered vehicles for underground mines are available and research has demonstrated how vehicles retrofitted with diesel particulate filters can virtually eliminate miner exposures, large-scale adoption of either was pronounced to be years and perhaps decades away. In response symposium participant and United Steelworker, local 6500 compensation representative, J.P. Mrochek commented much as Rushton had, "In other words, we have the technology, but not the will."

Final findings for the ORCR cancer burden study will be released this spring. Meantime, the organization is developing a new research proposal aimed at feasible interventions in Ontario's construction industry and costs associated with their implementation. Stacked up against the cost of inaction these kinds of analyses are sure to help fuel cancer prevention efforts focused on safeguarding worker health and lives.

Source: Workers Health & Safety Centre

Sexual Harassment

On March 8th, 2016, the Ontario government passed Bill 132 amending the Occupational Health and Safety Act. It was immediately signed by the Lieutenant General in time for International Women's Day. This bill aims to close the loopholes in Bill 168.

Bill 168 required the employer to assess the risks of workplace violence, develop and maintain a policy and program on harassment and violence, review this once a year, take precautions to protect workers from violence including domestic violence, and advise the workers about procedures for reporting and investigation. If a person had a history of violent behavior in the workplace, the employer has to advise workers expected to encounter this person if there was risk of physical injury.

The OHS Act changes are effective September 8, 2016. If we have collective bargaining prior to that, we should be bargaining the requirements of the law.

New requirements in Bill 132 include:

- Explicit requirement to consult with H&S committee to develop and maintain a program to implement workplace harassment policy (32.0.6)
- New requirements for the program including the right to report to someone other than employer/supervisor where they are the harasser; restriction on disclosure unless required by law; and how the complainant and alleged harasser will be informed of the results of the investigation & any corrective action that will be taken
- New requirements around investigating incidents and complaints
- Program must be reviewed annually
- Clarification that results of the investigation are not a report for the purposes of s.25(2) of the OHS Act
- Requirement for information and instruction on the workplace harassment policy and program

One of the biggest changes is the new inspector powers under s. 55.3. Inspectors can now order an investigation to be conducted at the employer's expense by an impartial person and provide a written report.

The government has indicated that these will be specialized OHS inspectors. We have asked for an increase in number and special training for OHS inspectors. The government is working on a Code of Practice under Part III S.1 of the Act to be released before September 8, 2016.

Ontario Noise Regulations

Exposure to harmful levels of noise is a growing concern in many workplaces. **According to both the Ministry of Labour and WSIB Ontario, occupational noise induced hearing loss has become one of the most common - and most preventable - occupational diseases.**

The Ontario government recently approved a new Noise Regulation (O. Reg. 381/15) under the Occupational Health and Safety Act. The Noise Regulation, set to come into force on July 1, 2016, ushers in two fundamental changes.

First, the Noise Regulation consolidates the noise protection requirements set out in the regulations for Industrial Establishments, Mines and Mining Plants, and Oil and Gas-Offshore into a single comprehensive regulation.

Second, the Noise Regulation extends the noise protection requirements contained in the pre-existing regulations to all workplaces.

Under the Noise Regulation, employers are required to take all measures reasonably necessary in the circumstances to protect their workers from exposure to hazardous sound levels.

Subsumed in this broad requirement are several more specific requirements for employers, including:

- employers must limit the exposure of workers who are exposed to noise to a maximum time-weighted limit of 85 decibels over an eight-hour shift (as calculated by the Noise Regulation);

- employers must put in place measures to reduce workers' exposure based on a "hierarchy of controls," which could include engineering controls, work practices, and the use of personal protective equipment in the form of hearing protection devices;
- employers who provide hearing protection devices must provide adequate training to employees who use those devices;
- employers must, where practicable, post a clearly visible warning sign at every approach to an area where the sound level regularly exceeds 85 decibels.

I Will Never Get Injured on the Job I Will Never Have to Deal with the WCB

If you believe that, well, good luck to you. We hope you never will. Nobody plans to get hurt at work: to have an accident, stumble while carrying equipment, get exposed to toxic gases or suffer a psychological trauma that scars you for the rest of your life. But if you do have the misfortune to be hurt on the job or develop an occupational disease, you WILL have to deal with the WCB (aka WorkSafeBC although that is their marketing name – they are still legally the Workers' Compensation Board.)

You could be in for a difficult and miserable time dealing with the WCB, but there are a few steps you can take right now to minimize the grief.

You need a doctor, a steady doctor, not just whoever you get at a walk-in clinic. If you have a regular doctor he/she is more likely to stick up for you if you are getting bullied by the WCB. A doctor who has been seeing you for years knows you and your medical history. They know if you are generally healthy and if you only show up when you are really sick. They know if you've had prior back complaints or headaches or complaints of any kind. Walk-in clinic doctors are less likely to fill out the forms in sufficient detail and they are unlikely to remember you if they have not made good chart notes. You would not believe how many injured workers have been shafted over the years because they didn't have a doctor who would stand up for them. Take it from us; it makes a **huge** difference. Now is the time to find yourself a good family physician and stick with him or her. They can make a big difference in your life when the time comes.

Once you are sick or injured it's going to be very difficult to change.

Here are a few examples of situations we have dealt with where having or not having a regular doctor has made a crucial difference to the worker.

Forms!!! Whether it is WCB, LTD, WI or CPP Disability, you often have to ask your doctor to fill in the paperwork. You are much more likely to get these forms quickly and containing appropriate detail if you have a good regular doctor.

Familiarity with your history: if you have a longstanding and complex history of injury or occupational disease, do you really want to have to re-visit your whole medical history every time you go into a clinic? Aside from the fact that no walk-in clinic doctors are going to be willing to give you that extra time, it's unlikely that you would be able to provide a complete and accurate background every time anyhow. In one case the dispute involved when the worker had first seen his doctor. He had seen a doctor in the clinic who did not make any chart notes of the visit, nor did she remember that visit several months later.

Knowing the worker: the WCB may use it against you if you have been in to see the doctor about something else, unrelated to your compensable injury. They don't acknowledge that if your back has been bad for years, you are not going to go in every month to see your doctor when he/she has told you there is nothing more they can do. The WCB will argue that if you were really in pain you would have been in to see the doctor. A longstanding family doctor is more likely to know you and may be more willing to add to a report that while he/she saw you for pneumonia or a non-compensable injury or illness, he/she was aware that you continued to suffer from your "bad back" or whatever the case may be. They are also in a better position to say if your condition has "flared-up" or deteriorated, thus giving you grounds for a reopening. An unfamiliar doctor can only repeat that you have told him/her that you are feeling worse, and that's not worth much.

Return to work: a few years ago the WCB removed the policy that required them to get the family physician's

agreement before sending someone back to work. The policy now says that they should “consider” the family physician’s opinion, but they don’t have to follow it. In this case, it’s really important to have a doctor who will strongly express his or her opinion on whether you are fit to return to work and to what light duties.

Psychological diagnosis: the amount of time it takes a doctor to go through the depression questionnaire or any other mental health test, in order to be able to make a psychological diagnosis, is much longer than a walk-in clinic doctor will probably be willing to take. Your longstanding family physician will generally be more willing to take the extra time.

Follow-up: sometimes a family physician will phone the WCB in order to try to get you treatment or referral to a specialist. It may take a long time to get a call back. A recent appeal had the worker’s family physician asking for a call back from the Board on 19 November 2015. A board medical advisor finally called on 11 January 2016. By that time it seemed that the walk-in clinic doctor didn’t really care anymore. She never called the board medical advisor back.

These are just a small sampling of the ways that having or not having a family physician can make a difference if you are ever injured or get sick on the job.

Don’t wait until you are sick to look for a good doctor.

Find one now. You will be glad you did.

Source: Sarah O'Leary, Rush Crane Guenther



These programs give clear and concise information on how to effectively 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 of hidden hazards such as occupational disease and mental injury.

Health and Safety Training Takes Off in 2016

Submitted by Ken Bondy – National Coordinator

This year our Health and Safety Training courses including our One Day Provincial H&S and our Accident Investigation course have requested from Unifor Locals across the country as we take on a renewed determination to protect workers’ rights and make our workplaces as safe as possible.



SUN SAFETY AT WORK



Sun exposure at work increases risk of skin cancer

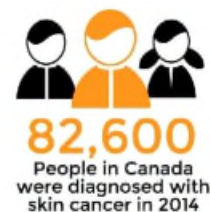


Sun exposure is a serious occupational hazard. Exposure to ultraviolet radiation from the sun via skin or eyes can cause a number of health effects, including:

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

Sun exposure is the leading cause of skin cancer.

About 1 in 3 new cancer cases in Canada are skin cancer.¹ It is the most common type of cancer in the country.¹ Skin cancer and other sun-related health effects are largely preventable by limiting exposure to sunlight.



Approximately 1.5 million Canadians are exposed to sun at work.²



Outdoor workers have higher sun exposure during work and leisure time than indoor workers.³



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



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



Outdoor workers have a 2.5 to 3.5 times greater risk of skin cancer than indoor workers.⁵



As many as 7,000 skin cancers were attributed to occupational exposure to the sun in 2014.^{6,7}



For more information on prevention, please contact sunsafetyatwork@ryerson.ca.

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

Hybrid Pacifica proves a hit on Earth Day

Dave Battagello, Windsor Star

Much is riding locally on the fate of the Windsor-built Pacifica, but the new minivan which hits the market this summer will receive an added boost of having a plug-in hybrid electric version also released later this year.

Fiat Chrysler Automobiles and Unifor Local 444 put the environment-friendly version of the vehicle on public display Sunday for the first time outside of an auto show at the Earth Day Celebration in Malden Park.

A steady stream of potential buyers stopped to check it out.

Retail price for the hybrid version is being kept under wraps by FCA, said Caitlin O'Connor, product ambassador for the automaker. She expects it will be revealed sometime this summer shortly before the electric minivan goes on the market in the fall.

"It's been a great reaction today so far," O'Connor said. "People are seeing how you can have a larger vehicle and still reduce your footprint (on the environment).

"We all have to start thinking about making a positive impact on the environment around us, but it can be hard for a big family to do that. There are many awesome hybrid vehicles out there, but they are small so you can't take the whole family or go on a long trip. It is amazing for (FCA) to make a minivan with a hybrid version.



Unifor Local 200 members promoting local tree planting



Unifor Local 444 members and the Pacifica Hybrid

It is estimated the hybrid minivan will be able to travel up to 48 kilometres before the battery runs low and any fuel is required.

"That range is second only to the (Chevy) Volt," said Mark Bartlett, community environment representative for Unifor Local 444. "It is more than what most people drive in a day, so you could drive this without ever putting gas in it, if you live close to work."

There are no annual projections yet by FCA on how many hybrid minivan units will be produced, he said.

"But we know there will be tremendous interest," Bartlett said. "It has been the star of every auto show. There is a lot of excitement around this vehicle. I can't see the number being low.

The hybrid version will have a 3.6L, V-6 engine with 248 horsepower.

"It has all the performance of a regular minivan," Bartlett said. "It can tow and carry seven passengers."

Another union leader was grateful FCA has stepped into the arena of hybrid vehicles. With the added incentive of provincial government rebates he expects the hybrid minivan to become "a big seller."

"We have been talking for the longest time with car manufacturers about the need to get into the game of electric vehicles," said Ken Bondy, national co-ordinator for Unifor. "It is a pleasure to see (FCA) moving forward on this — not only on the electric vehicle, but building it right here in Windsor."

Climate tells us which clothes to BUY, and weather tells us which clothes to WEAR

Submitted by Brian Dias – Unifor West GTA Regional Environment Council

Let us discuss climate change by first, clearing up what it is not. Climate is not weather. The fact that it may be cold outside does not disprove global warming. Weather is a result of the short term conditions of the atmosphere. When we talk about the weather, we say it is warm, it is raining, it is windy, etc. These conditions can change in a minute, an hour, a day, a month, or a season. They are short term conditions. Climate, on the other hand, could be referred to as the sum of all statistical weather information that could be used to describe a particular region over time, usually 30 years. This statistical data includes extreme weather events along with the average weather.

Human-created climate change is not in dispute by scientists. 97% of scientists agree with this. Human created climate change is not disputed science or nonsense. In a brilliant article entitled "Time for CBC to follow BBC's position on climate change deniers, Andrew Mitrovica points out that the BBC has taken an enlightened stance on this fact and refused to allow climate change deniers a platform on the national broadcaster. The BBC issued statements to clarify their editorial policy "...over rigid application of editorial guidelines on impartiality..." has resulted in the BBC providing "...undue attention to marginal opinion" " we accept that there is broad scientific agreement on the issue and reflect this accordingly." This is not a blow to free speech. This is the national broadcaster saying that they refuse to give "one plus one equals three" proponents any credence. One plus one does not equal three, the earth is not flat, and human-created climate change is not a conspiracy. Mitrovica feels that it's time our CBC adopted the same policy regarding climate change deniers, such as CBC's Rex Murphy.

Canada's Federal Government has accepted the reality of human created climate change; indeed, we have a Minister of Climate Change in the Cabinet. Keeping the deniers off the national broadcast is not a repression of freedom of speech. By adopting the same justification as the BBC, that climate change does not exist is a marginal argument in view of overwhelming evidence to the contrary, CBC can move forward and will be on side with our federal government and most Canadians. For those

deniers there are plenty of public platforms to express their opinions.

One of 2015's top

achievements in science was the rebuttal of a common argument used by climate change deniers. This was the rebuttal of the "Climate Hiatus". Global temperature studies had shown that global warming had leveled off from around 1998 through until around 2012. The yearly average surface temperature increased at one third to one half of the rate observed between 1951 through 2012, and because scientists are earnest, sincere explorers of the TRUTH, they were genuinely perplexed. The climate change deniers, on the other hand, were THRILLED at this uncertainty from the scientific community. Finally, in June 2015, scientists at the National Oceanic and Atmospheric Administration discovered that this "Climate Hiatus" was simply a function of human error, and did not exist at all. Share it around the dinner table, educate and the climate deniers will have a hard time refuting the argument.



Dave Renaud – Retired January 2016



Environmental activist extraordinaire Dave Renaud retired from General Motors – Oshawa Complex – Unifor Local 222 early this year.

Dave is a tireless union activist that many years ago set his sights on working to make the environment a better place for all of us. The list of his

involvement is a long one; Founding President of the Unifor (CAW) Durham Regional Environment Council, Oshawa Plant Union Environment Rep, Prevent Cancer Now board member and past recipient of the Bud Jimmerfield Award to name a few.

Congratulations on your well-deserved retirement - we all know you may be retired from the job but never from the fight.

2016 UPCOMING EVENTS

PEL Courses — Unifor Education Centre, Port Elgin, Ontario

<i>Health and Safety</i>	<i>June 12 –17, 2016</i>
<i>Accident and Incident Investigation (4 day)</i>	<i>June 12 –17, 2016</i>
<i>Good Jobs in a Green Economy</i>	<i>June 19 –23, 2016</i>
<i>WSIB Topical Issues (4 day)</i>	<i>June 19 –23, 2016</i>
<i>Health & Safety for Women</i>	<i>July 17-22, 2016</i>
<i>Health & Safety</i>	<i>September 11-16, 2016</i>
<i>Toxic Substances in the Workplace</i>	<i>September 11-16, 2016</i>
<i>WSIB I & II (Ontario only)</i>	<i>September 11-16, 2016</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

Unifor Constitutional Convention

August 22-26, 2016

Shaw Centre, Ottawa, ON

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