



HEALTH, SAFETY & ENVIRONMENT NEWSLETTER

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Time Study Course

By: Chris Becker, L.1917 Committee-person and Time study Representative, CPK, Guelph, ON

Last spring, I walked up to my plant chair and said, "They changed another job on the line and it is way too busy to keep up." Like many plants, we are now working under a new operating system, the World Class Manufacturing (WCM) model that calls for cost reductions, and it seems like at least one job is getting changed every week somewhere in the facility. My plant chair smiled and said, "Well, we don't have a time study representative, do you want to take the course?" 6 months later, I pulled into the Unifor education centre at Port Elgin for Time Study course.

Our first day in class, we were told that the purpose of the union time study course is to teach us - using the watch method - how to study any job to ensure the work can be completed by a trained worker, working at a normal pace in a safe manner and performing quality workmanship within the time allotted by the employer. The course taught us how to break a job down into segments so it could be timed more easily and accurately. We were taught how to rate a worker's job performance as compared to a normal pace, how to log and get an acceptable amount of times on a time study sheet, and how to make a diagram of a job layout with all measurements relevant to the job. We touched upon the most common pre-determined work standard methods -

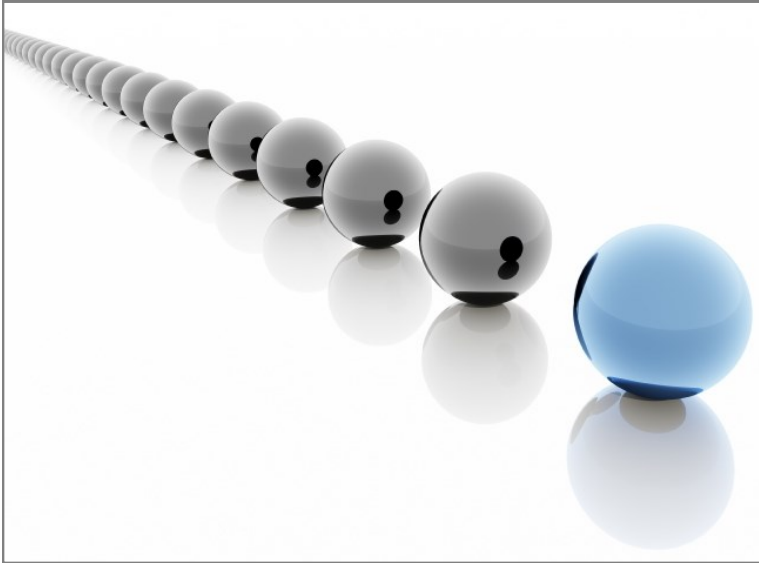
MOST, MODAPS, and GM standard data - used in many large corporations and how they can be misapplied. We were given copies of production standards language used in other union contracts to try to bargain into our own collective agreements. Most importantly, we learned how to get accurate times using our most reliable tool – the decimal minute stopwatch. This was not a union course based on debating or interpreting contracts and language. The watch method is indisputable and simple to use. The proof is in the numbers.



The one missing component from the course was timing material handlers and tuggers. It would have been nice to actually try timing a forklift and their duties. It's a complicated

process and the Unifor Time Study course discussion leader has agreed to come in and show me how to time them in the future.

Bringing my Port Elgin certificate back and putting it in front of the engineering department while stating, "You're dealing with me now," may have elicited smiles from them. But they weren't smiling when I used my watch method education to catch a line running two seconds fast, or to prove that an operator's workload was running over 100%. I was able to produce evidence for the overworked individual that helped speed up the rearranging of a work cell that had already been put off an extra 2 months. I was able to give the



membership the actual speeds their lines are to run at, and just the knowledge that if they have a dispute with their job's speed, there is someone to investigate it and give them an honest answer.

I also found out, through asking the right questions, that there are no standard work orders for any material handlers in my workplace, I found out who the MOST-certified engineers are and I learned what the line speeds are supposed to be "officially" set at. I have successfully lobbied for extra time on a press because an additional element, a china marker to verify quality, was added to the job.

The time-study course was incredibly gratifying and I would recommend it to any committee member or steward. It's a great way to build morale with the membership when they understand that their representatives have a new powerful tool to catch the company playing unfairly with the workloads they are asking them to perform.

WSIB Strategic Planning Session - Benefit Policy Changes

By: Nancy Clark, ODRT Instructor

On January 15th and 16th, a planning session was hosted by the Provincial Building and Construction Trades Council of Ontario and the Office of the Worker Advisor in Toronto to discuss the new and revised Workplace Safety and Insurance Board (WSIB) policies, with specific emphasis on Determining Pre-existing Conditions and Determining Permanent Impairment. The goals were not only to educate and review the policies but to develop strategies to assist injured workers, labour

representatives and other stakeholders in their workers compensation activities.

Presentations were given on the benefit policies and adjudicative advice document, the research and medical perspective and on Pre-existing conditions: the medical and assessor's perspective and panel discussions with questions and answers on some of the difficulties advocates are experiencing with their worker's compensation cases.

Two groups were formed as part of the strategic planning; one group discussed a repository of tools and resources for advocates while the other group discussed developing a body of medical evidence supporting labour's perspective.

The discussion on the medical perspective came from analysis of the New Zealand paper titled "What does degeneration mean? The use and abuse of an ambiguous word"¹. A number of considerations were discussed and action plans developed. Below is a summary:

- Convene a small group of worker representatives to identify supportive medical practitioners and researchers.
- Develop a list of specific questions based on concerns as well as a critique of the WSIB's assumptions
- Develop a package of high quality research in support of work-relatedness of specific conditions for immediate use by advocates.
- Develop proposals for changes to the benefits policies and adjudicative practice documents.
- Develop proposal for changes to the implementation approach by the WSIB



- Exempt the Workplace Safety and Insurance Tribunal (WSIAT) members from the 10 year appointment limit
- Case examples (template to be developed for decisions that concern advocates and then examples to be used in discussions with key decision makers).
- Worker members of the WSIB Board of Directors, and corporate membership.
- Universal compensation coverage in Ontario

The Repository of tools and resources for Advocate group also had a productive discussion. Below is the summary:

- Develop a repository of documents for advocates to review and use as templates. These will include:
 - o letters and questions to doctors (both good and problematic ones), responses from doctors),
 - o Legal arguments (significant contributing factor is still the test for causation, NEL apportionment, asymptomatic DDD gets 0% rating on AMA guides and there can be no apportionment, key WSIAT decisions, useful material from other jurisdictions, normal healing time references),
 - o Submissions to various levels of appeal,
 - o Useful websites, resources,
 - o Checklists and other caseworker tools (worker interview templates, representative templates, OWA guides, decision review templates).
- The access will be restricted with a password protection. This is not to limit the worker advocates but to ensure that others who may not share our values do not access the information and use our strategies against us.
- Advocates will be encouraged to submit materials for posting. There will be a small group that reviews any submitted material before it is posted to ensure accurate and relevant materials are posted.

The summaries of the discussions and action items from the sessions are expected out in the very near future. Timelines for the action items are being set, so stay tuned for an announcement on how to access the repository and further in the future, the worker friendly but scientifically sound medico-legal papers.

Resources:

1. Wigley, R. et al, What does degeneration mean? The use and abuse of an ambiguous word. NZMJ 27 May 2011 Vol 124 No. 1335: pp 73-79.

Steps for Life

Despite our most diligent efforts to eliminate fatalities, critical injuries and occupational disease from our workplaces, each year thousands of Canadians lose their lives because of the work they do.



What happens to the families of these fallen workers?

Steps for Life is a 5-km fundraising walk to help support families impacted by workplace tragedy. Created in 2004, Steps for Life is the flagship fundraiser for the Threads of Life. The annual event raises funds to provide peer support programs and services for Canadian families who have suffered as a result of workplace tragedy and also raises awareness about the importance of workplace health and safety.

Ultimately, Steps for Life – Walking for Families of Workplace Tragedy - aims to educate the community about the devastating ripple effects of each workplace tragedy and how we can work together to prevent others being injured or killed on the job.

All proceeds from Steps for Life support Threads of Life, a national charitable organization dedicated to helping families to heal after they've been affected by a traumatic workplace fatality, life-altering workplace injury or occupational disease.

This year, Steps for Life will take place in more than 30 communities across Canada.

We are asking our Unifor activists to get involved and help us raise the importance of Health and Safety in the workplace while also supporting those who have suffered from a workplace tragedy.

How can you help? Go to the Steps for Life web-site at: www.stepsforlife.ca and register to walk in your



community, or contact National Coordinator Ken Bondy at: ken.bondy@unifor.org to make a donation in support of "Team Unifor National" which will be walking in Toronto on May 2/15.

WHMIS after GHS; an update

WHMIS is the system in Canada used for classifying and labelling hazardous workplace chemicals or “controlled products”. This system is being updated to align with the Globally Harmonized System for Classifying and Labelling Chemicals (GHS).

Countries around the world are adopting a consistent system to enable a single international system for chemical classification and labelling. Both the European Union and the United States

are well on their way to implementing changes consistent with GHS and Canada is doing the same. Once updated, the system will continue to be called WHMIS in Canada (WHMIS 2015).

The final Federal Regulations to the Hazardous Products act was published February 11, 2015. You can find these changes at *Hazardous Products Regulations* (HPR).

WHMIS is enabled by both federal and provincial legislation. Federally, the *Hazardous Products Act (HPA)* and *Controlled Products Regulations* cover suppliers of hazardous chemicals in Canada. The HPA is run by Health Canada. The Health Canada web site can be found at: WHMIS.gc.ca

The accompanying workplace regulations which contain the requirements for employers and workers, for federally, provincial, territorial and Off Shore Boards are to be updated to be consistent with new Hazardous Products Act and Regulations. As a result, there will be a period of time before the various jurisdictions requirements will be in step with the federal law. For most jurisdictions this process may take up to a year.

For a good summary of changes and updates for the various jurisdictions in Canada please find this information at: WHMIS.org. This is the National WHMIS 2015 website and it is built by the Canadian Centre for Occupational Safety and Health.















Here are some of the significant changes to the federal WHMIS legislation:

- “Controlled Products” will be called “Hazardous Products”
- Different hazard classes and more of them

- Different classification criteria
- New supplier labels
- New pictograms
- New 16-section product safety data sheets (SDSs)
- No requirement to update SDSs every three years

Changes to WHMIS after GSH

WHMIS 1988	WHMIS 2015
Product Identifier	Product Identifier
Supplier Identifier	Supplier Identifier
Pictogram	Pictogram
Risk Phrases	Hazard Statement
NA	Signal Word
Precautionary Measures	Precautionary Statements
First Aid Statement	Part of Precautionary Statement
Hatched Border	No

WHMIS 1988 Hazard Class	WHMIS 1988 Symbols	WHMIS 2015 Symbol (s)	WHMIS 2015 Hazard Class
A			Gases Under Pressure
B1 to B6			Flammables, Self-Heating, Emit Flammable Gases, Pyrophoric Gases, Liquids & Solids Organic Peroxides
C			Oxidizing Gases, Liquids, Solids
D1			Acute Toxicity - Oral, Dermal, Inhalation
D2			Eye Irritation, Skin Irritation Skin/Respiratory Sensitization, Carcinogenicity Mutagenicity Reproductive Hazards
D3			Biohazardous Infectious Materials
E			Skin/Eye Corrosion Corrosive to Metals
F			Self-Reactive Substances Organic Peroxides
N/A	N/A		Explosive Substances (Explosives are still covered under WHMIS exclusions for now)
N/A	N/A		Aspiration, STOT (Single Exposure, Repeated Exposure)
N/A	N/A	N/A	Combustible Dusts
N/A	N/A	N/A	Simple Asphyxiants
N/A	N/A	Use appropriate symbol	Physical Hazards Not Otherwise Classified, Health Hazards Not Otherwise Classified

Once the federal law is in-force, there will be approximately a **four-year transition** period during which suppliers can provide (material) safety data sheets and labels that comply with either system.

Transition Period

A transition period began when the regulations came into force. Similar to the transition to the GHS in the U.S., the transition to the GHS in Canada is taking place in phases, giving key partners and stakeholders sufficient time to make the necessary regulatory and system adjustments. Attention is also being given to ensuring consistency across Canada through coordination and alignment between federal, provincial, and territorial jurisdictions.

		Manufacturers and importers	Distributors	Employers
Phase 1	From coming into force to June 1, 2017	Use CPR or HPR requirements	Use CPR or HPR requirements	Use CPR or HPR requirements
Phase 2	From June 1, 2017, to June 1, 2018	Use HPR requirements	Use CPR or HPR requirements	Use CPR or HPR requirements
Phase 3	From June 1, 2018, to December 1, 2018	Use HPR requirements	Use HPR requirements	Use CPR or HPR requirements
Completion	December 1, 2018	Use HPR requirements	Use HPR requirements	Use HPR requirements ¹²

¹²

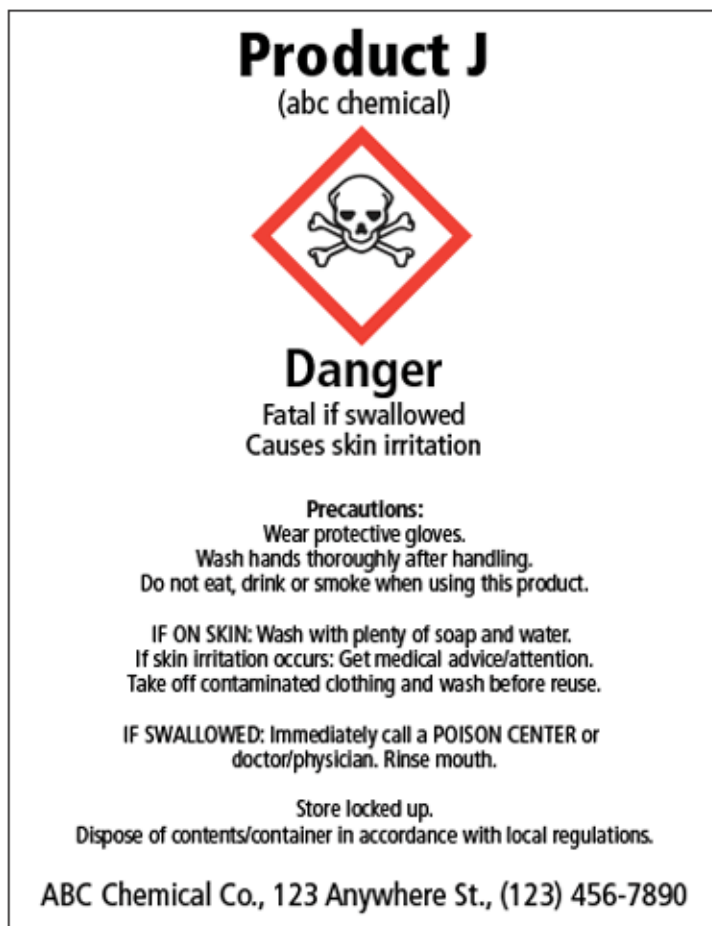
In addition, employers will be able to use any products that comply with CPR requirements and that are already within the workplace as of December 1, 2018, until June 1, 2019.

Supplier labels

Labels requirements will also change, and will probably have a few new requirements. Labels will use new pictograms, as well as a signal word - Warning or Danger.

Under the GHS system, once a chemical is classified, specific signal words, hazard statements and pictograms

are required (prescribed) for each hazard class and category. These elements must appear on the label.



All of the required elements for labels are not yet determined. It is still not clear, for example, if the names of hazardous ingredients will be included on the label, or if the WHMIS hatched border will still be required.

NOTE: that currently in Canada, GHS labels do not meet WHMIS requirements. Employers should contact suppliers to request WHMIS labels if the WHMIS version of a label is not supplied with the product.

For more specific information you should open WHMIS.org and then open the *Worker tab*.

The four year transition will be a challenge for Health, Safety and Environmental activist so there should be an agenda item opened by all workplace committees and workplace representatives.

Federal workers need to refuse “dangerous” work

Workers who work in a federally regulated workplace still have a right to refuse work. In November of 2014 the Conservative Governments changes to the Canada Labour Code came into effect and made substantial changes to the Right –To-Refuse (RTR) process, but not to your fundamental right to refuse. Many employers and government officials have tried to suggest that the right to has been eliminated. Nothing could be further from the truth.

Every worker has the fundamental RTR work that they believe put themselves or other workers in danger.

The law states that if you have reasonable cause to believe that any of the three conditions apply in your workplace you have the right to refuse. (CLC Part II; 128)

- a) *the use or operation of the machine or thing constitutes a danger to the employee or to another employee;*
- b) *a condition exists in the place that constitutes a danger to the employee; or*
- c) *the performance of the activity constitutes a danger to the employee or to another employee.*

What is reasonable cause to believe? This has been interpreted as a subjective test, in other words based upon individuals experience or judgement.

So, almost any activity done at work or the condition of the workplace itself is, in the opinion of a worker, dangerous to the worker or other workers then the worker has a right to refuse.

So what is a “danger” as defined by the Conservative RTR? The Code defines danger as (CLC Part II; 122)

“any hazard, condition or activity that could reasonably be expected to be an imminent

or serious threat to the life or health of a person exposed to it before the hazard or condition

can be corrected or the activity altered.”

A hazard could be anything that is a source of harm or risk to a worker, or other workers. The conditions can be any circumstance that affects a device such as your fork

lift’s brake capacity. It also can be a condition of the workplace facility, such as too much snow on the roof. Activity is the task you’re expected to perform. As you can see these elements include almost all potential situations found at work.

“Reasonably expected” does not mean that the threat will appear every time the hazard, condition or activity is performed. Driving with inadequate brakes does not lead to an accident every time you use the equipment, but it is reasonable to expect that the threat of inadequate brakes will materialize. So you don’t have to identify when exactly when a threat will materialize, nor does the threat have to appear frequently. You will need to identify when the circumstances could reasonably materialize. “Driving my equipment with inadequate brakes can at any moment in time compromise my safety and other workers safety.”

The RTR definition of danger has to be an imminent threat to life or health, or it has to be a serious threat to life or health.

“Imminent threat” means a threat on the point of happening.

“Serious threat” means a substantial threat to health or life and includes potential substantial threat.

“Life or health” includes injury and illness.



The new Conservative RTR definition is not limited to something immediate happening in the workplace, as in imminent. It also includes “serious” threats are substantial threats that are of immediate nature or potential substantial threats.

The most important language is the threat to Life or health means **any** potential injury or illness. The refusal does not need to be life threatening circumstances, only injury or illness threatening!

The courts have made a decision on this matter. Justice Bédard stated in *Laroche*;

Once a hazard can reasonably be expected to cause injury or illness, it is a danger, regardless of the seriousness of the injury or illness. The definition of danger is established around the probability of the hazard occurring and not the seriousness of the consequences if the hazard occurs.

Taking Justice Bedard's clear ruling on what a hazard, and applying the serious threat analysis there are still large areas of workplace conditions/activities that can be defined within the new definition of Danger. So danger, as defined by the courts, can be any level of harm. This also includes potential harm, not necessarily a harm that would have immediate effect. Exposure to hazardous agents and other hazards that have a latency period, or can have reproductive effects may well fit into a clear reading of the new definition of danger.

Right to Appeal Decisions

Workers have the right to appeal the decision(s) made, or not made by the Minister of Labour.

The Minister of Labour can now decide not to do an investigation into a continuing work refusal if the Minister is of the opinion that the issue of the refusal is trivial, frivolous or vexatious. The minister can also decide if the continued refusal is being done in bad faith.

If the Minister of Labour decides not to investigate a work refusal the Minister will communicate this in writing to the employer and the worker as soon as feasible. After being informed of the Minister's decision not to proceed with an investigation, the worker(s) are no longer entitled to refuse to work. If the worker(s) feels that the Minister's decision to not investigate the refusal to work is wrong than they may file an application for judicial review with the Federal Court within thirty (30) days after receiving the decision.

When the Minister does investigate but finds either there is a "no danger" or there is a "danger" but it is a normal condition of work the worker or the trade union has ten (10) days after receiving the decision to appeal the decision in writing to an appeals officer.

Workers in Canada and their Labour Movement have fought for a worker's fundamental right to refuse dangerous work. As with all rights if they are not used they will be abused.

Don't let this happen at your workplace! Use the Right to Refuse your life may depend upon it!



For more information concerning the changes to the Labour Code see:

[Unifor Fact sheet "C-4 Federal Right to Refuse";](#)

CLC Part II sections 122, 128 and 129;

Complaint is Trivial, Frivolous, Vexatious or Made in Bad Faith ;905-1-IPG-083

<http://www.labour.gc.ca/eng/resources/ipg/docs/ipg-083.pdf>

Danger as a Normal Condition of Employment –905-1-IPG-070

<http://www.labour.gc.ca/eng/resources/ipg/docs/ipg-070.pdf>

Definition of "Danger"–905-1-IPG-062

<http://www.labour.gc.ca/eng/resources/ipg/docs/ipg-062.pdf>

Information on Occupational Health and Safety: 4 – Right to Refuse Dangerous Work

http://www.labour.gc.ca/eng/health_safety/pubs_hs/info_health_safety-en.pdf

New Law designed to reduce assaults on public transit operators

Reported by the Worker Health and Safety Center

People convicted of assaulting public transit operators could face stiffer punishment as a result of recent amendments to the Criminal Code of Canada.

Bill S-221—An Act to Amend the Criminal Code (assaults against public transit operators) received royal assent and became law on February 25, 2015. Judges are now required to consider, as an aggravating circumstance, the fact the victim of the offence was a public transit operator engaged in the performance of his or her duty, when sentencing.

The new law covers drivers of public and school buses, trains, subways, trams, taxis and ferries.



Worker representatives and others concerned with the risk faced by public transit operators have been campaigning for these changes and other protective measures including training and public awareness.

“There are hundreds of assaults every year against Toronto Transit Commission (TTC) workers alone and many more across Canada,” said Bob Kinnear, president, Amalgamated Transit Union (ATU) Local 113 that represents more than 10,000 transit workers in Toronto and York region.



“Our members have been punched, slapped, kicked, strangled, stabbed and shot at, usually over a fare dispute.” Kinnear said. “Several of our members have been hurt so badly that they cannot return to work and are forced to live the rest of their lives on inadequate workers’ compensation payments.”

Across Canada more than 2000 public transit operators report being assaulted each year. According to UNIFOR, which also represents public transit operators, most incidents of violence, intimidation and harassment are never reported. Another troubling statistic shows taxi drivers to have the highest rate of work-related homicides (2011 statistics).

In a statement responding to the new law, UNIFOR said the adoption of this Bill is an important step towards protecting front-line transit operators. “Everybody should be safe at work,” said Jerry Dais, national president of UNIFOR. “Bus and taxi drivers provide a very valuable public service and they shouldn’t have to face violence in their workplace.”

UNIFOR went on to explain these changes will not eliminate workplace assaults though could offer a strong deterrent to would-be offenders. They also cited the importance of workplace violent incident prevention programs and further emphasized the role of workers in shaping workplace prevention policies.

Kinnear added that while his union welcomed the legislation, he was troubled it did not cover other transit employees. “Collectors have been threatened with guns and even shot and wounded. It was a Collector, Jimmy Trajceski, who was stabbed to death while on the job at Victoria Park Station in 1995. This exclusion is disappointing and we hope Parliament will revisit this oversight.”

Modified Barrier Prototype

Unifor Locals 111 and 333 have partnered with Translink and WorkSafeBC to test a modified barrier prototype. The 6 month pilot project will include gathering feedback from Transit Operators, as well as the public.

A safety barrier is one of a number of tools that can be used to prevent or minimize acts of violence directed towards our members. Last fall, Coast Mountain Bus Company gathered feedback from drivers on the prototype by visiting the depots and some of the bus loops.

The modified prototype has been installed on a bus for the next six months at Burnaby Transit Center. The members have an opportunity to comment on their experiences with the modified barrier. The employer will make all efforts to have the barrier on different routes, so that as many drivers as possible may try out the modified barrier prototype.

The employer is contemplating adding three more barriers on variety of different buses. These buses will probably be located at the Vancouver, Surrey and Port Coquitlam Transit.



Hazardous Products Committee

By: Jamie Wright, L88 H&S Representative, Cami automotive plant, Ingersoll, ON

Do you have a hazardous products committee in your workplace? Have you been involved in chemical reduction or chemical substitution in your workplace? If you have then you are very familiar with the frustrations and time consuming research that is required to properly ensure in fact the substitution is less hazardous. Substitution of hazardous chemicals can be a daunting task. Are you actually replacing the hazardous product with a safer alternative? Are you creating an increase risk to the worker? This is a common frustration we as safety representative face on a daily basis. We're not chemist, most of the time we can't even pronounce the chemical name in some of these products and where do we find reliable research in a timely manner?

At Local 88, we have negotiated a Hazardous Products Committee with the mandate to review hazardous products and look for ways to substitute or eliminate as many hazardous products as feasible. One of the difficulties we faced was evaluating some of the 2,200 hazardous products that we have on site. Evaluating these hazardous products is a necessary but overwhelmingly time consuming process.

We approached our Local union leadership and asked them to purchase a subscription to a Chemical library called PHAROS, it is a screening tool that we found very use full in evaluating and reviewing health hazard associated with chemicals. It is now a tool we use to help in determining and developing augments for the elimination and substitution of hazardous products in our workplace.

There are other such libraries available, we found Pharos to be a user friendly and very informative. It is a great tool in comparing two chemicals for substitution. They

have developed a color code system based on the severity of hazards associated with the chemicals. This allows for a very quick analytical evaluation. They also provide the reference research backing up their conclusion which allows a very quick and in-depth access to the research. This is invaluable when developing an argument to present to the company. We found this tool very helpful, we still have a long road ahead in convincing the corporation on an aggressive chemical reduction strategy, but Pharos is defiantly a step in the right direction in providing us the technical information we need as safety representatives.

The Pharos library

The Library identifies potential health hazards from both direct exposure to a substance and from the substances that may be used or created throughout the life cycle:

- **Direct health hazards:** Pharos screens materials against authoritative hazard listings to identify potential health hazards for those exposed to the material. Persistent bioaccumulative toxicants (PBTs) receive the highest priority for elimination followed by priority health effects: cancer, genetic mutation, reproductive or developmental harm and endocrine disruption.
- **Life cycle health hazards:** The Pharos team researches key materials to identify additional chemicals used, created and emitted throughout the material's life cycle. Pharos screens these chemicals to identify potential health hazards to the workers and local communities near where the raw materials are mined or grown and then manufactured into products.

Pharos staff conducts a preliminary literature review of life cycle chemicals for each ingredient of a Pharos listed product and more in-depth research on select common ingredients. Each chemical record is a work-in-progress. Pharos uses CAS registry numbers to compare materials against the Chemical Hazard and Restricted Substance lists . If the material is listed, the name of the list and any warnings associated with that CAS number are color coded to indicate the Pharos system's prioritization of concern based upon the type of hazard and the degree of scientific evidence:



- Purple

Urgent concern due to known persistence, bioaccumulation & toxicity (PBT) or extreme global warming or ozone depletion potential. Avoid immediately.

- Red

Very high concern due to known or probable cancer, mutation, endocrine disruption or reproductive or developmental harm, or very high global warming or ozone depletion potential. High priority to eliminate.

- Orange

High concern due to possible chronic toxicity, respiratory sensitization, ecotoxicity or high global warming or ozone depletion potential. Next priority for substitution.

- Yellow

Moderate concern due to acute health effects or moderate ecotoxicity, global warming or ozone depletion or preliminary data of higher concern health effects. Avoid when possible.

- Blue


This substance has been identified for avoidance or careful management on a Restricted Substance List (RSL).

- Green

Material studied and found not to cause the listed health impact. Not a guarantee for other health impacts. Watch for other flags.

This ranking system is informed by the benchmarking system of the Green Screen for Safer Chemicals developed by Clean Production Action. The foundation of the Green Screen method is the Principles of Green Chemistry and the work of the US Environmental Protection Agency's (EPA's) Design for the Environment (DfE) and is being adopted by members of the Business-NGO Working Group for Safer Chemicals and Sustainable Materials (aka BizNGO). **Note: Absence of a hazard listing does not assure the safety of a material.**

Many of the approximately 80,000 chemicals in commerce have not yet been thoroughly tested and evaluated for their direct health impacts. Nonetheless, with health effect information from over 40 national and international hazard lists covering over 20,000 materials and growing, the Chemical and Materials Library provides a powerful tool available to our safety representatives.

 The Pharos website can be found at <http://www.pharosproject.net>

Health, Safety, Environment Manual Now Updated

This Manual is used extensively in our Health, Safety and Environment related Education Courses as well as a Resource Book for our Workplace Representatives. It has now been updated to reflect our Unifor membership as well as the most relevant legislation and language being dealt with at this time. Please contact the National Health, Safety and Environment Department if you would like to order this manual.



Development of a new Standard for Incident Investigation and Prevention (Z1005)

Submitted by Ken Bondy – National Coordinator

Presently, the Canadian Standards Association (CSA) is working with a an assembled Technical Committee to develop a new “Standard” (Z1005) for Incident Investigations.

As a member of this Technical Committee, our opportunity to share Unifor’s approach to Health and Safety Investigations will ensure a labour perspective is maintained in this Standard.

The Committee shall be responsible for developing and maintaining standards related to the investigation and prevention of workplace occupational health and safety incidents. All incidents, whether or not they result in injury are within the scope of this Standard.

The Standard is scheduled to be completed for public access in 2017.



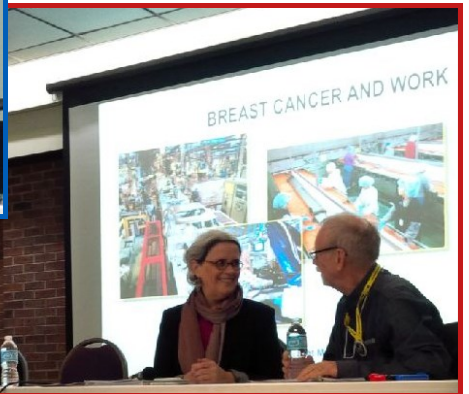
Members of the CSA Z1005 Incident Investigation Technical Committee

Let's Put Breast Cancer Out of Work

On January 13th a forum was held at the Local Steelworkers Hall in Toronto to discuss strategies that could lessen or eliminate workplace exposures that elevate the risk of breast cancer.



5,000 women will die from breast cancer. This represents 14% of all cancer deaths in women in 2014.



The event was sponsored by a wide range of organizations which include Ontario Council of Hospital Unions, OPSEU, **Unifor**, United Steelworkers, the National Network on Environments and Women's Health and Occupational Health Clinics for Ontario Workers.

A group of 64 activists braved the cold to come out and hear about growing research that finds some 200 chemicals and other workplace factors, such as nightshift work, raise the risk of developing breast cancer.

Groundbreaking Canadian research reports that young women working in automotive plastics and food packing industry are at greatest risk—five times more likely than other workers to develop breast cancer. Those working for 10 years in agriculture, automotive, canning, casinos, bars and racetracks are also at increased risk for the disease.

Endocrine disrupting chemicals commonly used in plastics manufacturing are among the exposures of greatest concern because these chemicals can cause harm at very low doses.

No worker has successfully won a compensation claim for breast cancer in Canada. However this year the Workplace Safety and Insurance Board included breast cancer among the cancers presumed to be job-related for Ontario professional fire fighters.

Breast cancer is the most common cancer among Canadian women (excluding non-melanoma skin cancers). It is the 2nd leading cause of death from cancer in Canadian women. Breast cancer can also occur in men, but it is not common.

It is estimated that in 2014:

24,400 women will be diagnosed with breast cancer. This represents 26% of all new cancer cases in women in 2014.

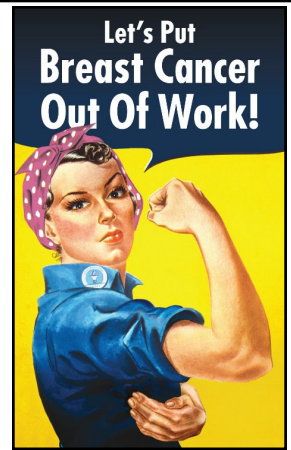
On average, 67 Canadian women will be diagnosed with breast cancer every day.

On average, 14 Canadian women will die from breast cancer every day.

210 men will be diagnosed with breast cancer and 60 will die from it.

It is obvious that this is a serious health issue. Eliminating the occupational exposure elements can help reduce these statistics.

Unifor will continue to advocate for protection through our National Prevent Cancer Campaign and at the bargaining table if governments fail to provide cancer prevention legislation.



Cyberbullying is a problem in workplaces: Report

Bullying in a variety of forms, including supervisors bullying employees and cyberbullying, are a growing concern in Canadian workplaces, according to a report by the Conference Board of Canada.



"We're seeing more instances of bullying in the workplace and employers need to recognize that workplace bullying is happening and that there are costs if the issue is ignored or poorly handled," said Ruth Wright, director, leadership and human resources at the Conference Board of Canada. "Bullying in the workplace has an impact on the organization as a whole. It reflects a negative culture as well as performance and reputation."

The most common type of bullying is top-down bullying, where a superior bullies an employee. However, lateral bullying (peer to peer), and bottom-up bullying (employee bullies superior) can also occur in the workplace, found the report: "Workplace Bullying Primer: What Is It and How to Deal With It."

One of the major means of bullying in the workplace is cyberbullying using email. Email allows people from all levels of an organization to place demands on each other, to jump the lines of authority, and to shift the work queue. It may also allow those doing the bullying to feel anonymous, said the Conference Board.

The report suggests that employers, who could be held legally responsible, need to take greater responsibility to address this detrimental behaviour.

In the worst case, workplace bullying can lead to increased employee turnover, disability leave, and employees suffering from post-traumatic stress disorder.

While there is no best way to handle all the different issues that may arise, there are proactive strategies organizations can adopt to deal with workplace bullying, including education, policies and procedures, investigation, coaching and, in more serious instances, applying legislation as required, according to the report.

For our part at Unifor our Health & Safety Department fully recognizes that workplace bullying is a serious occupational health and safety issue with far-reaching social and economic consequences. Unifor offers model contract language to address workplace bullying and worker education sessions to provide solution based discussions that can benefit the workforce as a whole.

OHCOW RSI Plus Awareness Day March 26, 2015

Workplace injuries such as repetitive strain injuries (RSI's) account for 42% of all lost time claims and 50% of all lost time days. To increase awareness on these issues, the Occupational Health Clinics for Ontario Workers (OHCOW) is pleased to offer the 16th annual RSI^{PLUS} Awareness Day on **Thursday March 26, 2015** at no fee. The deadline for registration is **March 20, 2015**. [Click here](#) for more information including the brochure, agenda, and the registration form.

With the aid of the **eDome** at Cambrian College, now anyone can access this year's RSI Day event regardless of their geographic location. All that is required is a high speed internet connection and sound. Attendees using this method will be able to ask questions to any of the presenters. It is asked that all interested parties in the Sudbury area attend the event in person. The day before the event, website address, handouts, and login password will be sent to all participants **not** located in Sudbury.

For more information, you can contact Trevor Schell or the Clinic at 705.523.2330 or 1.877.817.0336. Once registered, more information will follow including dates to test your internal firewall to ensure the event runs smoothly.



2015 UPCOMING EVENTS

PEL Courses — Unifor Education Centre, Port Elgin, Ontario

Health & Safety	March 22-27, 2015
WSIB: Level I & II	March 22-27, 2015
Accident & Investigation for Workplace H&S Reps	March 29-April 2, 2015
Good Jobs in a Green Economy	March 29-April 2, 2015
Health & Safety for Women	April 12-17, 2015
Toxic Substances	April 12-17, 2015
Health & Safety	April 19-24, 2015
Introduction to Ergonomics	April 19-24, 2015
Stress: The Workplace Hazard	April 19-24, 2015
WSIB Appeals (Ontario Only) pre-requisite WSIB I & II	April 26-May 1, 2015
WSIB Medical Orientation (Ontario Only) pre-requisite WSIB I & II	April 26-May 1, 2015
Health and Safety	May 3-8, 2015
Toxic Substances	May 3-8, 2015
Introduction to Ergonomics	May 10-15, 2015
Stress: The Workplace Hazard	May 10-15, 2015
Time Study - General	May 10-15, 2015
WSIB Return to Work	May 10-15, 2015
Health and Safety	May 24-29, 2015
Toxic Substances	May 24-29, 2015

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

National Environment Conference

May 29-31, 2015

Family Education Centre, Port Elgin, Ontario

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