



HEALTH, SAFETY & ENVIRONMENT NEWSLETTER

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International Repetitive Strain Injury Awareness Day 2014

February 28th, 2014 marked the 15th anniversary of the International Repetitive Strain Injury (RSI) Awareness Day. This annual event keeps the issue of the often-crippling injuries a top priority. RSIs are caused by workers being forced to perform repetitive actions – speed and intensity of work are often factors, but injury through constant repetition, such as the kinds of movements typically made by Unifor members across the country.

RSI covers a wide range of injuries to muscles, tendons and nerves. Usually hands, wrists, elbows or shoulders are affected. Knees and feet can also suffer, especially if a job involves a lot of kneeling or operating foot pedals on equipment.

There are many different names for these conditions, including: Tenosynovitis; carpal tunnel syndrome; tendinitis; dupuytren's contracture; epicondylitis or 'tennis or golf elbow'; Bursitis; 'Housemaid's knee' or 'beat conditions', and overuse injury.

To prevent strains, however, requires an acknowledgement that workers are not there to provide the flexibility in the system, through contorting and stressing their bodies and brains to cope with poorly designed equipment or systems of work, or through increasing their work

rate to accommodate production demands, or because the workforce is too stretched, too cowed or too insecure to complain.

RSI Awareness Day provides an opportunity, through raising awareness, to renew our commitment to promoting prevention, rehabilitation, compensation, and education.

Prevention: Basic ergonomic principles to redesign tools and workstations, and to re-evaluate the basic organization of work in order to eliminate RSI altogether.

Rehabilitation: Workers must have the right and opportunity to heal and recover, to be able to go back to their jobs – ensuring, of course, that safeguards have been put in place to prevent further damage to their health.



Compensation: Too many members try to "work through" the pain, or to "tough it out". This often makes RSIs worse and more damaging in the longer term. In cases like this, a return to work is not always an option, and workers must be compensated by the employer for the damage done.

Education: Finally, Employers need to get the message that they must equate good ergonomic practices with economic well-being. Protecting workers is in everyone's best interest.

Ergonomics and Incentive Pay

Wyatt Clark, Unifor National Ergonomic Coordinator / Chrysler Canada

If the size of your paycheck depends upon you reaching a set quota, if it freely fluctuates based upon the number of pieces you build or if it pays an increased hourly rate when you 'work faster', you are working within an incentive pay system. In each of these cases it is very likely that you are working beyond a 'normal' pace, beyond a 100% workload, in the effort to improve your weekly pay.

Incentive pay systems and ergonomics can be like trying to mix oil and water. They tend to pit human nature (the oil) against our ability to make work ergonomically safe (the water). On the best of days, the two don't mix well.

In nearly every workplace, the majority of soft tissue injuries caused by physical work result from some combination of what we call the Big 3 hazards – Force, Posture and Repetition (or frequency). We are often able to correct unsafe work by finding ways to REDUCE a portion of one, some or all three of these variables.

The human body enjoys its greatest mechanical advantage while standing erect with the shoulders and hips occupying the same vertical plane and with the elbows hanging at the sides. A body position that strays from this neutral posture, which includes pretty much any work we do, will experience some level of reduction in physical advantage. These less advantageous postures don't preclude our ability to perform work as long as the frequencies and/or forces are reduced enough to accommodate the weakened state. Frequency, in and of itself, is rarely a problem but can become significant when the work includes compromised postures or heavy objects. Finally there is Force - the big boy. Force is actually the energy (call it pounds) we apply to overcome the effects of gravity on the objects we move, carry, push or pull or to overcome the frictional resistance of the objects we twist, turn, slide, etc. You get the idea. Force will be equal to or greater than the actual weight of the objects we work with. When dealing with problem jobs, the ergonomist, where possible, will attempt to alter a workstation to bring body postures closer to the neutral state, will explore methods to reduce frequencies and



will see if there are opportunities to reduce the forces applied to the objects with which we work.

Now, if you remember, this article is also about incentive pay. If the quick lesson in ergonomics above has not simply confused you, red flags should be firing off in your head. In the event you don't see any red flags, try this analogy...

... when you were at the beer store on Super Bowl Sunday, did you take the time to move up close to face those 2 cases of 28 Blue on the conveyor, pick one off the top, pull it in tight to the body, turn and walk it out to the already lowered tailgate of your pickup then go back for the second case? Or is it 5 minutes to kick-off and you're late for the party so you don't bother moving your feet, you twist and lean to grab both cases, you heave them off the conveyor while already turning and stepping toward the door, then heave them up over the sides of the pickup where, at full arm extension, you have to forcefully decelerate the cases so you don't break any of the precious bottles?

That's it, I don't know how to explain things better – welcome to human nature and incentive pay work. The choice or requirement to speed up the pace of work does three things. 1) Increases the repetition rate, 2) Degrades postures and at the same time, 3) Increases forces by introducing high acceleration/ deceleration rates. I can still implement an ergonomic fix for the problem in the beer store analogy but, your buddies aren't going to be happy campers when you finally show up at the party and they find one case is empty and the other case only has half a dozen bottles left in it! Due to the

compounding factors introduced by a "hurried work practice", the only possible option left to me was the severely reduce the objects weight – no problem, the fictional world is easy! Unfortunately, I have yet to see that option present itself in any real world workplace.

Ergonomics and other areas of Health and Safety (use your imagination), can become very problematic in incentive pay workplaces. Hopefully, this article has shed some light on a few of the problems that can arise.

FACT SHEET



Protect Your Back... You Only Have One!

Whose Backs Are At Risk of Injury?

Regardless of where we work, whether it be in auto, truck and bus assembly, parts plants, railways, aerospace, telecommunications, electronics assembly, foundries, fisheries and processing, airlines, offices, retail stores, mining, transportation, hotels, restaurants and health care... **all** workers are at risk from back injuries.



How Does Your Back Work?

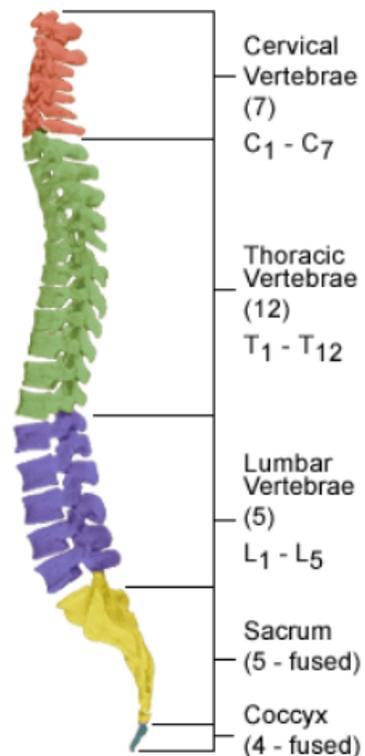
Your back is made up of 24 main bones called vertebrae. Between each are shock absorbers called discs. Ligaments bind the bones together and muscles make the entire structure move.

The back provides the ability to stand or sit upright, it stabilizes your head and, by protecting the spinal cord, it facilitates the passage of nerve signals that allow you to freely bend, lift, twist and carry.



You can hurt your back;

- ✓ If you stand or sit at work for long periods.
- ✓ If you sit all day with no backrest or on a poorly designed, nonadjustable chair.
- ✓ If you sit in a chair so high that your feet don't maintain full contact with the floor.
- ✓ If you have to work in a cramped position hunched over a workstation.
- ✓ If you have to pull or push objects, particularly those which are heavy or **awkward**.
- ✓ If you have to stretch and reach repeatedly.
- ✓ If you are exposed to whole body vibration such as when driving a vehicle.



Why Does Your Back Hurt?

Damage to the vertebrae, discs, ligaments, muscles or the spinal cord and its nerves will cause back pain. You can hurt these parts of your back in a number of ways.

With respect to loading, you can injure your back if the loads;

- ✓ Are too heavy
- ✓ Are too far from your body
- ✓ Require frequent lifting
- ✓ Require twisting
- ✓ Require you to work too fast
- ✓ Have no handles



Unifor and Ergonomics:

Ergonomics is the science involved in designing work so that it accommodates the worker. As a union, Unifor is at the forefront in the field of ergonomics by:

- ✓ Working with health and safety and ergonomics committees to convince employers to change the workplace, work station, tools and work organization to prevent injuries
- ✓ Bargaining ergonomic language in our contracts
- ✓ Bargaining ergonomic expertise at the National, Regional and plant levels
- ✓ Bargaining paid time away from the job to give our bodies and minds the rest they need and deserve
- ✓ Designing and providing ergonomic training for our reps and membership
- ✓ Leading the push for Ergonomic Regulations both provincially and nationally.

How to Learn More:

You can learn more about your back or Ergonomics by contacting:

Unifor Health and Safety Department
205 Placer Court, Toronto, ON M2H 3H9

Tel: (416) 495-6558 or

1-800-268-5763

Fax: (416) 495-6552

Email: healthandsafety@unifor.org

www.unifor.org

FACT SHEET



Protect Your Hands, Wrists and Arms... What could you do without them?

Whose Hands, Wrists and Arms Are At Risk of Injury?

Anyone working with their hands - assemblers, manual material handlers, office workers, hospitality servers, health care workers, data entry clerks or skilled trades. In short, almost anyone that works with their hands. Those who do repetitive, forceful work with their hands, wrists or arms in awkward postures are at risk. This also includes those with daily exposure to vibrating power tools and equipment powered by electricity, gas or compressed air and used by the hands.



Why Do Your Hands, Wrists and Arms Hurt?

Your hands, wrists and arms hurt because of poor ergonomic design of the workplace. This includes poor physical design of the workstation layout, tools, equipment, parts, materials and the environment. Many job designs do not consider different design requirements that exist for age, gender, dexterity, or ethnicity. In fact, most who do ergonomically design jobs do so based on old U.S. military data based on healthy and young males from 18-24 years old. Everyday many left-handed workers work with workstations and equipment designed for right handed people which can also pose a greater safety risk.

SIGNS & SYMPTOMS OF TROUBLE

- ⇒ Pain, Numbness and/or Tingling
- ⇒ Loss of sensation to touch or pain
- ⇒ Discoloration of hands or finger tips
- ⇒ Swelling and/or Inflammation

DON'T IGNORE THE SYMPTOMS!

BEWARE!

Your work can damage the muscles, ligaments and tendons of your hands, wrists and arms. In addition, your work can impact the circulation of blood to these same areas. You can hurt these structures in a number of ways;

- ✓ Exerting large forces with your hands such as gripping, handling, pulling, pushing (such as when making electrical connections or inserting push pins)
- ✓ Working with them in poor postures, bent wrists, blind tasks with hands Working on highly repetitive tasks
- ✓ Working in cold or getting cold blow off from tools and equipment
- ✓ Working with poorly designed power tools, or improper tools for tasks
- ✓ Working with the hands, wrists and arms in constant contact with other objects causing added stress (such as working over parts to perform your job, leaning on arm or wrist rests)
- ✓ Working without sufficient rest

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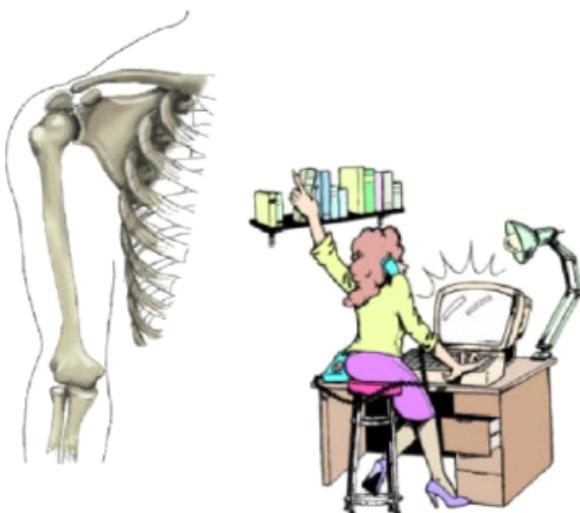
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Protect Your Shoulders...You Can't Work With Your Teeth!

Whose Shoulders Are At Risk of Injury?

Regardless of where we work, whether it be in auto, truck and bus assembly, parts plants, railways, aerospace, telecommunications, electronics assembly, foundries, fisheries and processing, airlines, offices, retail stores, mining, transportation, hotels and restaurants and health care... **all** workers are at risk from shoulder injuries.



How Do Your Shoulders Work?

Your shoulders are a delicate structure that allows flexibility or range of motion. They are also an **engineering nightmare**. Because the shoulder has no structural support, its integrity is entirely a function of the health of the ligaments that bind it together and the strength of the muscles that provide its movement.

Why Do Your Shoulders Hurt?

Your shoulders hurt because of the poor ergonomic design of your workplace. This includes poor physical design of the workstation, layout, tools, equipment, parts, materials, environment and poor work organization. Many job designs have not considered different design requirements that exist for size, gender, dexterity, culture, nor limited abilities. In fact, most jobs are designed for healthy young males 18-24 years old.

SIGNS & SYMPTOMS OF TROUBLE

- ⇒ Pain, numbness and/or tingling
- ⇒ Reduced range of motion
- ⇒ Swelling and/or inflammation

DON'T IGNORE THE SYMPTOMS!



BEWARE!

Your work can damage the shoulder's ligaments, muscles or the protective bursae (fluid filled sacs). The result can be pain, weakness or loss of motion. You can hurt these structures in a number of ways;

- ✓ Carrying or lifting heavy loads
- ✓ Working in awkward postures e.g. working overhead
- ✓ Working with the elbows at a distance from the body
- ✓ Working with the elbows above shoulder level
- ✓ Engaging in repetitive movements
- ✓ Exposure to Vibrations
- ✓ Pulling heavy awkward loads

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FACT SHEET



Protect Your Feet... They Carry You Around For A Life Time!

Whose Feet Are At Risk of Injury?

Regardless of where you work, whether it be in auto, truck and bus, parts plants, railways, aerospace, telecommunications, electronics assembly, foundries, fisheries and processing, airlines, offices, retail stores, mining, transportation, hotels, restaurants and health care...*all* workers are at risk from feet injuries.

How Do Your Feet Work?

The foot is comprised of bones, joints, muscles, nerves, blood vessels, tendons and layers of fascia (connective tissues). The bones of the feet form arches that are supported by ligaments and muscles. These arches contribute to the strength, stability, mobility, and resilience of the foot. During standing, walking, running or jumping, the arches serve as shock absorbers, spreading energy before it is transferred higher up the leg. When the body tissues are sufficiently stressed, they become swollen and/or inflamed. Chronic inflammation can be the result of fallen arches where the shock-absorbing quality of the arch of the foot disappears through conditions of flat foot, pronation, supination or simple overuse. Losing the arch in your feet also changes the position of the knee and hip, which makes them more vulnerable to injury from working on your feet.



SIGNS & SYMPTOMS OF TROUBLE

- ⇒ Swelling in the feet and legs
- ⇒ Fatigue in feet, legs or whole body
- ⇒ Discolouration due to restricted blood flow from standing
- ⇒ Varicose veins
- ⇒ Arthritis in knees or hips

DON'T IGNORE THE SYMPTOMS!



Why Do Your Feet Hurt?

Poorly designed jobs that cause workers to stand on their feet for extended periods of time can cause foot problems. Cold, hard or uneven flooring surfaces that are not covered with proper shock absorption materials such as anti-fatigue matting add to the problem. Where possible, jobs should be designed to allow for transitions between sitting and standing. By the end of the workday, many workers cannot distinguish between fatigue in their feet and legs, and whole-body fatigue. Therefore, that whole-body fatigue you are feeling could be related to working on your feet!

BEWARE!

Your work may need to be redesigned if you;

- ✓ Stand for all or most of your shift on surfaces with little or no shock absorption
- ✓ Have little or no opportunity to relieve your feet by sitting
- ✓ Have poor foot protection and arch support
- ✓ Have insufficient rest periods



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BC and Prairie Regional Councils

The first Unifor BC and Prairie Councils were held in Vancouver and Winnipeg respectively. Amongst the many interesting topics and guest speakers the first ever executive committees for the Regions were elected. Congratulations to Andrea McBride, BC Chair and Christy Best, Prairie Chair on their elections, and to the entire elected Committees. Seven Standing committees were also established. Three delegates were elected to each standing committee and Health, Safety and Environment was one of them. We were honored and privileged to be nominated then elected by the council to the HS&E committee. We would like to thank the council delegates for their overwhelming support.

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.

You might be asking yourself by now, who are these newly elected members of the BC and Prairie Region HS&E Committee? Good question! In this our first Newsletter report we thought we would take the opportunity to introduce ourselves.

The elected delegates to the Unifor BC and Prairie Regional Council Health Safety and Environment Committees are:

[BC Regional H&S and Environment Council – Vancouver, February 7- 9, 2014](#)

Gavin Davies

Gavin is currently the Vice President of Unifor Local 111, representing approximately 3500 transit operators who move the people of Metro Vancouver each day. They work and live across the entire region, from the University of BC campus to Maple Ridge and from North



Vancouver to White Rock. He has been involved with occupational health and safety for over ten years. The Local's committee has expanded to include active

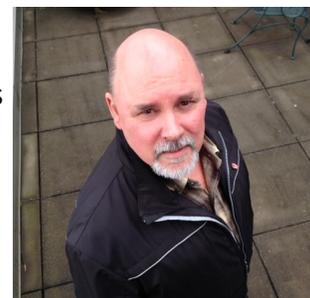
washroom committee, a fumes committee and an ergonomics committee.

He has taken numerous courses through the BC Federation of Labour as well as safety courses offered through the employer and WorkSafe BC. Gavin was the officer that oversaw the Local's violence in the workplace committee for six years, during which the committee established procedures for members who had been assaulted.

Local 111's spread out membership made it necessary to develop active communication channels. Gavin takes pride in re-shaping the committee to specialize in workplace injury prevention.

Gord McGrath

Gord started his trade union activism with Teamsters Local 100 in 1976. Since then, he has served the movement as a trustee, a guide, a sergeant-at-arms and as a first Vice-President.



He has extensive servicing experience, working with a range of workers from DHL Courier to Brinks Armoured Car.

Gord is the current President of Unifor Local 114. He serves as the Local Education Committee's Chairperson and serves as the member-at-large of Unifor's Road Transportation Council.

Melissa Moroz

Melissa grew up in Hamilton where she worked in factory jobs and developed a righteous indignation towards the exploitation of workers. Since finishing her Master's degree in sociology, Melissa has worked as a representative for a variety of unions' bargaining contracts and organizing members. Melissa believes that every worker has the right to be in a union and to meaningfully participate in the decisions that affect their lives. She is a community organizer and an active member of her Labour Council. In her spare time, she enjoys organizing marches and blockades to stop the neoliberal agenda of privatization and ecological destruction.



Prairie Regional H&S and Environment Council –
Winnipeg, February 28 – March 2, 2014

Brent Charron

Unifor Local 144 President, Brent Charron started his career working in the mines in Northern Manitoba in 1975. Shortly after becoming a journeyman electrician in 1981, Brent was elected President of IBEW Local 1589. He has been a union activist ever since. Always a staunch believer in workers' rights to a safe and healthy workplace, Brent has been an outspoken advocate of Health and Safety.



Brent went to work for Griffin Canada in 1991. He was elected to the Safety Committee in the late 1990s for which he served two terms as the H&S and Env Co-Chair. Brent has served on the executive committee of Local 144 in various positions before becoming President of the Local in 2011.

Brent is currently a member of the Manitoba Federation of Labour's Health, Safety and Environment Committee representing workers across the province of Manitoba.

Kim Conway

Kim is a proud union member, working as a lab technician at Suncor for 13 years. She is active in her Local 707A and has held many elected positions throughout her career.



After serving for five years as the Vice Safety Chairperson, Kim was elected as the Safety Chairperson for her Local. She is also her Local's Women's Committee Chairperson. Kim has served as an Area Safety Representative, Steward, Chief Steward and as rank-and-file organizer. She is a delegate to the Fort McMurray District Labour Council and sits as a board member at the Alberta Workers' Health Center.

Kim is a strong advocate for health and safety in the workplace. She is excited to be part of this great new union and looks forward to working diligently for all her new Unifor sisters and brothers.

Dave Kindred

Dave is employed with DirectWest in the position of Major Account Sales. He has been involved with the

union for over 23 years. Dave was a Steward for almost 20 years before taking on the role of chief Steward. His work puts him in from of all types of business throughout Saskatchewan ranging from small cottage industries to large corporations and Crowns.



Dave believes that with today's economic realities, formidable challenges face Canada's labour movement. Meeting these challenges requires organized labour to reclaim its historic role as the progressive voice of all working people and as active participant in broader struggles for social justice. It is important to re-frame unions in a more accurate light: as leaders in efforts to build a better world for Canadians.

Education

Education has played an enormous role in creating the strong social unions that founded Unifor. At our founding convention, delegates re-affirmed the importance of union education.

Our education programs aim to train workers and workplace representatives so they can act with confidence and competence on their considerable legal rights and responsibilities as provided by occupational health and safety law. Meeting and exceeding this legislation remains a focus of our courses. In the face of unchecked occupational hazards and much suffering, full implementation of these rights and responsibilities is an absolute necessity, socially and morally.

Please access the full complement of our H&S, Workers' Compensation and Environment Courses:

<http://www.unifor.org/en/member-services/education/programs>



Introduction to Ergonomics



This course has been designed to demystify the "Ergonomic Process", and allow our leadership/activists to see beyond the one dimensional aspect of injury reduction (important as this is), but to also recognize a powerful tool that you can use to begin, or continue to improve the ergonomic and psycho-social well-being of our members, as they proceed through their working lives.

We know the effects of poorly designed jobs. Workers Compensation statistic tells the story of workers suffering lost time injuries. In the short term this results in the loss of earning power, pain and suffering, pressure on the health care system, and (hard to define) psychological stress on the entire family.

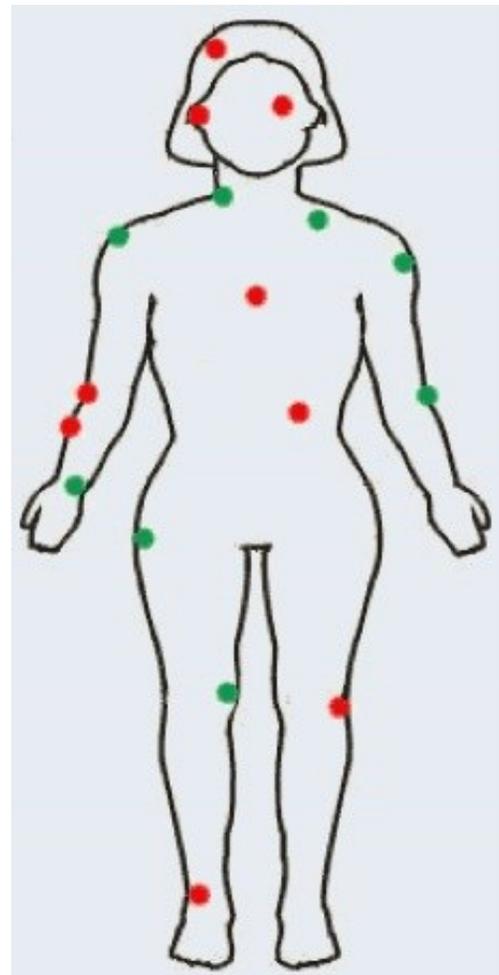
What activity groups will be focusing on is one major Workplace Case Study, but we will be drawing more general lessons from sessions such as how the body works and potential injuries, identify ergonomic hazards that cause these injuries, anthropometry (human body dimensions), ergonomic tools used to assess, physical demands analysis defining the physical aspect of a job, ergonomic legislation or guidelines and contact language on what we have negotiated on ergonomics in our collective agreements, etc.

<http://www.unifor.org/en/member-services/education>

Health and Safety

This is a hands-on course that members and Health and Safety representatives will find invaluable in the work they do on behalf of working people. Through exercises such as workplace and body mapping and job safety analysis, participants discuss the causes and solutions to the hazardous working conditions they face. Participants learn about regulations and legislation and visit worker friendly internet sites to gain a better understanding of members' rights in provincial and federal jurisdictions. Strategies for legal action and mobilization are discussed using actual case studies from Unifor workplaces and community based campaigns (e.g. prevent cancer, machine guarding and lockout, repetitive strain, etc.). Participants learn how to resolve issues at joint union-management meetings by drafting recommendations at a union caucus and presenting them at a joint committee meeting. This course includes a striking display of photographs, music, videos and quotes commemorating the history of workers' struggles for safe and healthy workplaces.

<http://www.unifor.org/en/member-services/education>



Health and Safety for Women



All workers face health and safety issues at work - injuries, workplace hazards, disease and stress. Many of these issues also have a gender dimension - they affect women's bodies in particular ways. In this course, participants will discuss and learn about how women's health (including reproductive health) is affected by:

- toxic workplace substances
- the way work is often designed to fit men's bodies
- workplace stresses such as violence and harassment
- and much more.

This course was developed and written by Unifor women health and safety activists, for Unifor women. The program gives participants tools and skills for assessing workplace hazards and risks, and provides participants with a sound knowledge of key health and safety principles, (hazard control, precautionary principles, right to refuse, right to know, and the right to participate). The course includes an active role play and covers key provisions of health and safety legislation from every jurisdiction in Canada. This program is geared to women who are health and safety committee members, and to all Unifor women who want to know more about how to make our workplaces and lives safer and healthier.

<http://www.unifor.org/en/member-services/education>

3-Day Workers' Compensation Course

Need to know more about how to make a claim when injured at work by accident or by disease? How to protect an injured worker's rights to compensation during the return to work phase? How to trouble-shoot a claim? How to avoid lengthy appeals? How to fight for a better compensation system?

This three-day course on workers' compensation is for worker compensation advocates (both new and experienced), bargaining committee members, stewards and committeepersons, worker health and safety committee members, other union workplace representatives, and interested members.

This is an activist-based course. The class collectively builds a union strategy to protect the injured worker. An in-depth discussion of model collective agreement language shows what we can bargain to fix some of the most serious problems. The course concludes with discussions how we can press for change in our workplaces, at the Board and in the Act.

Get the tools you need to best represent our members when they need it most!

This course is currently available in Newfoundland & Labrador, Nova Scotia, Ontario, Manitoba and British Columbia.

<http://www.unifor.org/en/member-services/education>



Steps for Life Walk 2014

Promoting workplace safety is a cause close to Cathy Comeau's heart, since her husband Brian was severely injured on the job 37 years ago.



Working on a scaffold, Brian Comeau was installing pipe for a sprinkler system when he passed out from the carbon monoxide fumes generated by an

improperly-ventilated propane-powered forklift. He fell 30 feet onto the concrete floor, shattering the bones in his face and both knee caps. He was left with partial sight, no kneecaps, severe arthritis in both legs, very limited hearing, epileptic seizures, frontal lobe damage affecting his cognitive skills, memory loss, loss of balance, and many other injuries.



Brian and Cathy

When Cathy saw the Halifax Steps for Life walk advertised, she and a friend decided to volunteer at the event. At the walk, volunteers told her about Threads of Life and invited Cathy and Brian to attend the upcoming Atlantic Canada Family Forum.

Cathy and Brian found relief and healing in meeting others who have walked a similar path following a life-altering workplace injury. "Brian was changed after he went to the Family Forum," explains Cathy, "he was so happy to be amongst others who could identify with his injuries - and who understood what he's going through. He knows he isn't dealing with this alone. When someone can respond to your feelings of hurt, sadness, anger, with 'I've been through that myself', it brings such relief and healing. That's when you know there is a light at the end of the tunnel."

Join a Walk on May 4 for Steps for Life - Walking for Families of Workplace Tragedy

To prevent injuries like those suffered by Brian, we need to raise awareness about workplace injury and illness prevention. Team Unifor is walking on Saturday, May 3rd at Ashbridges Bay Park!

Register online in your community (<http://www.stepsforlife.ca/locations/>) and show your support for Canadian families affected by workplace tragedy by raising funds for Threads of Life's family support programs and services.



Web-based resources highlight harmful chemicals and safer alternatives

A web-based guide developed by the University of Massachusetts Lowell's Toxics Use Reduction Institute (TURI) can help workplaces find safer alternatives to harmful chemicals.

TURI's Environmental, Health and Safety Data Resources Guide is designed as a single access point to the many chemical substitution tools available on the internet. One such resource is the Chemical Hazard and Alternatives Toolbox (ChemHAT). This database provides detailed information about risk to human health and the environment associated with specific chemicals. From this site visitors are also directed to SUBSPORT—a web-platform designed to facilitate sharing, evaluating and steps to implementing safer chemical alternatives and technologies.

TURI's internet access guide to these and other resources is divided into seven main topic areas allowing for targeted searches. These topics include:

- health
- safety
- environmental
- regulatory/government/NGO
- sustainable futures
- alternatives
- other resources

This guide is one of many resources, tools and support services offered by TURI aimed at helping Massachusetts workplaces and communities reduce the use of harmful chemicals. In fact, TURI is required to support these efforts for many companies in Massachusetts. The Massachusetts *Toxics Use Reduction Act (TURA)* calls on companies that use large quantities of specific toxic chemicals to meet their legal requirement to evaluate and plan for pollution prevention opportunities, implement them if practical, and annually measure and report the results.

In a Report published in 2013, TURI analyzed TURA-reported data from Massachusetts companies and found over the twenty year period ending in 2010:

- Carcinogens use declined 32 per cent, and

- Carcinogens released into the environment dropped by 93 per cent.

<http://guides.turi.org/beyondmsds>

In Canada, Ontario's *Toxics Reduction Act* requires certain businesses to track and quantify the toxic substances they use and create. They must also develop specific toxics reduction plans and make summaries of their plans available to the public. Though, the implementation of the plans is not mandatory.

http://www.ene.gov.on.ca/environment/en/legislation/toxics_reduction_act/

Source: Worker Health and Safety Center

REPORT ON: Occupational Lung Cancer Symposium held in Toronto on February 24/14 by the Occupational Cancer Research Centre

Submitted by Ken Bondy – National Coordinator

Lung cancer is the second most commonly diagnosed cancer for men (after prostate cancer) and women (after breast cancer) in Canada, as well as the most fatal cancer for both sexes. In 2013 an estimated 25,500 Canadians were diagnosed with lung cancer and approximately 20,200 died of the disease. There were an estimated 8,600 new cases in Ontario alone in 2013; approximately 4,400 among men and 4,200 among women. While smoking is the best known risk factor, occupational exposures play a very important role.

Although lung cancer is the most deadly cancer in Canada, it has a lower profile than prostate, breast and colon cancers and only receives 7% of cancer research funds from the government and less than 1% from not-for-profit organizations.

From 2005 to 2010, occupational cancer research in Canada received a small proportion of prevention-specific research funding, approximately 1%; accounting for roughly 0.1% of overall cancer research funding

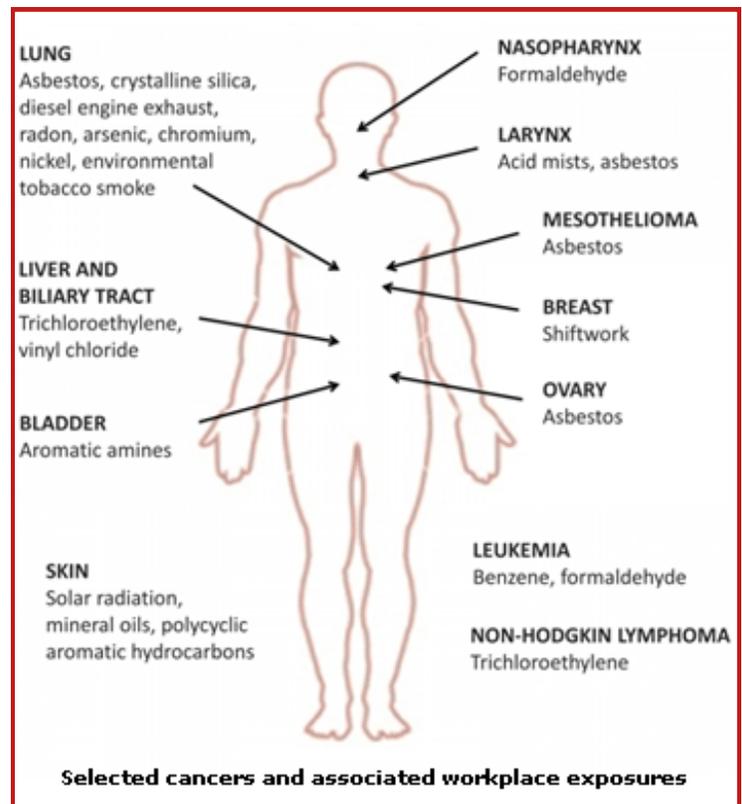
Regulation and other prevention efforts directed toward lung carcinogens are often driven by the results of the International Agency for Research on Cancer's (IARC) classification of human carcinogens. IARC has identified at least 15 lung carcinogens for which workplace exposure plays an important role in the burden of disease. There are also a number of occupational

“exposure circumstances,” such as painting and rubber production, where increased risks have been observed but the specific carcinogen(s) have not been identified

Recent studies have estimated that 21% of lung cancers among men and 5% among women in the U.K. were due exposure to workplace carcinogens. In Finland, corresponding estimates were 29% and 5%. The OCRC is conducting a study to estimate the burden of occupational cancers in Canada, including lung cancer.

The graphic below is just a snapshot of exposure related cancer targets.

Unifor is determined to gain recognition for Occupational Cancers through our Unifor Prevent Cancer Campaign. Please download, print and distribute our petition asking for a legal requirement for an occupational cancer registry.



Approximately 60 of the 177 known human carcinogens are considered occupational and cancers are the leading cause of work-related deaths in Canada, surpassing traumatic injuries and disorders.

Petition

To the Legislative Assembly:

WHEREAS a disproportionate number of workers are diagnosed;

WHEREAS there is no official procedure to identify how many of these cancer incidences are caused by workplace exposure to cancer-causing substances (carcinogens);

WHEREAS most cancers can be beaten if government had the political will to make industry replace toxic substances with non-toxic substances in work;

WHEREAS very few health organizations study the link between occupations and cancer, even though this link is an important step to defeating this dreadful disease;

WE, the undersigned, petition the Legislative Assembly as follows:

THAT IT BECOME A LEGAL REQUIREMENT THAT OCCUPATIONAL HISTORY BE RECORDED ON A STANDARD FORM WHEN A PATIENT PRESENTS AT A PHYSICIAN FOR DIAGNOSIS OR TREATMENT OF CANCER AND THAT THE DIAGNOSIS AND OCCUPATIONAL HISTORY BE FORWARDED TO A CENTRAL CANCER REGISTRY FOR ANALYSIS AS TO THE LINK BETWEEN CANCER AND OCCUPATION.

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INSTRUCTIONS: Only valid with the original signatures of eligible voters.
Please print clearly

Return original petition to: Unifor Health and Safety Department, 205 Placer Court, Toronto, ON M2H 3H9

Tim Hudak's jobs plan would kill Green Jobs

The PC leader's pledge to end subsidies to wind and solar power would kill thousands of jobs in Ontario's newest manufacturing sector — green energy

Provided by Blue Green Canada and published in the Toronto Star on Wed Mar 05 2014

It's no secret that Ontario needs to create jobs. Our unemployment rate is too high. But it's very strange to suggest that job creation can be accomplished by killing jobs that people actually have today. And yet, that is exactly what Ontario PC leader Tim Hudak proposed in his jobs plan, which he tabled in the legislature last week.

In addition to some drastic cuts to public sector jobs, Hudak's pledge to end subsidies to wind and solar power would have the effect of killing thousands of jobs in Ontario's newest manufacturing sector — green energy.

The rhetoric is all about taming electricity costs, but it's been well established that green energy is not at fault for rising costs. Wind energy is less expensive than almost any other new source of electricity, even natural gas. And at this point, solar power is just not that significant a source of electricity in Ontario and its impact on prices is minimal. Moreover, the costs of solar power are falling fast while the technology is improving dramatically, which is why industry watchers agree that solar is the future.

Look, we are long-time supporters of green energy but we admit that the Green Energy Act is not perfect. It has, however, helped Ontario cut emissions and it has created jobs — over 30,000 of them at last count, in fact. That's nothing to sneeze at.

Furthermore, many of the jobs created by the Green Energy Act are in manufacturing, the importance of which can hardly be overstated.

Manufacturing has been and continues to be the driver of Ontario's economy. Despite having shed hundreds of thousands of manufacturing jobs over the last decade, the sector continues to be the largest employer in Ontario and the largest contributor to our GDP.

Green energy is injecting some much-needed life into Ontario's challenged manufacturing sector. From Windsor to Kingston to Sault Ste. Marie, new manufacturing facilities have opened across this province where people are now employed building solar panels

and windmills to meet the demand created by Ontario's Green Energy Act.

In addition, green energy has also helped existing industries. Steelworkers at Essar Steel in Sault Ste. Marie are now rolling steel that gets used in wind towers, for example.

Hudak must be aware of these jobs since a number of them are in his backyard. Ontario Solar Manufacturing employs about 50 people at its plant in Welland. PowerBlades Inc. will employ another 200 people making blades for windmills, also in Welland. And there's another plant in nearby Beamsville where they build components for wind turbines. We could go on.

Importantly, many of these jobs are good jobs, too. Not only do they pay decent wages, but workers we've met with consistently speak about how proud they are to be part of this industry, proud to be part of the solution to climate change, and proud that their kids finally think mom or dad "gets it."

This is the kind of sector, and the kind of jobs, we need to be creating. For too long, we've been told that we need to choose between our economy and our environment. But we can't continue to act as though this is true. We need a strong economy and a clean environment.

Thankfully, we can have both. And Ontario's embrace of green energy demonstrates that a clean environment and good jobs can go hand in hand.

Ontarians need to understand that the green energy revolution is just beginning. The jobs we have today are a result of Ontario's demand for wind and solar but, thanks to our early lead, we're in a position to serve a growing global demand for renewables, and especially well-positioned to service the North American market.

Turning our backs on wind and solar now would be a mistake. It would mean giving up a leadership position in one of the fastest-growing sectors in the world.

More immediately, it would mean putting people out of work. That's an odd way to go about creating jobs.

Unifor is a supporting member of Blue Green Canada

2014 UPCOMING EVENTS

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

Health & Safety	March 30 - April 4, 2014
Health & Safety - WOMEN	April 6-11, 2014
WSIB Appeals (ON only) Pre-requisite WSIB I & II	April 6-11, 2014
Toxic Substances in the Workplace	April 27 - May 2, 2014
Stress: The Workplace Hazard	April 27 - May 2, 2014
Health & Safety	May 4-9, 2014
Good Jobs in a Green Economy	May 11-15, 2014
WSIB Topical Issues (Pre-requisite WSIB I & II)	May 11-15, 2014
Accident and Incident Investigation	May 11-15, 2014
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

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

National Health & Safety and Workers' Compensation Conference

August 22-24, 2014

Family Education Centre, Port Elgin, Ontario

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

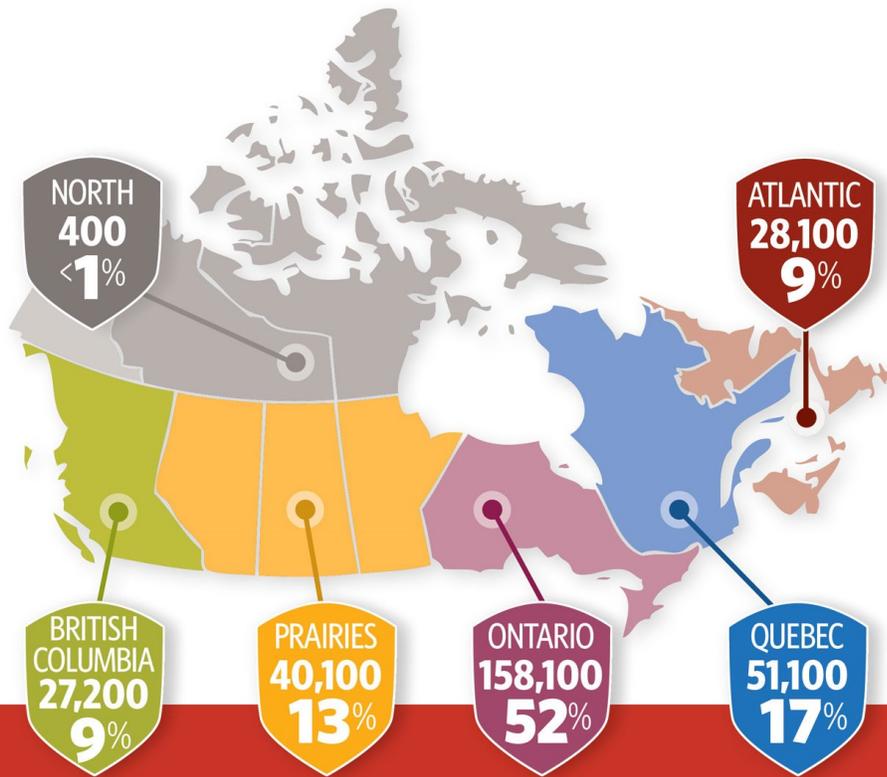


UNIFOR
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UNIFOR by the Numbers

Members by region | Canada



305,000
Total Unifor members

796 Local unions **3,195** Bargaining units

BREAKDOWN BY REGION	
British Columbia	27,200
Alberta	16,500
Saskatchewan	10,800
Manitoba	12,800
Ontario	158,100
Quebec	51,100
New Brunswick	6,400
Nova Scotia	12,100
Prince Edward Island	300
Nfld. and Labrador	9,300
Nunavut and Territories	400
TOTAL MEMBERS	305,000



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