

CUPE 459 CONNECTION

Health & Safety Edition



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WHAT IS OCCUPATIONAL HEALTH & SAFETY (OH&S)?

Health and Safety Policy

The Sooke School Board recognizes that the health and safety of all employees and students is of primary concern, and is therefore committed to providing a healthy and safe working and learning environment. It is the responsibility of the Board and its administrators to establish and maintain standards and practices in compliance with, but not limited to legal and regulatory requirements in order to protect employees and students against health hazards and accidents. It is the responsibility of *all employees* to comply with all safety rules and regulations, follow safe work procedures and actively participate in making their work environment safe and productive.

Joint Occupational Health and Safety Committee

Who are they and what do they do?

Board policy requires each school or site to have a Health and Safety Committee consisting of employer and worker representatives, numbering at least 4. Committee members assist in encouraging a safe environment for students, staff and visitors. The committee can conduct and/or ensure that regular inspections are conducted at the work site. They review accident investigations and recommend measures to prevent similar situations. They also review and where necessary, investigate complaints and concerns respecting the health and safety of workers at the work site. The committee meets once a month to go over the health and safety minutes of their designated sites and if there are ongoing issues that have not been addressed, they bring it to the attention to the OH&S Coordinator .

*Clerical: Cathy Peverelle Custodial: Ian Leakey Education Assistants: Sandra Bowes
Maintenance: Mark Robinson Transportation: Al Kowalko*



NEXT GENERAL MEETING

APRIL 13 @ Royal Bay

Lunch time @ 11:30

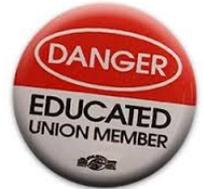
ARTICLE AWARENESS

29.04 District Health and Safety Committee

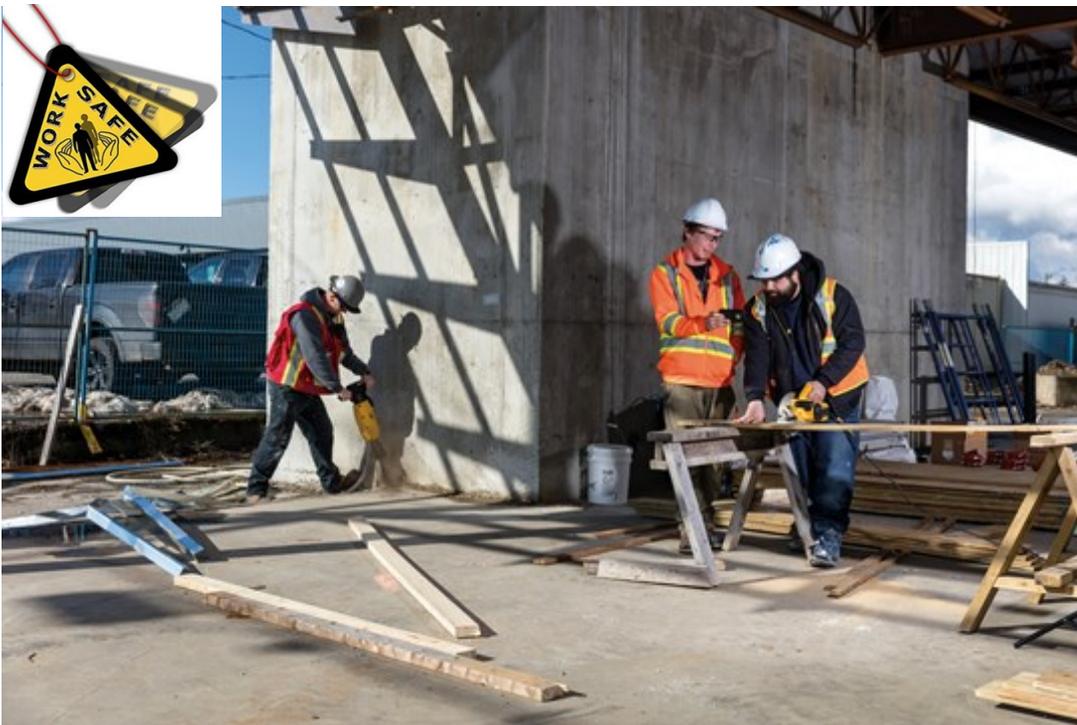
A District Health and Safety Committee shall be established and composed of not less than five (5) representatives appointed by the Board and not less than five (5) representatives appointed by the Union. The Committee shall hold meetings when requested by either of the parties and all unsafe or dangerous conditions shall be taken up and dealt with by the Committee. Representatives of the Union shall be appointed from each of the transportation, maintenance, custodial services, education assistants and clerical staff.

29.05 Safety and Health

The Board and the Union recognizes the Workers' Compensation Act and Industrial Health and Safety Regulations and will work in conjunction to adhere to the Act and the Regulations.



CAN YOU SPOT THE DANGERS....



IMPORTANT LINKS

BC Labour Relations Board <http://www.lrb.bc.ca/>

BC Employment Standards

<http://www2.gov.bc.ca/gov/content/employment-business/employment-standards-advice/employment-standards>

WorkSafe BC

<https://www.worksafebc.com/en/law-policy/occupational-health-safety/searchable-ohs-regulation/ohs-regulation>

General Meeting Dates for 2017

June 3, 2017

September 23, 2017

October 14, 2017

PRO D Meeting November

December 9, 2017 AGM



History of the Day of Mourning



April 28 has many names. In Canada, it's the Day of Mourning. In the United States and the United Kingdom, it's Workers' Memorial Day. The International Labour Organization calls it the World Day for Safety and Health at Work.

Around 1983, the health and safety director of the Canadian Union of Public Employees (CUPE), Colin Lambert, and his long-time friend and fellow activist, Ray Sentes, came up with the idea of a day to recognize workers killed and injured on the job.

As a steelworker and miner in Sudbury, Ontario, Lambert was instrumental in having mandatory coroners' inquests for all miners' deaths in Ontario. He also lamented the contrast between the lack of recognition for miners and other workers who died because of their work and the large public events for "fallen" police officers and firefighters.

Lambert "floated the idea" with CUPE's National Health and Safety Committee, talking about a special day of recognition for workers killed and injured on the job, to be held on May 1 (celebrated as May Day in Europe and elsewhere). The committee endorsed the idea. At its 1984 convention, union delegates supported the proposal. Soon after, some CUPE locals started negotiating events, such as lowered flags and moments of silence.

In February 1986, the CLC announced the first Day of Mourning, coinciding with the first day of its convention that year. Rather than May 1, they chose the date when the Ontario Legislature passed the country's first workers compensation law, in 1914. The convention passed a resolution supporting April 28 as a day to "mourn for the dead and fight for the living."

In 1990, Lambert and CUPE pushed for innovative ways to recognize the day. We can attract "broad public recognition for the day by adopting a universal, unthreatening symbol of worker safety, the canary." "The canary's an appropriate symbol," Lambert said. "It shows that today workers are the canaries — they are front-line protection for all of us."

Lambert and others saw the potential for a day of "preventive action for workers which will be recognized by society in general." They called on CUPE locals to have activities in the week heading up to the 28th. They sent a package with a new poster — introducing the canary symbol — and a special issue of the health and safety newsletter. There also was a workplace inspection checklist and calls for locals to campaign for government recognition of the day, and to bargain or ask employers for a moment's silence at 11 a.m. on April 28.

CUPE members and others responded with enthusiasm. The British Columbia CUPE Health and Safety Committee had a "Spot the Hazard" campaign for workplace inspections. The campaign for government recognition paid off. In February 1991, the Canadian government passed a private member's bill, naming April 28 as the "Day of Mourning for Persons Killed or Injured in the Workplace." Provincial and Municipal governments also recognize the day.

References

- [1] D. Wigmore. "The History Behind April 28th". *Occupational Health and Safety Section Newsletter*, Spring 2010. [American Public Health Association \(APHA\)](#).
- [2] E. Thomas, *Dead But Not Forgotten: Monuments to Workers*. Ed Thomas, 2001.
- [3] Ccohs.ca, "National Day of Mourning – April 28", 2015. [Online]. Available: <http://www.ccohs.ca/events/mourning/>. [Accessed: 05- Jan- 2016].

CUPE 459 CONNECTION

Workers' Statement

APRIL 28th Day of Mourning



The **Day of Mourning** offers us an opportunity to stand together with the world's workers to remember those who have died on the job, and to reflect on what needs to be done to prevent more deaths and injuries. On April 28th:

- ◆ We remember all workers stricken with workplace illness, suffering injuries or killed on the job.
- ◆ We remember children left without a parent and families facing hardship and deprivation.
- ◆ We remember young workers who are injured and killed at a much higher rate than mature workers.
- ◆ We remember women workers whose hazards are often unrecognized or ignored by health studies.
- ◆ We remember the working wounded who are forced to continue to work because they are denied fair compensation.
- ◆ We remember families and friends who have to nurse or care for ill or injured workers.

The **Day of Mourning** was born of the values of the union movement. It was created by working people in their constant fight for decent, safe working conditions. Remembering that union struggles help us obtain laws and protections to make workplaces safe:

- ◆ We vow that "an injury to one is an injury to all."
- ◆ We demand the enforcement of health and safety laws.
- ◆ We denounce those who place profits before workers' health.
- ◆ We proclaim our right to safe workplaces and respect on the job.

On April 28th, we reaffirm our solidarity and commitment to workplace health and safety and clearly state to all that we mourn the dead and fight for the living.

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Ceremonies will be taking place at Belmont, Edward Milne Community School and Royal Bay April 28th at 8:00 a.m. All members and their families are encourage to attend. For more information or to borrow a Yellow Canary Flag, contact Tim Hamblin.