

CANADIAN INJURED WORKERS ALLIANCE

ALLIANCE CANADIENNE DES VICTIMES D'ACCIDENTS ET DE MALADIES DU TRAVAIL

Knowledge Exchange and Translation (KET)

The Canadian Injured Workers Alliance is leading a project in collaboration with researchers from the University of Western Ontario, the University of Toronto and McMaster University which received developmental funding for a one year project through the WSIB Research Advisory council.

The goal of this project is to examine the role of IWG's in interpreting and communicating policy, insurance, support, health, and research information to injured workers. The project's focus will to find out what IWG's needs are in providing information, as well as how information is shared and how information can be put into useful formats for use by injured workers. Strategies that IWG's and other groups involved in knowledge exchange with other consumers will also be examined.

Ultimately, the information collected through this project will lead to the development of a larger study involving a large survey to evaluate injured workers' use of information and knowledge in decision-making and which approaches best support getting the information into the hands of injured workers.

PARTICIPATION:

If you take part in this study, you will be involved in a focus group with up to 9 others who provide information that injured workers need and request.

If you are interested in taking part in this Focus Group, please contact us.

Phone: 1-877-787-7010 / Fax: 807-344-8683 / Email: ciwa@vianet.ca

We look forward to hearing from you.

NOTICE

We have cancelled our post office box, and will only be receiving mail at our physical address. Please change your records to reflect that only this address will be used:

**1201 Jasper Drive
Thunder Bay, ON. P7B 6R2**



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CIWA THANKS YOU for Your SUPPORT!

Editor's Note

This newsletter is distributed via email, fax, or mail to CIWA/ACVAMT members and groups with an interest in injured worker issues as resource tool to share and exchange information. The views and opinions expressed here are those of the individuals or groups making submissions. We take no responsibility for their accuracy or for their opinions. You are welcome to share and distribute this newsletter with others that are interested.

It is also available on our website at www.ciwa.ca.

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**L'ALLIANCE CANADIENNE DES VICTIMES D'ACCIDENTS ET DE MALADIES DU TRAVAIL
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For information on how to contact any of the above provincial representatives, please contact our office in Thunder Bay, Ontario at 807-345-3429, or toll free: 1-877-787-7010, fax: 807-344-8683, email: ciwa@vianet.ca or visit our website at www.ciwa.ca

Message from the National Coordinator / President

SDPP/D funding has historically been a critical component of CIWA's operating budget. This has enabled us to achieve our annual objectives, maintain an operating National Office, hold bi-annual BOD meetings, provide services and materials to the public and IWG's, acquire new IWG members, support the creation of new Injured Workers Groups in Alberta and B.C., and bring forward proposals on matters relevant to our mandate.

Some of our recent and upcoming activities include the following:

- Continued partnerships include the following:
 - Round Table Project – Dr. Celeste Johnson, Robert Lindsay, CIWA Rep
 - Canadian Pain Coalition
 - KET Project - Lynn Shaw, OT, University of Western Ontario, Robert Lindsay, and Phil Brake, CIWA Reps, Peter Page, ONIWG, Colin Argyle, OFL, Sylvia Boyce / Andy King, Steelworkers
 - Council of Canadians with Disabilities
- We attended the "End Exclusion" Forum, "*Building and Inclusive and Accessible Canada*" in Ottawa, on November 2, 2006 hosted by the Council of Canadians with Disabilities.
- RIDEAU CANAL / INTERNATIONAL DAY OF MOURNING – APRIL 28, 2007
 - The Ottawa & District Injured Workers Group (ODIWG) and Mr. Kevin Dooley (WCB Pensioner) of the Canal Workers Commemorative Group of Ottawa plan and hope to have the Canal, which is currently a National Parks Historic site, to be declared a World Heritage Site in 2007. This will be the 175th Anniversary of the completion of the Canal. Events are planned in conjunction with the International Day of Mourning and plan to raise awareness and monies/donations which will be shared with the ODIWG, and the Ottawa Valley Head Injury Association.
- "Building worker capacity for participation and collaboration for achieving Return to Work (RTW) success".
 - A revised proposal focusing on RTW and the gaps that exist. This proposal is to compliment collaborative research already in progress between CIWA, the NW Ontario School of Occupational Therapy, other rehab clinics, universities, the Ontario Society of Occupational Therapists, the Institute for Work & Health, the WSIB, the National Centre of Audiology. This research emphasizes and Occupational Science perspective that considers a holistic approach addressing the person/injured worker, the occupation, and the environment to investigate strategies and approaches to support more effective RTW.
- "Rob coauthoring book w/Lynn".
CIWA has been asked to coauthor a

Group Demands Recognition of Disability Caused by Toxins in the Environment

MONTREAL, November 23, 2006

The Allergy and Environmental Health Association of Quebec (AEHAQ) presented a Petition for the recognition of disability and immediate adequate support for people made ill from environmental exposures and was tabled in the National Assembly of Quebec on Thursday, November 23, 2006 by Mrs. Yolande James, Member of the National Assembly for Nelligan.

The Petition reads as follows: "We, the undersigned residents of Quebec, call upon the Government of Quebec to:

- formally acknowledge and recognize the disability caused by Environmental Illness, Multiple Chemical Sensitivities and Chronic Fatigue and Fibromyalgia Syndrome;
- establish centers for research, education, diagnosis, treatment and testing for toxins in the human body;
- ensure safe adequate accommodation in hospitals;
- homecare support;
- recognition in the workplace;
- affordable, environmentally-safe housing and emergency shelters; and,
- offer immediate help for the chemically injured across Quebec.

Contact: Ms. Rohini Peris - President,
Mr. Michel Gaudet - Vice President,
Ms. Paula McKeown - Secretary
Tel: (514) 683-5701
Email: aeha-quebec.ca

More information on chemical sensitivities can be found at: <http://aeha-quebec.ca>

The following definition of "Environmental Sensitivities" has been copied from the website at:
<http://aeha-quebec.ca>

Environmental sensitivities can occur when people become sensitive to substances or phenomena in their everyday environment at levels well below what would be considered to be acceptable to "normal" people. Sensitivity reactions can be triggered by scented products, cleaning products, laundry detergents, paints, petrochemicals, cigarette smoke, pesticides, pets, plants, fuels, electromagnetic radiation, molds and foods.

The effect of environmental sensitivities can be overwhelming. Productive people may suddenly or gradually become unable to tolerate offices, homes, schools, hospitals and public places. Employers, who may or may not be aware of the problem, may refuse to make the accommodations necessary to allow people affected to continue working in safety. Many people with sensitivities lose their jobs if they are not provided with the accommodations they need to work productively. Some become homeless. All too often, retirement savings are depleted and debts are incurred in an attempt to create safe living conditions and to fund the cost of treatment. Treatment of these problems can be expensive and difficult to obtain, and includes avoidance of offending agents. Some people with sensitivities do improve after many years if they

are able to find a safe environment in which to live and work, and if they can obtain (and afford) treatments that are both tolerable and effective for them. Sadly, despite skills and education, some people with sensitivities end up on social assistance. Many become socially isolated as they are forced to retreat from places and activities they love, and for some, the devastation extends to losing spouses, family and friends who may not believe that they are ill.

The disability may be invisible, but it is real. Like others with disabilities, persons with sensitivities have special needs which include, but are not limited to: housing in a safe and tolerable environment so that their bodies can heal, well-tolerated, environmentally safe products available at a reasonable cost, consumer self-help groups, a support system, tolerable meeting places, publicly funded treatments, safe hospitals, schools and other public facilities, and accommodation in the workplace. Like all Canadians, we are entitled to freedom from discriminatory treatment, which includes the right to accessible workplaces, accommodation and public facilities. Notably, environmental sensitivities have been recognized as disabilities by the Canadian Human Rights Commission and many provincial human rights commissions.

Federal Government Cuts Funding

Tuesday, September 26, 2006

Summarized from the publication entitled: "A Voice of Our Own", from the Council of Canadians with Disabilities.

Website: www.ccdonline.ca

Here are some of the programs there were cut from the federal budget:

- Court Challenges Program - \$5.6 Million.
 - The Court Challenges Program of Canada provided funding to ordinary Canadians to undertake constitutional challenges against federal laws or programs – such as Workers' Compensation.
- Youth Employment - \$55.6 million
 - Some youth employment agencies received federal funding for part of their budgets.
- Industrial Programs - \$42.2 million.
 - Technology Partnerships Canada
- Medical marijuana research program - \$4 million
- Adult Learning and Literacy Skills Program \$ 17.7 million
 - Non-profit organizations received this for development programs and research.

Court Challenges Program and Other Programs Cut

Abolition of the Court Challenges Program (CCP) and others announced in the fall of 2006 has upset many. A website campaign has been developed at: <http://www.savecourtchallenges.ca> where you can find out more on what you can do, and all about the CCP program.

In brief: The Court Challenges Program (CCP) was established in 1978 to supply limited funds for selected test cases for official minority language cases based on sections 93 and 133 of the Constitution Act, 1867. There are many cases where funding was provided to plaintiffs or interveners in order for ordinary Canadians to have access to the court system and have their voices heard and their Right considered when government laws and policies failed to take into account their needs and aspirations. The CCP has been successful in a number of important court cases that have had direct impacts on the implementation of linguistic and equality rights in Canada.

By cutting this program, the Canadian Government is saying yes to continued discrimination against persons with disabilities and unfairly limiting Canada's Constitutional Rights only to the wealthy. If ordinary Canadians cannot use their rights because of financial barriers, then Canada's Constitutional democracy is hollow.

The CCP has an established track record as an effective and accountable institution that promotes access to justice. Their website contains reports and statistics on its activities.

During the last election campaign, Prime Minister Stephen Harper stated that if elected, a Conservative government would "articulate Canada's core values on the world stage," including "the rule of law", "human rights" and "compassion for the less fortunate."

By cancelling the CCP, the government is basically indicating that those deserving the Right to be heard in order to live on an equal footing with others, will not and do not deserve to be heard.

AN IRISH FRIENDSHIP WISH:

May there always be work for your hands to do;
May your purse always hold a coin or two;
May the sun always shine on your windowpane;
May a rainbow be certain to follow each rain;
May the hand of a friend always be near you;
May God fill your heart with gladness to cheer you.

Health/Labour

Man lives with lead poisoning

Endured hazardous working conditions for years
Deana Stokes Sullivan, The Telegram (St. John's)
Front, Sunday, January 14, 2007, p. A1

When Charlie Thompson began working in the early 1970s, repairing and painting automobile radiators, he had no idea of the occupational hazards associated with his work.

He felt fortunate to have a steady job that paid decent wages. But after years of inhaling fumes and dust from lead-based solder and the vapours of automotive paint, Thompson began experiencing numerous symptoms, including severe headaches.

"I used to have to come home from work, take 222s and cover my head in blankets, I was in so much pain," Thompson recalls.

Thompson, 52, and two co-workers repaired radiators in an automotive shop. Three torches were going all day, he said, soldering in a small room, measuring about 35 by 40 feet. Lead solder was used up until 1994.

Large radiators, averaging 500 to 800 pounds, had to be lifted through a door to the room and after the soldering job was completed, they were often painted with potent automotive coatings, using lacquers and thinners.

Thompson said at times the clouds of dust and fumes were so thick he couldn't see his co-workers, who were just 20 feet away from him.

Besides the headaches, he experienced other health problems, including high blood pressure, kidney stones, gastrointestinal problems, muscle deterioration and pain, and carpal tunnel syndrome, a condition affecting ligaments, nerves and bones in the arms and wrists.

Blood testing for lead absorption wasn't conducted on the employees until the mid 1980s.

Around 1988, Occupational Health and Safety conducted a workplace inspection and made recommendations for a ventilation system to improve the conditions. After numerous other inspections and air testing, which showed elevated airborne lead levels, the workers were given respirators and, more

recently, a separate paint booth was constructed on the site.

Thompson filed a claim for workers' compensation in 1993, but it took almost a decade for his symptoms to be recognized as an occupational illness.

He was removed from the workplace in 2001, but his blood lead levels are still above normal.

The result of blood testing last year showed a lead reading of 0.796 micromoles per litre (umol/L), where the normal reference should be zero to 0.48.

Thompson was also found to have higher-than-normal levels of cadmium and zinc in his blood.

A letter dated July 18, 2001 from the provincial labour department's Workplace Health and Safety Inspections division to Budden, Morris Barristers and Solicitors, representing the Transportation and Allied Workers Union, states that Dr. Jacques Levesque of New Brunswick, "was very clear in pointing out that in his opinion, three of the workers have chronic ill-health effects related to long-term lead exposure." Levesque is a lead expert who assessed the workers.

Thompson blames a lack of action by Occupational Health and Safety for allowing his illness to progress to the point of impairing his cognitive abilities

"The way I feel, I didn't get injured on the job, I got poisoned," he said.

The Workplace Health, Safety and Compensation Commission (WHSCC), which eventually accepted that Thompson suffered damage from lead exposure in his workplace, said in a labour market referral report last year, "Mr. Thompson's restrictions are mentally, more than physically. He has had lead exposure which has resulted in cognitive deficits, problems with new learnings, etc."

Trish Dodd of the province's injured workers' association wishes Occupational Health and Safety and the WHSCC would recognize the other physical health implications from Thompson's lead exposure.

Lead is absorbed by the bones and organs and accumulates in the body, causing numerous symptoms besides cognitive problems, Dodd said.

Thompson's case was presented to the Newfoundland and Labrador Human Rights Commission as well as the province's citizens' representative office, which has been investigating how Occupational Health and Safety handled his case.

A document from Dr. Levesque, included in the Human Rights Commission report, says Thompson cannot return to work in a lead-contaminated work environment.

"This recommendation has to be considered as a formal permanent work restriction and is supported both by the physical and neuropsychological evidence available in his medical record," Levesque wrote.

While not considering Thompson totally disabled from any type of employment on a permanent basis, Levesque went on to say that his reinsertion into the workforce in another capacity may be problematic, if not met by some degree of failure, given his age, limited past work experience and academic training, cognitive and emotional deficits, and current physical ailments.

Dodd said despite this assessment, in 2003 the WHSCC decided to reduce Thompson's disability pay by about \$400 a week, on the basis that he could potentially work as a light duty cleaner, leaving him with only about \$250 a week. She said the commission obviously didn't consider that cleaners work with

chemicals, which could further jeopardize Thompson's health.

Dodd plans to continue working on Thompson's behalf with the hope that he will get full extended earnings loss, based on his physical and mental disabilities from lead exposure.

When Thompson left his job, he was earning about \$40,000 a year. In addition to losing earnings, he also lost health and medical benefits.

He said the impact his occupational illness has had on his life and his family has been immeasurable. If his wife didn't work, he'd never be able to live on his workers' compensation payments, he said.

For years, Thompson said, he has had trouble sleeping because of muscle and bone pain, and he often has to resort to taking medications before going to bed.

"It has left my whole life, financially, emotionally and personally, in ruins."

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Remember:

**You have the right to
refuse unsafe work!**



Wednesday, September 20, 2006

Error cost **\$1.5M** By DEANA STOKES SULLIVAN, The Telegram

A group of workers on long-term disability received more than \$1.5 million in retroactive pay and interest from the provincial Workplace Health Safety and Compensation Commission (WHSCC) last year, all because of an error in calculating consumer price index adjustments.

The error dates back to 1994, and by the time it was corrected, some of the claimants had passed away.

The fact the mistake wasn't detected for 11 years has the Newfoundland and Labrador Injured Workers' Association calling for more accountability at the WHSCC.

The commission, however, says it acted quickly when the error was discovered and promptly paid up. The error was picked up in a claim review, a WHSCC spokeswoman confirmed Monday. She said it originated from one per cent being applied as a consumer price index (CPI) — or cost-of-living — adjustment in 1994 instead of 1.9 per cent.

The WHSCC policy manual states that long-term disability benefits are fully indexed to the annual change in the CPI for Canada. The CPI measures inflationary changes in the cost of products and services.

The 1994 error had an accumulative effect on indexation calculations for subsequent years until it was corrected in 2005. The error affected 1,448 active claims for what the commission terms extended earnings loss or long-term disability.

In cases where claimants had passed away, money owing was paid to their estates, the commission said.

The amount paid to fix the error is said to have been roughly \$1.56 million — \$1.35 million owed to claimants plus approximately \$214,000 in interest.

According to the WHSCC, the average individual payout was about \$800 and the maximum was about \$2,100, including interest. Cheques were sent by mid-May last year.

Trish Dodd of the injured workers' association said she's aware of much larger retroactive amounts being paid out.

She has a letter from the WHSCC dated Feb. 16, 2005, referencing a payout of more than \$21,000 to an injured worker which explains that the person's long-term disability benefits were not indexed properly because the CPI rate wasn't calculated properly.

"The letter doesn't give any other reason," Dodd said, adding if there were other errors, that just backs up her point that there needs to be more accountability to ensure that claimants are compensated properly.

She said she was surprised to be contacted about the indexation error personally last year by Ann Marie Hann, then chief executive officer of the WHSCC.

In the 11 years during which the error went unchecked, there were several chief executive officers and board appointments to the commission.

Hann, who assumed the top position with the WHSCC in 2000, is no longer with the organization. She was replaced in June 2005 by Joe O'Neill, who continues to be acting chief executive officer. The WHSCC said his appointment last year was on an interim basis while it went about recruiting a permanent CEO.

Although the indexation error has now been corrected, Dodd said she wonders what other errors might be slipping through and where accountability is at the WHSCC, especially considering that it was an injured worker questioning his claim who caused the error to be detected.

The WHSCC spokeswoman said a process has since been put into place to double check CPI indexation amounts every year for long-term disability claimants. She said the error and resulting payout have not had any affect on employer's assessment rates.

"We called employers. We were proactive and very upfront and honest to explain the error," she said.

Dodd said the injured workers group wants the provincial auditor general to review the commission's financial affairs.

Auditor General John Noseworthy's annual reports have raised concerns about the commission's unfunded liability in recent years.

In the WHSCC's 2005 annual report, its unfunded liability was reported to be \$139.2 million. It was \$160.1 million in 2004.

In its response to the auditor general's inquiries, the WHSCC said one of its key financial objectives is to eliminate its unfunded liability by 2020.

In 2001, it stood at more than \$200 million.

dss@thetelegram.com

Chronic Pain: 'It's not in people's heads'

An article from: The ChronicleHerald.ca (Halifax, NS – May 16/06)

MEMBERTOU — Chronic pain is real, and health professionals have to get that message across, an expert in the field says. "It's not in people's heads, it's not just that they're trying to get out of things they don't like to do. It's that they have real physical pain and we now understand chronic pain to be a neural response to tissue injury," said Dr. Mary Lynch, interim director of the QEII Health Sciences Centre's pain management unit.

Dr. Lynch was the keynote speaker at the recent third annual Pain Day conference at the Membertou Trade and Convention Centre, where seven doctors spoke to other health professionals about chronic-pain management. Topics included the use of narcotics in palliative care and in treating non-cancer pain, as well as reviews of hip, knee and ankle pain.

Dr. Lynch said the problem of chronic pain is dismissed because ours is a pain-denying culture and the

gmacvicar@herald.ca)

problem costs a lot to alleviate. "The human suffering alone and the economic burden that comes with that is huge. You'll see insurers and policy-makers and workers' compensation boards trying to deny that it's real."

She said the Workers' Compensation Board of Nova Scotia can no longer deny the problem is real since a 2003 Supreme Court of Canada ruling that workers with chronic pain are eligible to be assessed for long-term benefits. Conference moderator Dr. Robert MacNeill, who works in pain management at Cape Breton Regional Hospital in Sydney, said the service is under-funded in Nova Scotia, resulting in longer waiting times.

"If you have slower access to diagnostic services or specialists you tend to build a greater population of people that would have chronic pain," he said. "Long wait lists is our biggest headache."

Chronic Pain Awards ?

PRINCE EDWARD ISLAND

Mr. Clarence Fraser, of the PEI Coalition of Injured Workers Group would like to know whether the Supreme Court of Canada decision of Martin & LaSeur, October 3, 2003 has had any effect on other provinces in regard to awards for Chronic Pain and which version of the AMA Guidelines to Permanent Impairment are used.

If there has been a percentage given for chronic pain, as was initially allowed in WCAT No 915A in Ontario, please let us know. A copy of the PMI policy indicating how workers are compensated for a permanent impairment on PEI is available by contacting Clarence Fraser @ cfraser@islandtelecom.com or the CIWA office.

ONTARIO:

Submitted by: Francis M. Bell, of TBWISE:
PI assessments for workers injured from January 2, 1990 are completed via the Third edition (b) of the AMA Guides for Impairment Ratings. The WSIB has reviewed and determined that they will not move to newer versions of the AMA guide. Workers who have pension claims are rated via the "The Ontario Rating Schedule" guide.

NOVA SCOTIA:

It has been over 2 years since the ruling of Martin & LaSeur in the Supreme Court of Canada and individuals eligible for the Chronic Pain award, are still waiting. Some have actually won their cases through all three stages of the Appeals Tribunal, and the Workers' Compensation Board has actually found ways of going against these rulings and not paying the award out as ordered by the courts or tribunals.

THE FIFTH ESTATE

We have acquired the direct phone line of the Executive Producer of the 5th Estate, Mr. David Studer. Anyone having a problem concerning issues with their provincial workers compensation board, should leave Mr. Studer a brief voice mail concerning their case. Perhaps if they receive enough information, then will they pay attention and help injured workers receive their due benefits.

ALBERTA

The Edmonton Sun covered a story over 2 pages in November 2006

from Sherri Scott July 2006

Alberta continues to grow at explosive rates, especially in the oilsands construction industry, providing employment for many Canadians and foreigners alike. Alberta companies tout environmentally friendly policies and procedures however are throwing their injured workers to the streets. With over 200,000 workers being injured every year, of which approximately 20-25% are serious, career changing or disabling injuries. 95% of these cases never receive a penny from their WCB claims and are forced to welfare after selling their homes to provide for their families in an attempt to 'hang on' while their claims are processed. The injured worker's family is put under incredible hardship and duress as they usually end up losing their homes, their families through divorce and are financially destroyed as a result. Due to the depression that accompanies the loss of control in their life, along with the above complications in an injured workers life, it is no wonder that in Alberta five percent of these cases end in the injured worker committing suicide.

The Canadian Injured Worker's Group is working towards building bridges between the injured workers, Alberta Construction Association and these companies who employ these injured workers with a common goal of less injuries on the jobsite, and the employer taking responsibility for their injured workers.

As this is a huge project, requiring years to implement, thousands of volunteers, and incredible financial support, as our starting point, we are approaching the companies for their support and financial backing to build an Injured Workers support/information centre in Alberta. Fort McMurray is the chosen location, as it is the hub of the oilsands, and would be the perfect location as a means of educating all individuals involved (whether it be the injured worker, the family members of an injured worker, health care professionals, employment agencies, and employers) in all topics that concern both the employer and the injured worker's.

CanadaHelps.org

CanadaHelps is a unique Canadian donor portal, that offers a low-cost online fundraising option for Canadian charities. They operate on the premise that facilitating online donations is rendered most cost-effective by using electronic fund transfer (EFT) and electronic communication methods. Using EFT, all the funds, minus a 3% transaction fee, are transferred directly to the charity's bank account on a weekly basis. Email communication provides the charity with real-time reporting and notification of each donation made on the site. While we list all 78,000 charities, only those that register with us can proactively use our services, download donation data, and update their profiles on the CanadaHelps.org portal.

<http://www.techsoup.org/>

TechSoup Stock connects nonprofits and public libraries with donated and discounted technology products. Choose from over 240 products from companies such as Microsoft, Adobe, and Symantec. They also conduct surveys, discussion forums, educational sessions on technology and many other topics.

Remember:

A positive attitude may not solve all your problems, but it will annoy enough people to make it worth the effort!

Herm Albright

CIWA/ACVAMT IS ABOUT

SUPPORT

We are a national network of injured worker's groups (IWG's) and we exist to strengthen and support the work of local and provincial IWG's across Canada.

INDEPENDENCE

We believe that injured workers should be in control of their own destinies & Injured Workers Groups must be democratically controlled by injured workers.

PARTNERSHIPS

We believe that we can best assist these objectives by providing training and educational resources in partnership with provincial or territorial organizations of injured workers and the trade union movement at all levels.

INFORMATION SHARING

We believe that by sharing our stories and our experience we can learn from each other and become better educated and exert more control over our lives.

OUR GOALS

- ✓ To work towards a just system of compensation, rehabilitation and re-employment in all of Canada.
- ✓ To provide a national forum for debating issues concerning injured workers at national conferences and board workshops.
- ✓ To gather and share information with groups across Canada.
- ✓ To improve the Occupational Health & Safety of workers across Canada.
- ✓ To identify and make available, educational and training resources produced by the union movement and other agencies, that focus on organizing and maintaining effective injured worker groups.
- ✓ To enhance the local base of the injured workers movement through all our activities.
- ✓ To form partnerships that will achieve common goals.

PUBLICATIONS AVAILABLE

- ☐ The VOICE OF INJURED WORKER
- ☐ PLAIN TALK
- ☐ HOW TO IMPROVE RELATIONS BETWEEN INJURED WORKERS & ORGANIZED LABOUR
- ☐ REPORT ON RELATIONS WITH LABOUR SESSION AT CIWA NATIONAL CONFERENCE, REGINA 1992
- ☐ RETURNING TO WORK
- ☐ VOC REHAB & RE-EMPLOYMENT FROM THE INJURED WORKER'S PERSPECTIVE
- ☐ INJURED WORKERS ... ON THE MOVE
- ☐ COMING TOGETHER

VIDEOS & WORKBOOKS

- ☐ YOUTH PROJECT MANUAL, 2002
- ☐ SURVIVORS, 1997
- ☐ TOGETHER WE CAN WIN, 1997
- ☐ PEER HELPER TRAINING MANUAL, 2000 - "PEOPLE HELPING PEOPLE"
- ☐ LE COMBAT QUOTIDIEN DES VICTIMES DU TRAVAIL, 1999

To find out more, please contact us at:

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*Connect with an injured workers group near you.
Check out our web site at: www.ciwa.ca and click on "Who to Contact"*

.... OR

Call our office at (807) 345-3429 or Toll Free at 1-877-787-7010

This Newsletter is intended to share information of interest to injured workers/ groups / organizations, union activists and their supporters. It provides a forum for sharing our experiences - so we can learn from each other - in order to improve the lives of injured and disabled workers and the system that is there to assist them.