

FOLLOW-UP MEETING

Toronto, ON - March 20 – 21, 2004

This meeting took place in Toronto, Ontario, in March 2004, and we are very pleased with the outcome and results of this meeting. We would like to thank HRDC for this special opportunity that would not have otherwise been possible.

Please find a report written by Rob Lindsay, in relation to this special follow-up meeting inside this issue on page 5.



Summer
2004
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THANKS for Your SUPPORT!

Editor's Note

This newsletter is for sharing and exchanging 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.

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Special Appreciation

April 28, 2004

To Labour Organizations Who helped with attendance of our Youth members at the Day of Mourning Ceremonies in Ottawa, Ontario

We would like to express our sincere appreciation and thanks to the following:

Western Injured Workers Society
Labrador West District Labour Council
Regina Outside City Workers, Local 21
USWA
USWA, Labrador Local

These donations enabled three of our board members of the Canadian Injured Workers Alliance Youth (CIWAY) to attend the ceremonies along with three Board Members of the Canadian Injured Workers Alliance (CIWA). This event was hosted by the Canadian Labour Congress (CLC), at Queen's Park in Ottawa on April 28, 2004.

CIWA is a national organization that exists to strengthen and support the work of local, provincial and territorial injured workers' groups across Canada. We believe that we can best assist in these objectives by providing training and educational resources in partnership with provincial or territorial organizations of injured workers and labour organizations.

Once again, a big thank you to these organizations for their very generous donations.

Many Thanks

**Century Farm Waterfront
Cottages**

Point Prim, Prince Edward Island

Thank you for your wonderful hospitality during our meeting in June.

We experienced a wonderful atmosphere which allowed our Board meetings and AGM to run smoothly.

Many Thanks

Canadian Labour Congress

For your generous offerings of inclusion in all your activities.

The scholarships provided for the Winter and Summer schools available for two regions of the country.

The Health & Safety Conferences which we participate in, such as the one coming up in November 2004 in Montreal, Quebec.

In general, we thank you for your commitment to injured and disabled workers' groups, their members, and your support for workers' rights and issues.

Many Thanks

Our Volunteers

Thank you to all those who volunteer their time for our organization.

Thanks to the Board of Directors of CIWA.

Thanks to all the Youth who attended our meeting in Toronto in March, and created the Youth Division of CIWA. Thanks for all the work you have been, and will be putting into the research and development of this division.

Many Thanks

HRDC

Thank you for providing the Operational Funding required to continue maintaining and managing our organization for yet another term.

YOUTH PROJECT

FOLLOW-UP MEETING

Toronto, ON - March 20 – 21, 2004

(Continued from Cover Page)

This is a brief report of the "**Youth Project Follow Up Meeting**" that was held in Toronto, Ontario. We wanted to find out from the youth what worked and what didn't work from the training they received for our Youth Project—which took place between 2000 and 2002—in order to come up with solutions for improvements on their future presentations.

When the youth were consulted about their experiences with the Youth Project, we found there was an overwhelming concern for the apparent lack of funding and physical support that is imperative for the mobilization of the youth initiative.

The youth were asked to break up into groups and come back with a 45 minute presentation on how things worked and how things didn't work, and to also come back with some concrete solutions on how and what we need to do to improve the situation and presentations. They were also asked to present a 15 minute skit related to their concerns, regarding the importance of a safe and healthy workplace.

Throughout the day we assisted the groups with their presentations and ensured that they were hard at work. Not to our surprise, the youth worked very hard at getting their presentations and skits perfected for March 21st, the presentation date. Many of them worked right through into the evening to get it done. It was just amazing to see the vigour they put forth into their work. This was the same interest they had exhibited in the projects they had participated in before.

On the morning of the 21st of March, everyone met and discussed how they were going to do the presentations. In addition, two of the youth spoke about different issues with regard to the importance of this project, which was absolutely wonderful.

The presentations began and it was overwhelmingly amazing to see the work and interest that these young people had taken in the

cause. The most important issue that came out of these presentations was that they all recognized the importance of a safe and healthy workplace. Perhaps the most encouraging feedback was the inherent willingness and motivation the youth expressed about proactively doing something to ensure that all workers across Canada have fair access to a safe and healthy workplace.

Furthermore, to our pleasant surprise, the youth stated that they wanted to become part of CIWA, and that they wanted to create their own division within CIWA! They had decided to form their own organization called: "**Canadian Injured Workers Alliance of Youth – CIWAY**".

They held elections and formed their own Board of Directors, which includes a President, Vice President, Secretary, Treasurer and Board Members.

They ensured that their Board of Directors was set up to represent all provinces that were in attendance, and to work on having complete provincial representation in the near future. Currently, CIWAY has representation in the Yukon, Alberta, Saskatchewan, Manitoba, Ontario, P.E.I., Labrador & Newfoundland, and Nova Scotia.

Their dedication was apparent when they worked at it until 10:00 P.M. that evening to make sure they had everything in place so they could commence their quest to start working towards a safe and healthy workplace for all—especially youth.

This was a great achievement for these youth, as they see the need for such an organization to be in place for the youth all across Canada—educating, sharing information and working with each other in regards to O.H.&S. They want to develop a newsletter geared towards youth, develop a special youth web site, and complete projects in the future to continue training youth about their rights and their responsibilities in the workplace.

They recognized that they would not have been able to accomplish what they did without the support of CIWA, HRDC, and, of course, the donations from labour.

CIWA is also very proud to be able to report back to HRDC the excellent outcome of a well organized project that they had sponsored, and hope that they too would be very proud of the outcome.

CIWAY – Canadian Injured Workers Alliance of Youth
BOARD OF DIRECTORS – MARCH 2004

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For information on how to contact any of the above provincial representatives, please contact the office located 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

Canadian survey on youth health and safety in the workplace

Received from Workers' Compensation Board of Nova Scotia, Shelley Rowan, Director, Communications:

FOR PREVENTION, YOUTHS NEED MORE INFORMATION AND TRAINING

HALIFAX, Oct. 15 /CNW/ - Young workers ask for more information and training about health and safety at work. Compensation boards and commissions will meet with employers and educators, workers associations and unions representatives to take action about the poor health and safety situation of youth at work.

"The young workers surveyed consistently showed a definite lack of training in the workplace. Only 13% of all youth respondents say they recall receiving information about workplace health and safety from schools. Even if young workers surveyed do not seem as concerned about dangers and injuries as older workers (12% vs. 24%), many report that they would take action if they felt threatened by unsafe working conditions but would not necessarily discontinue working. **The Association of Workers' Compensation Boards of Canada will meet with board and commission's partners to discuss the issue of health and safety of young Canadian workers at its 2nd public forum that will take place in Montreal on October 26-28, 2004.**

For further information and interviews: Shelley Rowan, Director,
Communications, Workers' Compensation Board of Nova Scotia, (902) 491-8105,
shelley.rowan@wcb.gov.ns.ca

National Day of Mourning **May 28th, 2004 - 20th Anniversary**

By Tara Dorval, President CIWAY

From Australia to Taiwan, many countries around the world have named April 28th the official marker of Workers' Memorial Day—a day that recognizes those who have been injured or killed as a result of hazardous workplace environments.

In Canada, this day of commemoration is widely known as the National Day of Mourning. Thus, on April 28th of every year, nearly the entire globe reserves this universal day to "mourn for the dead and fight for the living." Ever since the Canadian Labour Congress first incited the Day of Mourning as a period of remembrance in 1984, memorial ceremonies have been honoured around the world to provide a forum for change, and unite people in a moment of silence.

Sponsored in partnership by the Canadian Labour Congress, the Ottawa & District Labour Council, and the Ottawa & District Injured Workers' Group, Ottawa held one such ceremony on April 28th—the 20th anniversary of the National Day of Mourning. Several members of the freshly formed youth division of CIWA, known as the Canadian Injured Workers Alliance Youth (CIWAY), attended this ceremony. They held their own CIWAY banner high and proud, so everybody in attendance could see that youth are visibly concerned and conscientious citizens, too. A ceremonial wreath was placed at the foot of the National Monument out of respect for those workers who have died from occupational hazards and diseases.

Rob Lindsay, the President of CIWA, and Tara Dorval, the President of CIWAY, addressed the

audience about the urgency and commitment to keep occupational health and safety issues affront in the public eye, so that safety initiatives will remain engaged and proactive rather than reactionary and stagnant. All those who spoke or listened that day had reached a consensus that many of the injuries and fatalities that occur in the workplace are not just accidents, but, nonetheless, preventable crimes of negligence.



It was the first time that a Youth organization in support of injured workers rights, had attended the National Day of Mourning ceremonies in Ottawa—at the forefront of the service. Everybody from all walks of life who were there, including mourning families and supportive friends, union representatives, social advocates, the media, and politicians along with left-wingers and centres, had taken notice of CIWAY due

to this exposure. In fact, many of the speakers proceeding after Rob and Tara soon acknowledged the presence of youth in the movement of worker health and safety, and most importantly, recognized that young workers are the most at-risk demographic for workplace injury and death.

As a result, the 2004 National Day of Mourning in Ottawa has opened up many eyes and minds to the concerns of young worker safety. This is imperative for active change to be implemented in the crusade for workers rights—the rights of those who come from all walks of life, and finally, those of all ages.

CIWA/ACVAMT Current Activities

CLC Winter Schools

- Harrison Hotsprings - Abbotsford, BC
- CAW H&S Centre, Port Elgin, ON

Board of Directors Meetings

- January 2004, Edmonton, AB
- March 2004, Toronto, ON
- June 2004, Point Prim, PEI

AGM

- June 2004, Point Prim, PEI

Formation of Youth Division of CIWA

- at Board meeting and Youth Project follow-up meeting in Toronto, ON – March 2004

Day of Mourning Ceremonies – April 28, 2004

- Ottawa, ON

USWA Steelworkers of America Policy Convention – April 21 – 25, 2004

- Vancouver, BC

CLC 2nd National Disability Rights Conference – November 11-14, 2004

- Montreal, QC

Alberta Workers' Health Centre – "A Global Workplace: Challenges & Strategies for Occupational Health & Safety" Conference – October 2004

- Banff, AB

Round Table Project – September 2004

- Toronto, ON

UNITED STEELWORKERS' OF AMERICA POLICY CONVENTION APRIL 21 – 25, 2004, VANCOUVER, BC

CIWA was invited to the Steelworkers' of America Policy Convention held in Vancouver, BC, April 21 – 24, 2004. Phil Brake, our new National Coordinator, Robert Lindsay, our new President, and myself Lee Harrison, BC Representative and Secretary attended the Convention.

We had the opportunity to set up our information booth. Many people attended the Convention, and we were well received. CIWA was recognized by many of the delegates. We handed out many information pamphlets. Interest was shown in our completed project reports, videos, resources, and copies of our

Newsletters. We all had the opportunity of meeting the outgoing USWA National Director, Lawrence McBrearty. Ken Neumann was sworn in as the new USWA National Director and Steve Hunt is the new District 3 Western Canada Director.

I appreciated the opportunity of meeting with the USWA. We are pleased that they continue to support CIWA in our efforts to assist Injured and Disabled Workers' across Canada.

Lee Harrison, Secretary
BC Representative



Lawrence McBrearty
Retiring National Director,
USWA



Steve Hunt
New District #3
Western Canada Director



Ken Neumann
New National Director,
USWA



Robert Lindsay
President, CIWA Addressing the Convention

CIWA/ACVAMT Current Activities

INTERNET

Our web site provides an open forum and easy access to information for clients on a truly global basis—24 hours a day and seven days per week. Information available on the site and referral links provide clients with access to information they require in order to develop and pursue a plan of action in managing injuries and disabilities. Clients are able to discover service providers situated locally, and obtain direct contact information for our office.

Internet based communication has also enhanced the effectiveness and information flow amongst the Canadian Injured Workers Alliance's Board of Directors. This permits Board members to function across the vast distances between the Provinces and Territories within which they live.

A successful funding application through the HRDC, "Summer Career Placement Program", allowed for the hiring of a student to upgrade and maintain our website once again this year. Greg Berry has given our web site a whole new refreshing look. Please check it out at www.ciwa.ca.

Our Youth Page was revised, copies of Canadian Injured Workers Alliance newsletters posted to the site, as well as various other enhancements to website functionality. The site was also updated with all current information from our databases.

The forum page allows persons to post their experiences as well as view other's stories, and request others for their input.

INFORMATION & REFERRAL

Referral services are constantly provided to injured workers, injured worker activists, organizations, and the media. Canadian Injured Workers Alliance responds to information requests via telephone, email, fax, and office walk-ins.

Information and referral services are a key element of our mission, and a valued service to those who contact us seeking information and resources. Clients have sought and received information on a wide variety of topics including Worker's Compensation issues, ergonomics in the workplace, and Health and Safety matters among others.

Frequently, clients who contact us exhibit effects of emotional upset and stress. These clients may be attempting to deal with substantial changes in both their work and home lives, in addition to serious financial impacts associated with work related injuries. The appropriate aid that these individuals require will therefore stem from one or all of the following classes of referral:

- 1) Case Management
Assistance of managing claims, completing reports, obtaining required documentation, acquisition of medical documentation, understanding claim determinations, appeals processes.
- 2) Emotional Support
Assistance to the injured or disabled worker and the immediate family in dealing with change, adjustment, depression, stress, anxiety etc.
- 3) Medical Support
Obtaining diagnosis, treatment, therapy. Counseling on alcoholism, substance abuse.
- 4) Financial Management
Adjusting to income changes, debt consolidation, credit counseling, and financial solvency issues.

As part of our referral process, we give individuals the opportunity "to tell their stories" and be heard. Clients need a source to turn to where their voices will be heard, and where they can discover new directions to apply their energies in an applicable effort to resolve troubling issues.

In 2003, Canadian Injured Workers Alliance was an instrumental aid in the intervention and referral of a client that prevented the potential suicide of an injured worker whose emotional condition had reached a critical state. As a result, this individual was able to obtain the supports he needed to address both the emotional and practical issues of the crises he was enduring.

ROUND TABLE

CIWA continues to be actively involved on the Advisory Board with the Round Table Project. Another meeting is scheduled for September 2004, in Toronto, Ontario.

BUILDING INCLUSIVE COMMUNITIES

One of the key barriers to the effective governance and communication of local organizations is conflict within the group, and/or conflict with related groups in the community.

CIWA submitted a proposal in March 2004 to HRDC, Social Development Partnerships Program (SDPP-D). We are hopeful in receiving funding for this proposal, a pilot phase thus titled: *"Building Inclusive Communities"* (formerly known as *"Conflict Resolution that Works!"*).

This project is about helping injured and disabled workers, who volunteer in local self-help/advocacy groups, to increase their effectiveness and involve more people in the social change process towards inclusion of people with disabilities in all aspects of Canadian life.

STRENGTHENING RELATIONSHIPS WITH ORGANIZED LABOUR

CIWA has attended spring & winter schools hosted by the Canadian Labour Congress (CLC), for a number of years now. Most recently, CLC afforded us the opportunity for two of our representatives in two regions to attend CLC Winter School training sessions in Ontario and British Columbia.

The Canadian Labour Congress is hosting its 2nd National Disability Rights Conference in November, 2004, in Montreal, Quebec, titled "Doing MORE – Moving FORWARD", where CIWA will also have representatives attending.

If you are interested in attending this conference, the registration fee is \$250.00, and the deadline to register is October 12, 2004. For more information contact their office at:

Ph: 613-521-3400, Ext. 202

Fx: 613-521-3959

Email: women&hrights@clc-ctc.ca

The CLC has purchased land in Ottawa to build a monument commemorating April 28th, National Day of

Mourning, in memory of lives lost due to workplace accident or occupational disease. CIWA was very proud to be part of the Ceremonies taking place in Ottawa along side the CLC for the National Day of Mourning on April 28, 2004.

BOARD OF DIRECTORS

The CIWA Board of Directors has held their regular board meeting in Point Prim, PEI, in June, 2004. In addition to the regular Board meeting, CIWA also had its AGM and invited injured worker groups from that area to attend.

The Executives of the Board of Directors meet on a regular basis to review financial statements and discuss ongoing issues. Sub-committees also meet on a regular basis to review plans and goals for CIWA.

The CIWA Board of Directors will meet again in the fall sometime via conference call to continue to direct the organization and review its goals, activities and current activity progress.

CHRONIC PAIN

Our volunteer board members have been actively researching and in contact with the Canadian Pain Coalition, developing partnerships, and developing a study on the causes and effects of chronic pain.

CIWA has been invited by members of the medical community to form part of a coalition to increase awareness of the importance of finding solutions for persons suffering from this disease. Chronic pain occurs in the early stages following an injury. Understanding, preventing, and treating debilitating and persistent pain associated with an injury can factor on whether or not an injured person will develop chronic pain. Persons suffering from chronic pain become powerless and feel that they have no control over what is happening to them, as it drains away their strength, independence and happiness.

The Chronic Pain Conference, focused on the importance of Peer Support sessions. Representatives from injured worker groups in attendance acknowledged that peer support actually reduced the risk of chronic pain, as persons related their pain and experiences with each other.

Find out more at: www.curepain.ca

Miscellaneous

Recommended Internet site

- The new **Office of the Worker Adviser** Web site is "Live".
- Check it out at: www.owa.gov.on.ca <http://www.owa.gov.on.ca>
- It has an abundance of useful resources on-line such as sample letters for appeals, how to acquire a copy of your file through the Freedom of Information Act, and links to sites such as the Workplace & Insurance Act (Ontario).

PIPEDA – *Personal Information Protection and Electronic Documents Act*

- This is the federal legislation that applies to organizations as of January 1, 2004.
- PIPEDA establishes outcomes regarding the collection of personal information in the course of commercial activities. The legislation affects the type of personal information that is collected and how it is maintained, used and disclosed.
- The Coalition of Ontario Voluntary Organizations is partnering with Capacity Builders to develop training sessions to help not-for-profit organizations understand and comply with the Act. Are you interested? Contact: Joan M. Christensen at the Coalition of Ontario Voluntary Organizations, Toronto, ON Ph: 416-784-1420 / Fx: 416-256-3021 / Email: general@covo.on.ca or visit their website at www.covo.on.ca.
- Summary information about the Act for Non-Profit organizations is also available at http://garberconsulting.com/nonprofit_news_03_12.htm. It is the site of Nathan Garber & Associates Consulting & Training for the Not-for-Profit Sector. It also contains a lot of other interesting information for non profits.

Bill No. 20 – Workers' Compensation Act (NS). – Chronic Pain

- An Act to Amend Chapter 10 of the Acts of 1994 – 95 of the WC Act, and Chapter 7 of the Acts of 1996, of the Occupational Health & Safety Act, Bill No. 20 as was introduced on October 16, 2003 regarding the Workers' Compensation Act of Nova Scotia.
- The Supreme Court of Canada's ruling on October 3, 2003 regarding Chronic Pain establishes it to be a compensable injury.
- Chronic Pain is defined in S. 10A of the Workers' Compensation Act as follows: "Chronic Pain" means pain:
 - a) Continuing beyond the normal recovery time
 - b) disproportionate to the type of personal injury that precipitated, triggered, or otherwise predated the pain, and includes chronic pain syndrome, fibromyalgia, myofascial pain syndrome, and all other like or related conditions, unless significant, objective, physical findings at the site of the injury indicate the injury has not healed.
- For more information on the Supreme Court of Canada Decision of October 3, 2003 visit the Court Challenges Program at <http://www.ccpcj.ca> or contact the office of the Canadian Injured Workers Alliance.

Bill C-45 – Employers' Criminal Liability in Health and Safety Issues

- Canada now holds employers criminally liable for health and safety issues which cause harm to workers,
- "Sending the Boss to Jail" is now possible under Bill C-45.
- 12 years ago, the lobbying efforts of then-leader of the NDP, Alexa McDonagh and the labour movement, especially the CLC and the Steelworkers, finally forced the federal government to take action by enacting legislation as a result of the Westray tragedy in Nova Scotia.
- Bill C-45, The "Westray Bill" received Royal Assent in November 2003, and took effect March 31, 2004.

CIWA/ACVAMT IS ABOUT	OUR GOALS	PUBLICATIONS AVAILABLE
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.	✓ 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.	☐ 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 <u>VIDEOS & WORKBOOKS</u> ☐ 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 <u>To find out more, please contact us at:</u> CIWA/ACVAMT P.O. Box 10098, 1201 Jasper Drive Thunder Bay, ON P7B 6T6 Ph: 807-345-3429 Fx: 807-344-8683 Toll Free: 1-877-787-7010 Email: ciwa@vianet.ca Web Site: www.ciwa.ca

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, 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.
Please help - by sharing your story with us.