

H&SIWAC Report SSWCC Sector 2021



Committee Members:

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What were the common themes/issues we believe are most pressing since COVID-19 for our members?

Health & Safety – PPE’s, lack of H&S inspections and issues not being addressed in a timely manner by employer, lack of pandemic planning due to unforeseen changes by the Government and stress on workers dealing with these constant changes

IW –vicarious injuries, compassion fatigue, lack of training on reporting for WSIB and return to work plans with regular follow ups

Issues that Political Action require?

H&SIW – Lack of MOL involvement and dealing with vaccine policies by employer

Issues that are bargaining-related?

Health & Safety Injured Workers – Language on pandemic planning and processes, Job task analysis for each job with worker input is completed and concise for safety and return to work.

How do engage with members in the sub-sector on these issues?

- Health & Safety Injured Workers – Promote CUPE, ON H&S and IW websites for pandemic links and information
- Promote Mental Health handbook
- Phone tree’s/robocalls and townhall calls
- More media coverage from committee’s

Are there any dates of significance we can use to mobilize around?

- RSI Day – Feb 28 – Communique from IW Committee on prevention
- April 28 – Day of Mourning – fly flags half mass for all municipalities
- June 1 – Injured Worker’s Day – fly flags half mass for all municipalities
Labour Day - Caravans
- September 30 – National Day for Truth & Reconciliation

How to mobilize members around Dates of Significance?

- Promote
- Educate
- Encourage

How do we come up with other ways of bringing forward our issues to government when they are not willing to meet with us centrally?

- Media coverage
- Lawn signs and flags half mass
- Petitions

What can happen between Now and December 31st 2021?

- 1st week piece was Definition of Vicarious Trauma
- 2nd week signs and symptoms
- 3rd week self-care
- Health & Safety Injured Workers in conjunction with SSWCC and CUPE, ON cost share to make and mail out wallet cards on (warning signs on vicarious trauma)

December 2021

- To reply to parking lot and feedback issues arising from Conference

Communications & Engagement Plan:

Meet or call or Zoom your MPP on Violence in the workplace, lack of MOL orders, WSIB coverage for all

What do we need to lay the ground for our Medium-term Goals to be ready in January 2022?

- Continue to refer and promote H&S and IW CUPE, ON websites
- Continue to promote reporting on Psychological Injuries with each claim.
- Continue to promote Report It and Mental Health Matters Campaigns, Mental Health Handbook, and Injured Workers Handbook

SSWCC Sector Break Out

Common Issues:

- Feeling left out – forgotten on the frontline
- Vicarious Injuries, Compassion Fatigue
- Understaffing (DS, Municipal, Child Care)
- Workload pressures
- Sanitizing is taking over the job – not meaningful
- Burnout
- Fear of returning to office
- Mental Health – rush from employer to return to work
- Employer taking advantage of emergency order and Bill 124
- Closing of Day programs (DS)
- Increased Violence
- Workers feeling disrespected
- COVID hires not being trained properly
- Some workers still working with full PPE
- COVID protocols not being followed
- Vaccine Policies
- Attendance management program/COVID code
- Employers taking advantage of the pandemic
- CUPE is reluctant to speak about the vaccine
- OTR/staff is expected to train themselves while working
- Lack of consistency on disciplining members
- Reluctancy on mental health vs physical health/no compassion
- Childcare (use of personal time)
- Sickness bargaining item (sickness and family)
- Same expectations for clients (PPE, etc)
- New/untrained staff are orienting/training other brand-new staff
- Lack of management on site
- No consistencies with PPE's
- Vaccine Policies and the financial burdens
- Emotional and psychological stress
- OHSA, we require the kit to do the job in a safe manner (grievance procedures can help with this)
- Isolation in the workplace
- Difficulties finding staff that have experience
- Employers threatening unpaid leaves (nondisclosure and/or non vaccinated)
- CUPE support is required on Collective Bargaining
- Push backs are required at this time to stop this pressure put on the workers
- Face shields are creating issues to perform job duties (safety goggles may be a solution – may not work for all)

- These vaccine policies have been rushed and not signed by the boards in some cases
- Double standard with employers
- More education around harassment policies for those being intimidated and harassed in the workplace
- Lack of information (H&S Committees to rely on)

Report, Report, Report!!

- Supervisor, H&S Rep, Union Rep and follow up with written documentation, WSIB claim (Form 6), Doctor
- COVID Fact Sheets
- CUPE ON H&S and Injured Workers websites for pandemic links and information
- Mental Health Matters
- Mental Health Handbook – QR Code
- Injured Worker's Handbook

Recovery and Resolution Ideas:

- More input and direction from Cupe (mass email to H&S Reps)
- Cupe will investigate or review look into rights of individuals (possible resolution)
- CUPE members to have the right to choose (vaccine or no vaccine) and not feeling bullied to conform
- Employer Boards would receive the Policy, review, and approve prior to the roll out to front line