



APRIL 28 HONOUR WALL UNVEILED



Paul Moist unveils Honour Wall at CUPE National.

CUPE locals, councils and divisions marked the 24th International Day of Mourning by attending ceremonies and marches across Canada in a show of solidarity for workers injured or killed on the job.

At CUPE's new building in Ottawa, national officers Paul Moist and Claude Généreux, along with Lin Pennesi, unveiled the April 28 Honour Wall. The wall memorializes CUPE members killed on the job and is in the front entrance of the national office.

"It is a privilege to stand before you today and unveil this great memorial to honour our CUPE sisters and brothers killed on the job," said National President Paul Moist. "It is also a privilege to be here with Sister Lin Pennesi who, along with her

family, has made a generous donation to help erect the Honour Wall."

Alongside the Honour Wall, there is a dedication panel that acknowledges the life and contributions of Sister Pennesi's father, Muzio Pennesi, better known as "Moose." Brother Moose Pennesi died on February 14, 1994, from mesothelioma due to occupational exposures to asbestos. Brother Pennesi worked at the Sarnia Public School Board, was president of CUPE 986, and then came on staff as a servicing representative from 1971 to 1991. The funds for the Honour Wall were raised by the Moose Pennesi Golf Tournaments and distributed through the Muzio Pennesi Foundation.

CANADA 5TH ON LIST OF WORST OFFENDERS

It's been 24 years since CUPE initiated the National Day of Mourning and instead of improvements for workers, the situation is getting worse. More workers are being injured, made sick and killed on the job.

Canadian workplaces are consistently one of the worst offenders in terms of killing workers compared to most other industrialized countries. For example, out of 29 countries that belong to the Organization for Economic Cooperation and Development (OECD), Canada has the fifth highest incident rate of worker fatalities. Rounding out the top five countries are Korea, Mexico, Portugal and Turkey.

Since 1984, there have been 19,805 workers killed on the job in Canada. This appalling and obscene number does not even give the true picture of how many workers have been killed as it doesn't include all of the workplace fatalities that go unrecognized by compensation boards across Canada.

Continued →

Three CUPE members were killed on the job in 2007:

- Sister Donna Carbone, 52, from CUPE 2838, Edson, Alberta.
- Brother Doug Prysiazniuk, 36, from CUPE 500, Winnipeg, Manitoba.
- Brother Richard "Butch" Gallant, 63, from CUPE 1190, Shediac, New Brunswick.

Every workplace death can be prevented but choices are made that allow fatalities to

happen. Those choices are not made in the interests of workers but in the interests of employers. We have to take back power so that better choices are made in the first place. It's time for health and safety solidarity among all workers.

We need to tackle the growing tide of asbestos-related illnesses and deaths; the insidious harassment, bullying and violence directed at workers; and the harmful effects of privatization on our health and safety.

COURT DECISION WEAK ON MICHAEL BONVIE'S DEATH

In April, the Provincial Court of Nova Scotia came to a weak decision on prosecuting the Town of New Glasgow in the fatality of Brother Michael Bonvie.

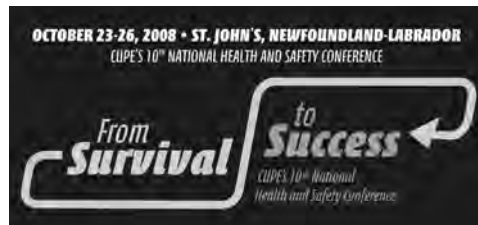
Brother Bonvie was killed on October 26, 2006, in a trench cave-in that the court properly recognized as being the fault of the employer. However, the fine of \$110,000 doesn't reflect the severity of the situation. Brother Bonvie lost his life and his wife and two daughters lost a husband and father.

Betty Jean Sutherland, health and safety representative for N.S., says it is unacceptable that New Glasgow will be using taxpayers' money to provide training and education they were already supposed to provide under the Occupational Health and Safety Act. She points out that when you take away the dollar amounts attached to things the town was supposed to be doing under the Act, the fine is actually less than \$60,000.

In his decision, N.S. Justice Jamie Campbell noted: "The Town had in place safety policies that were inadequate. There was a lack of diligence in dealing with the issue. The lack of proper policies and the lack of a culture that promoted workplace safety directly contributed to this incident."

NATIONAL H&S CONFERENCE SET FOR OCTOBER

The 10th National Health and Safety Conference will run from October 23 to 26, 2008, in St. John's, Newfoundland-Labrador. The theme of the 10th conference is From Survival to Success.



The national get-together is an opportunity to take a look back at our political strategies for survival since the first conference was held in 1981. As well, we'll assess our success as health and safety activists today.

The conference offers four workshops:

- Privatization and health and safety
- The state of CUPE members' health
- Current threats – harassment, bullying, violence, pandemic influenza and asbestos
- Ramping up health and safety activism – international health and safety perspectives

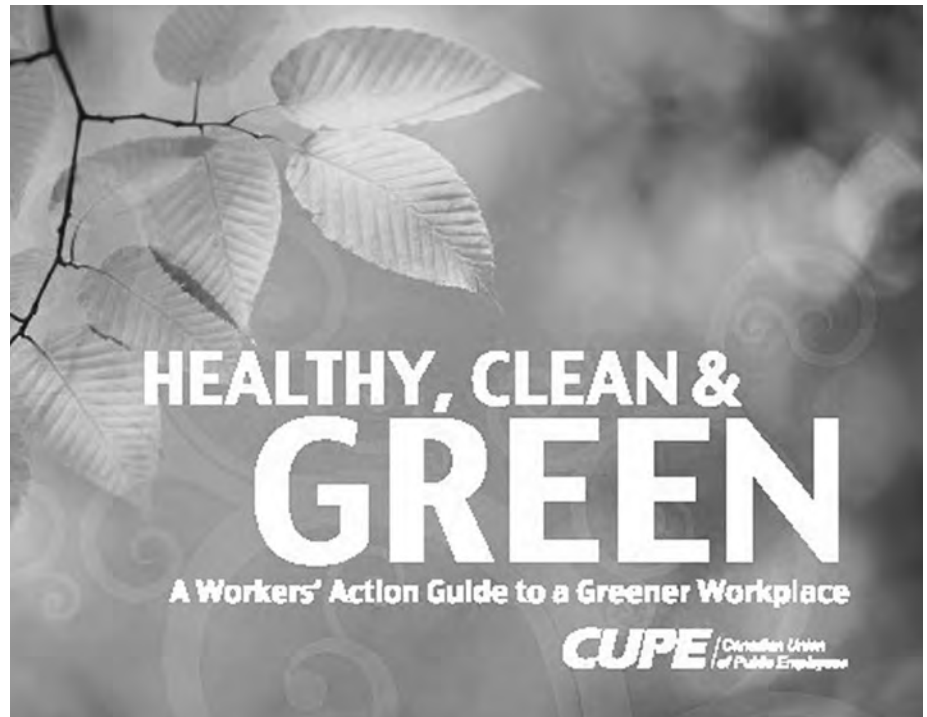
Please go to http://www.cupe.ca/healthandsafety/CUPEs_10th_National for more information.

YOUR GUIDE TO A GREENER WORKPLACE

Just a reminder, CUPE's guide to a greener workplace, *Healthy, Clean and Green*, is now available.

The Green book covers climate change, waste reduction, environmental rights and more. Action is at the centre of *Healthy, Clean and Green* as the guide spells out what CUPE members can do at work and in their communities to tackle some of the pressing environmental problems we face.

Copies of the 24-page Green book can be ordered free of charge by emailing mfirth@cupe.ca. Or, go to http://www.cupe.ca/updir/Green_booklet.pdf to download a pdf version.



CRITICAL INJURY FOR CUPE MEMBER PINNED BETWEEN CAR AND TRUCK

In late April, CUPE 500 member Michael Pacheco had his legs crushed when a car struck him and pinned him against a City of Winnipeg truck.

Brother Pacheco, 27, was loading a sign into the back of a city pickup when he was hit by a car driven by a woman who was later charged with impaired driving causing bodily harm. Pacheco is a seasonal worker and had only been on the job for two days before being hit.

Initially, there was a fear that Brother Pacheco would have one of his legs amputated but that has been avoided. Doctors attending to the local 500 CUPE member

haven't confirmed if he will be able to walk again.

In most jurisdictions across Canada, when workers are hit and injured or killed by a motor vehicle, it is not necessarily considered a motor vehicle accident. Many compensation boards categorize this kind of incident as being struck by a tool or object.

In 2007, Sister Donna Carbone of CUPE 2838 was struck and killed by a transport truck on July 18 in Edson, Alberta. Carbone, 52, was part of the town park crew and was cutting grass beside Highway 16 when the truck hit her. Sister Carbone's death wasn't considered a motor vehicle fatality because she was neither a driver nor a passenger in a vehicle. According to the Alberta Workers' Compensation Board, Sister Carbone was struck by an object or tool.

CANCERSMART GUIDE LAUNCHED AT NATIONAL OFFICE

The Labour Environmental Alliance Society (LEAS) launched their *CancerSmart Guide 3.0* at the CUPE national office on April 19.

"The guide is all about building healthier communities and workplaces," said LEAS researcher Sean Griffith at the Ottawa event.

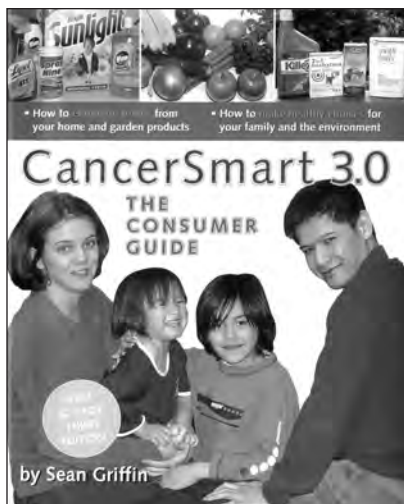
The guide is used by CUPE locals across Canada as a teaching tool and provides reliable information for members to tackle chemical safety issues at the workplace and in their homes.

"LEAS has worked with CUPE on safer substitution projects, especially with custodians in the school sector," said Griffin, who spoke about how labour has

shown great support for the guide but also how the public has stepped up on chemical safety issues.

“If you look at what happened with the federal government’s move to regulate bisphenol A, it was really about what the public wanted,” said Griffin, speaking about public outcry over the chemical’s use in common plastics and its potential to harm children. “Consumers were way ahead of the government because of the available information.”

The *CancerSmart Guide* was first published as a 24-page booklet in 2004 with an initial print run of 2000 copies. Since then, LEAS has printed more than 35,000 copies of the guide. The latest version is 52 pages and offers solid research on carcinogens, reproductive toxins and endocrine-disrupting chemicals found in brand name cleaning products, personal care products, pesticides and home maintenance products.



Go to <http://leas.ca/CancerSmart-3-The-Consumer-Guide.htm> for more information on the guide.

BULLYING STUDY TELLS CUPE MEMBERS WHAT THEY ALREADY KNOW

Two Canadian researchers recently concluded that workplace bullying causes some of the worst effects and leads many workers to experience very low workplace satisfaction. Often, it’s so bad, workers quit their jobs.

Sandy Hershcovis from the University of Manitoba and Julian Barling from Queen’s University looked at the effects of workplace bullying by studying 130 surveys. They found that workplace bullying had more severe effects on workers than even sexual harassment. The researchers determined that this in part has to do with the fact that there are legal structures and workplace policies to address sexual harassment while there are very few to address bullying.

All of this research is not news to most CUPE members. Workshops and local surveys have consistently shown that workplace bullying is rampant and needs to be addressed.

Only Quebec, Saskatchewan and the federal government have some form of legislation that mentions workplace bullying:

- Quebec – <http://www.cnt.gouv.qc.ca/en-cas-de/harcelement-psychologique/index.html>
- Saskatchewan – see section 37 at <http://www.qp.gov.sk.ca/documents/English/Regulations/Regulations/O1-1R1.pdf>.
- Federal government – <http://gazetteducanada.gc.ca/partII/2008/20080528/html/sor148-e.html>

Health and Safety Update is published four times a year by CUPE Health and Safety. For more information please contact:

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