



**LOCAL • 70712**  
*Union of Environment Workers*  
**SECTION LOCALE • 70712**  
*Syndicat des travailleurs de l'environnement*



2016 PSAC – NCR Regional Health and Safety Conference  
Casino du Lac Leamy  
Gatineau, Québec

Report By: David T. Buote (River Road Shop Steward)  
Saturday 28th May, 2016  
Opening Ceremonies: Albert Dumont, Robyn Benson and Larry Rousseau

- 1 in 5 people in the workplace suffers from bullying or harassment.
- June 8th posters and material now available.
- OLG picket lines are down and they have gone to binding arbitration!

Implementation of the Mental Health Standard:  
Denis St-Jean: PSAC Health and Safety Officer

- Half Measures with management, assessment without action?
- Liberals C4 amendment to remove OSH Health and Safety are not being upheld.
- Howard Willow National Registry

Occupational Health Clinics for Ontario Workers  
1545 Carling Avenue, Ottawa, Ontario  
Valery Wolf: Director  
Jennifer Skuce (Intake)  
Chelsea Desrochers (Ergonomist)

- Now staffing and taking patients at (OHCOW).
- Workplace Stress Measurement Apps. Available
- Musculoskeletal Disorders Apps. (Pain Point)

Sun life Disability Claims Process  
James Infantino

- Primary disabilities have fallen under Mental Health Conditions 1 of 2 claims filed.
  - The majorities of claims filed by gender are women and has doubled from 1991 to 2014.
  - 2007 disability management imitative (DMI) technical committee disability insurance 2year letter.
  - Resources for union representatives after 2yrs you may have frustrated the legal obligation you made when you signed your contract to work.
  - Joint Learning Program will put together a (JLP) exercise to reflect the process.
- André Paquin 1-450-466-1677 & paquina@psac-afpc.com.



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Interpreting Health and Safety Legislation 101

Marc Scott

Reading Legislation Requirements:

- Interpretation of Policies and Guidelines, Dictionary, Proper grammar, use of comma, semicolon and, or.
- “As prescribed” = Regulation
- Interpretation of the definition to avoid a contradiction of terms. (IPG’s are on the web site).
- Interpretation Act. 11. The expression “shall” is to be construed as imperative and the expression “may” as permissive in a statement.
- Parts Vs Sections or Reading Section Numbers .145(2) (a) (i) = one sentence. 145 are the section (2) is the subsection (a) paragraph (i) subparagraph.
- Right to refuse to work if in danger. This is an individual’s right and cannot be applied to a group because technically is construed as an illegal strike.
- Regulation 19 is the most important regulation regarding health and safety regulations.
- Work place 2.0 regulation for workstations for example ergonomics.
- Harassment under the labor code is not covered but violence is under regulation 20 of the labor code.
- Canadian labor code is not open for interpretation its policy committees, work place committees, health and safety representatives have very specific regulations to adhere to and be met.

Sunday May 29th, 2016

Canadian Centre for occupational Health and Safety Emotional Intelligence/ Mental Health and CCOHS.

Susan Freeman

- Emotional Intelligence = E-Quotient.
- Interpersonal Relationships are inward and outward.
- 30% of all long-term disability claims are due to mental illness. This stigma is marked as a disgrace.
- Psychological health and welfare is the pathway in the workforce to a more productive and caring environment.

Solution Circuit

Building solidarity for Aboriginal Peoples course for non-aboriginal peoples

June 16-17-18, 2016 Pow-Wow, Albert Dumont, Tony Nicholas



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Recognizing, understanding and coping with depression

Dr. Laura Goodine, Psychologist

Dr. Neil Chambers, Psychotherapist

A brief film on depression by Kevin Breel

- A stand up-comics life interpretation of his depression 18yrs of age.
- Depression isn't being sad or melancholy when things are going wrong.
- Depression is like being in a sea of hopelessness when everything is going right.
- Depression cause or mediator
- Mediator brain chemistry is the reason as opposed to the cause.
- Cause unprocessed trauma I.E. abuse, death
- Coping strategies deep breathing exercise for three minutes.