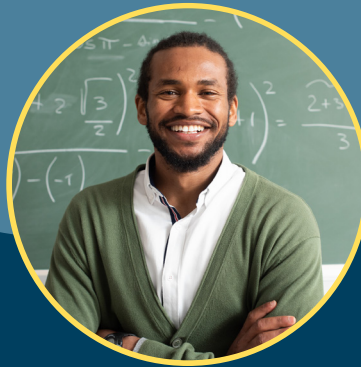


MFL Health and Safety Conference



February 1 - 2
2024

Canad Inns
Polo Park
Winnipeg



Register Now!

Guide to workshops

Keeping workers safe on the job has always been a top priority for unions and the fight for safe and healthy workplaces continues. The MFL Health and Safety Conference provides worker-focused education and tools to union activists to help them be more effective joint health and safety committee members and union advocates for health and safety in the workplace.

Conference participants will register for one of the workshops listed below (each workshop will span the two days of the conference, offering opportunities for in-depth learning in a small group environment).

All participants will also attend the conference opening plenary panel discussion on the health and safety challenges faced by vulnerable workers, including migrant workers, Workers of Colour, Indigenous workers, 2SLGBTQIA+ workers, and young workers.

WORKSHOP 1

Psychological Health and Safety in the Workplace

Workplaces present many different kinds of psychological hazards that can impact workers' overall mental health, at work and at home. Being able to recognize these hazards, understand them, and address them is an important part of strong workplace health and safety program. In this workshop joint health and safety committee members and health and safety activists will learn about common workplace psychological hazards, signs of mental distress, and will be introduced to the CSA National Standard for Psychological Health and Safety in the Workplace. The workshop's goal is to help participants advocate to incorporate psychological injury and illness prevention measures into their workplace health and safety programs.

WORKSHOP 2

Supporting Injured Workers with WCB Claims

Many injured workers find navigating the WCB system to access needed supports and benefits after a workplace injury to

be a difficult and stressful process. This is especially true for workers trying to appeal an unfavourable WCB decision. This workshop is designed for shop stewards, union reps and activists who are in the position to help guide and advocate for injured workers in their interactions with the WCB. Based on the MFL's new Guide for WCB Worker Advocates, this workshop will provide an overview of WCB law and policies, the claims and appeal processes, the role and responsibilities of injured workers in the system, and the more complex issues that arise when appealing a WCB decision. Participants will learn how to be an effective support and advocate for injured workers. (Note: this course is not a forum for injured workers to seek advice about their own claims).

WORKSHOP 3

Accommodation and Return to Work

Employers are required to make reasonable accommodations for workers who need them, and unions are often called upon by their members to make sure this happens. For example, unions may be involved with accommodation

planning for a member with a disability, or a member who was injured on the job and is returning to work after a convalescence period. This workshop will present an overview of the Duty to Accommodate with reference to protected characteristics that may trigger accommodation under Human Rights law, as well as the legal foundation for accommodation in collective agreements and the Workers Compensation Act. The workshop will focus on the role of unions in assisting their members to access appropriate accommodations and return to work safely after an injury. The workshop will review specific examples of situations that may trigger accommodation needs and potential accommodation measures to address them.

WORKSHOP 4

Workplace Health & Safety Committees: Strategies for Creation and Effective Functioning

Joint Workplace Health & Safety Committees play a key role in ensuring safe and healthy workplaces, by ensuring that workers' have a voice in safety and health issues and that workplace hazards are identified and addressed. In this workshop you will learn about ways to create and maintain effective union/worker representation on a committee, the roles and responsibilities of committee members, and the practical ways committees can contribute to a safe and healthy workplace.

WORKSHOP 5

Workplace Health and Safety Incident Investigations

When there is a serious health and safety incident or injury in the workplace, an investigation must be undertaken – that's the law. Participating in such investigations is an important role of joint health and safety committees. This workshop will teach committee members about the fundamentals of workplace investigations and the various steps involved. It will also provide advice on how to make meaningful change in workplace health and safety practices based on an investigation's findings. The workshop will also review considerations for involving legal authorities and/or police in an investigation.

WORKSHOP 6

Workplace Violence and Harassment: Strategies for Prevention and Response

Violence and harassment continue to be major concerns in our workplaces. While employers have the ultimate responsibility to identify and address these hazards as they do others, they can also present unique challenges in terms of recognition and response. In this workshop you will learn about the legislative framework governing these hazards, the obligations of employers, and the role of the workplace safety and health committee in identifying and addressing them. In particular you will learn how you as a union activist can play a role in prevention and in supporting members may be subjected to violence and harassment.

Some
workplace
injuries can't
be seen on
an x-ray



WCB has recently
expanded coverage to
include psychological injuries
due to excessive workloads

Find out more at  **MFL.ca** /workerscompensation

Manitoba's unions mark Day of Mourning



PRESIDENT REBECK SPEAKS AT DAY OF MOURNING CEREMONY AT WORKERS MEMORIAL IN WINNIPEG.

Community forum on rising cost of living



PRESIDENT REBECK SPEAKS AT COST OF LIVING COMMUNITY FORUM IN MARCH, WHICH WAS ORGANIZED BY COMMUNITY SOLIDARITY MANITOBA.

Workers demand more from government at May Day march and rally

Manitoba's unions celebrated International Workers' Day, also known as May Day, with a march and rally from the Union Centre to the Manitoba Legislative Building. The protest was organized by Community Solidarity Manitoba and included a list of demands for government to make life better for working people in our province.

The COVID-19 pandemic and the cost of living crisis have been hard on working people throughout Manitoba, and participants called for government to focus on the needs of workers by strengthening economic security and public services.

Community Solidarity Manitoba made the following demands of the provincial government:

A liveable minimum wage;

At least 10 paid sick days for all workers in Manitoba;

Legislative changes to make it easier for workers to join a union;

Full and equal rights for gig workers; and

Health care for all, regardless of immigration status

President Rebeck spoke at the rally, and highlighted the need for union activists to get involved in the upcoming provincial election to help elect labour-friendly candidates

and a government that will work for working people. It is time to get rid of Heather Stefanson's anti-worker, anti-union Conservative government.



PRESIDENT REBECK AND WINNIPEG LABOUR COUNCIL PRESIDENT MELISSA DVORAK AT MAY DAY MARCH
PHOTO CREDIT: DAVID JACKS

Deadline to apply for Al and Alma Cerilli Young Activist Scholarship - May 31

The May 31st deadline to apply for the \$1,000 Al and Alma Cerilli Young Activist Scholarship is fast approaching. The Manitoba Federation of Labour is proud to offer this annual scholarship to a union activist who is pursuing post-secondary education. Any union activists who are 35 years or under and belong to an MFL affiliate union and are pursuing post-secondary education can apply. You can find more information, as well as the application form, at mfl.ca.

This scholarship is named after Al and Alma Cerilli, who spent their lives together making Winnipeg a better place for working families. As strong, caring and committed activists, Al and Alma were deeply committed to advancing the goals of the labour movement and the New Democratic Party, and empowered and supported many fellow activists along the way.

Manitoba Federation of Labour

Apply Now for the \$1,000 Scholarship

MFL Al and Alma Cerilli Young Activist Scholarship

Find out more at mfl.ca

WCB takes one step forward on coverage for workplace mental health injuries

When Manitobans get hurt on the job, the Workers Compensation Board (WCB) should be there to support them in their recovery – regardless of whether the injury is physical or mental.

To better support Manitobans who suffer workplace mental health injuries, the Manitoba Federation of Labour has been advocating for the WCB to provide Manitobans who have workplace mental health injuries with the same support as it provides to Manitobans who suffer physical injuries at work.

This spring, the WCB announced that it would start to provide workers compensation for workplace mental health injuries caused by excessive work. This is a step in the right direction when it comes to helping Manitobans dealing with mental health injuries suffered on the job.

But while this announcement is a positive step, it will not go far enough to ensure that all types of mental health injuries receive the support they deserve. Workers with injuries caused by extreme stress and toxic workplaces

will still fall through the cracks until the provincial government passes legislation to ensure the WCB treats workplace mental health injuries in the same way it treats physical injuries.

Other provinces, notably British Columbia and Ontario, have made legislative changes to ensure workplace mental health injuries are supported, regardless of whether they stem from an acute event or ongoing workplace stressors. And all recent expansions to WCB coverage, including for occupational diseases and post-traumatic stress disorder, have been done through the law.

We appreciate that the WCB has taken this step to provide workers compensation coverage for some mental health injuries, and it will mean more workers have access to the support they need. But it will also leave other workers behind until the government takes action and makes workplace mental health injury coverage the law.



PRESIDENT REBECK AT ONE OF THE MFL'S PUBLIC AWARENESS ADS ABOUT THE NEED FOR WCB TO PROVIDE SUPPORT FOR WORKPLACE MENTAL HEALTH INJURIES.



**Women
Belong
In All
Places
Where
Union
Decisions
Are
Being
Made**

Manitoba Federation of Labour 2023 Women's Conference

September 26-27, 2023 // Union Centre
275 Broadway (Winnipeg)

Find registration information at mfl.ca/Women

