

# Health & Safety

## NEWSLETTER



## NO TO BILL 59!

### But...what is Bill 59?

Bill 59 is a project to modernize the workplace health and safety laws, which have not been updated since their adoption in the late 70s and early 80s. Unfortunately, the CAQ government wants to make changes that diminish our protection with respect to health and safety, rather than improving it.

Here are just a few examples of the proposed changes:

### Program for a safe maternity

Pregnant and breastfeeding women may currently request reassignment or withdrawal from their workplace if their working conditions put them or their unborn/breastfed child at risk.

The proposed changes will make it more difficult to access this program as Public Health will now determine the protocols to identify hazards that justify access. If the hazard identified by the worker's doctor is not listed/included in these protocols, the doctor will have to consult the physician designated by the employer before issuing the reassignment or withdrawal certificate.



### Rehabilitation before consolidation

The CNESST may impose rehabilitation measures on the worker for reintegration into the workplace, even before the worker's injury has healed or reached a plateau (consolidation). These measures include reassignment and gradual return to work.

Currently the attending physician must agree to a temporary assignment before consolidation. With the proposed changes, the attending physician will only be consulted "if the CNESST deems it necessary", making his/her agreement optional.

## TIPS FOR A HEALTHY MIND AND BODY

*Free printable posters for your wall!*

**Proper positioning to safely work at a computer:**

<https://www.ccohs.ca/products/posters/pdfs/Positionforsafety.pdf>

**10 healthy habits for mental fitness:**

<https://www.ccohs.ca/products/posters/pdfs/mentalFitness.pdf>

**Civility and respect in the workplace:**

[https://www.ccohs.ca/images/products/infographics/download/Respect\\_Civility.png](https://www.ccohs.ca/images/products/infographics/download/Respect_Civility.png)

**Heat related illness:**

[https://www.ccohs.ca/products/posters/pdfs/heat\\_related\\_illness.pdf](https://www.ccohs.ca/products/posters/pdfs/heat_related_illness.pdf)

**Tension relief (stretching exercises):**

<https://www.ccohs.ca/products/posters/pdfs/stretching.pdf>



## Presumed work-related illnesses

The current law contains a list of illnesses that are presumed to be work-related in specific types of jobs. It has not been updated in over 35 years, even though there are mechanisms in place to do so. Bill 59 seeks to remove this list from the law, turning it into a regulation, which can be modified more easily and more often with less scrutiny. In other words, the government can add new illnesses to the list (which would be ideal), but can also:

- Remove certain illnesses from the list, meaning that the worker will have to prove the link between the illness and the job.
- Establish limits or conditions to the list. For example:
  - Repetitive Motion Injuries: To be considered, it would require the worker to have made **exactly the same** movement, for more than 50% of the time worked.
  - Hearing loss: The daily exposure must exceed 85 dB(A) for 8hr per day for a minimum of 2 years.
- Completely exclude certain illnesses (example- hearing loss of 22.5 dB or less, which is considered only mild loss but affects the worker's ability to hear conversations, sounds in nature etc.)

In terms of mental health diagnoses, the only illness that will be added is Post Traumatic Stress Disorder, which is already considered a work accident.



## WHAT IS AN EAP?



**The acronym stands for Employee Assistance Program.** It is a free, anonymous, professional counselling service that is available to the employees if they need assistance in their lives. No one, including the employer, will know you have used this service without your explicit permission and knowledge. Here are some of the fields for which counselling services are available.

- |                         |                                 |                         |                        |
|-------------------------|---------------------------------|-------------------------|------------------------|
| ✓ Relationship Problems | ✓ Work Relationships            | ✓ Bullying & Harassment | ✓ Depression & Anxiety |
| ✓ Personal Growth       | ✓ Workplace Stress              | ✓ Abuse                 | ✓ Addiction            |
| ✓ Family Issues         | ✓ Coping with Illness or Injury | ✓ Conflict Resolution   | ✓ Grief                |

For more information, and to browse the resources available (such as videos and free online workshops, please visit the website and register or login at: <https://www.workhealthlife.com/> ■

## DID YOU KNOW THAT THE APPA HAS AN INTERNAL HEALTH & SAFETY COMMITTEE?

When issues that affect the health and safety of our members arise, we search for solutions that may be brought to the joint health and safety committee at the EMSB for consideration.

**Paul Robichaud** is Vice-President at the APPA in charge of the health and safety dossier. If you have questions or concerns, he can be contacted at **514-254-3503 ext. 204** or email: [probichaud@appa.qc.ca](mailto:probichaud@appa.qc.ca).



