



NON STOP

OCCUPATIONAL HEALTH AND SAFETY
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SPECIAL EDITION!



SAFETY STARTS AT THE FEET!



Foot injuries are a clear and present danger not only on construction sites but in many other fields, including health and social services. Representatives of the Syndicat des travailleuses et travailleurs du CISSS de la Montérégie-Centre, affiliated with the CSN, know the risks and managed to ensure that protective footwear is available to all employees in the kitchens of the Haut Richelieu and Charles Lemoyne hospitals.

Section 344 of the Regulation respecting occupational health and safety stipulates that: «The wearing of protective shoes in compliance with CAN/CSA-Z195-14 Protective Footwear is mandatory for all workers exposed to foot injuries incurred in the following cases: (1) by perforation; (2) by electric shock; (3) by an accumulation of electrostatic charges; (4) by the falling of heavy, burning or sharp objects; (5) by contact with molten metal; (6) by contact with dangerous substances in a liquid state and at intense temperatures; (7) by contact with dangerous substances that are corrosive; (8) during other dangerous tasks.

By citing this section and section 338 of the Regulation, union representatives succeeded in increasing the amount the employers are required to allocate for protective footwear under their procurement and renewal procedure. Thanks to the union, this legal obligation for the employer now applies to more workers and departments, including food service, sanitation, biomedical engineering (biomedical engineering technicians, biomedical equipment sterilization attendants), laundry, equipment transport (labourers), and many others.

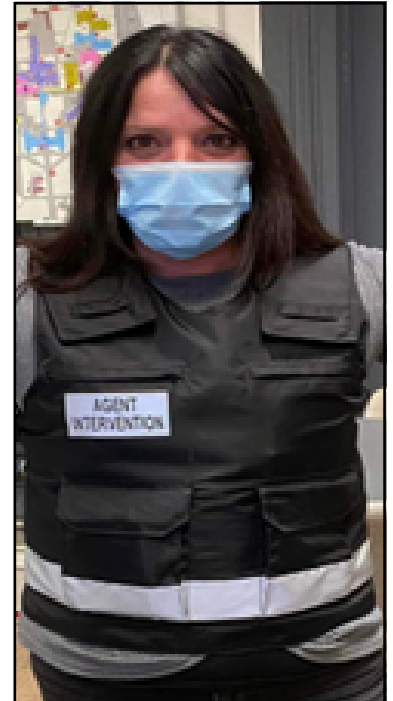
Congratulations on this win!

STAB-PROOF VESTS A PRIORITY

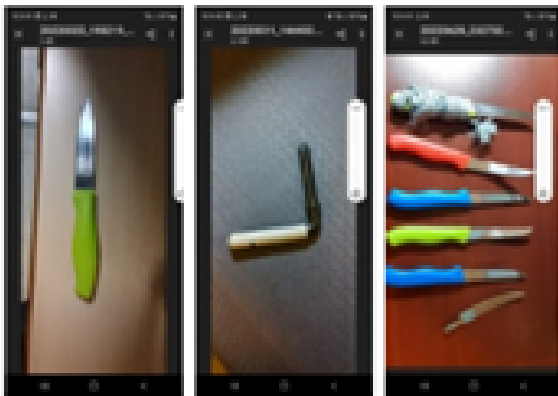
The main mission of the Centre Jeunesse de Laval is to rehabilitate teenagers who come into conflict with the law. The task of the intervention officers who work there is to ensure the safety of staff and users in situations involving aggression and violence. Several intervention techniques are used in such situations to control the individual in crisis: dissuasion, de-escalation and, as a last resort, direct physical intervention.

In this context, the intervention officers, together with the Syndicat des Travailleuses et des Travailleurs du CISSS de Laval CSN, which represents them, did some research in order to provide CNESST inspectors with incident reports on dangerous situations that have occurred in recent months.

The knives and homemade weapons of all kinds seized at the facility are a disturbing indication of the level of danger experienced by the intervention officers. People don't make weapons if they don't intend to use them. Despite all this evidence, the employer continued to downplay the safety risks faced by the intervention officers and even argued that stab-proof vests are useless because they don't cover the entire body!



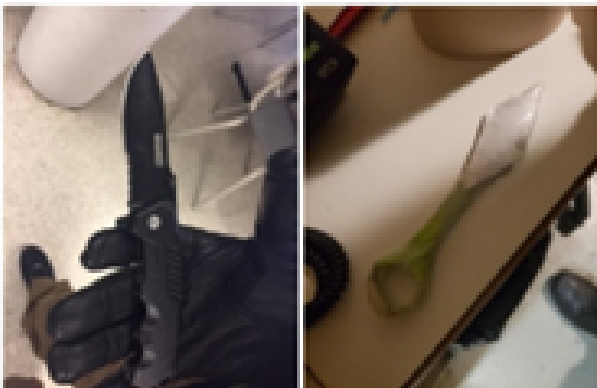
**NATHALIE BOURQUE,
ACTING PRESIDENT OF
THE STT DU CISSS DE
LAVAL-CSN, TRYING OUT
A VEST.**



Fortunately, the CNESST inspector was not swayed by those arguments. On October 28, 2022, the CNESST issued a report that was welcomed by the intervention officers.

Based on the evidence of the level of danger that intervention officers are exposed to, the inspector issued two notices requiring the employer to provide them with personal anti-stab equipment at all times and maintain it in good condition.

Against all expectations, the employer did not contest the inspector's decision. The model of the anti-stab vest was even chosen jointly with the union and intervention officers. Congratulations to our brothers and sisters at the Syndicat des Travailleuses et des Travailleurs du CISSS de Laval CSN for this well-deserved victory! des derniers mois.



**OBJECTS CONFISCATED DURING SEARCHES
(PHOTOS TAKEN BY INTERVENTION
OFFICERS)**



A VICTORY FOR THE RIGHT TO PREVENTIVE WITHDRAWAL IN CPES

The arrival of Covid-19 in 2020 turned everyone's lives upside down. Many people who were immunosuppressed or had chronic diseases were forced to take legal action to have their right to work in a safe environment recognized.

That is what happened to Geneviève Emery, an educator at the Les Bécasseaux early childhood centre (CPE) in Montréal. When the pandemic broke out, Emery immediately initiated medical and legal procedures to ensure she would be assigned tasks that did not endanger her because of her medical condition.

Undeterred by the CNESST's refusal to accept her request for preventive withdrawal, she took her case all the way to the Administrative Labour Tribunal (ALT).

On November 22, 2021, the ALT ruled in Emery's favour, recognizing her right to preventive withdrawal and therefore to income replacement for the periods in question.

The ALT based its decision on several sections of the Act respecting occupational health and safety, including section 2, which states that «The object of this Act is the elimination, at the source, of dangers to the health, safety and physical and mental well-being of workers.»

The Tribunal also cited section 9 of the Act, which states that "Every worker has a right to working conditions that have proper regard for his health, safety and physical and mental well-being."

We hope this decision and others like it will set a precedent and assist us in future struggles for health and safety in the workplace. We congratulate and thank Geneviève Emery for this victory. Thanks also to the CSN Legal Department and the Syndicat des Travailleuses(eurs) des centres de la petite enfance de Montréal et Laval-CSN for their work on this file.

APRIL 28: DAY OF COMMEMORATION PEOPLE DEAD OR INJURED AT WORK



**WATCH THE VIDEO ON OUR
DIFFERENT PLATFORMS
(FRENCH) ONLY)**

The health and social services sector, daycare services, accommodation for seniors, and the pre-hospital sector account for less than 10% of establishments in Quebec, but we deplore nearly 29% of work accidents. accepted by the CNESST. This is a disproportionate proportion, and it is too much!

Decisive actions must be taken to radically improve things, because currently, our world is sick, which means that our networks are too.

Don't wait until it's too late. Mr. Legault, Mr. Dubé, Ms. Roy, Mr. Boulet: Workers need support, resources and autonomy. Prevention mechanisms must be strong and effective. Take action.