

TWO'S NEWS

MARCH 2023



Editor: Duane Gale

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WE ARE:

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8:30 am to 4:30 pm.

FOLLOW **PPWC** Local 2 ON FACEBOOK

PLEASE NOTE THAT COMMENTS, OPINIONS and ALL OTHER MATERIAL PRESENTED HEREIN MAY NOT NECESSARILY REFLECT the VIEWS of PPWC LOCAL 2



Mar 3, Employee appreciation day...yeah...right...

Mar 8, Int'l. Women's Day

Mar 12, **TIME CHANGE 2:00 AM - CLOCKS FORWARD**

Mar 17, St. Patrick's Day

Two's News, THE OFFICIAL VOICE OF PPWC LOCAL 2. We need you to hear from you!

USE TWOS NEWS - let's hear your opinions, likes, dislikes, rants, random musings etc., and send them via email to:

twosnews@shaw.ca

Please note that twosnews@ppwclocal2.com is fraught with junk mail and rarely checked.



PROUD
to be
UNION

CROFTON COMMUNITY CENTRE MARCH 20, 6PM



THE PRESIDENTS PAGE



PRESIDENTS REPORT – MAR./2023

Kirk Wilson, 32, passed away in January. Kirk was hired as a millwright in Crofton for the past 4 yrs. I had the pleasure of meeting Kirk's parents as they flew out to BC from Alberta and Ontario and presented them with the \$5000 death benefit as per local 2s By-Laws as well the Local lowered our flag. I was happy to hear that some of his coworkers had organized a celebration for Kirk at the CVI, which was well attended. His dad called me and appreciated this, and the way Kirk was remembered. I know Kirk's passing surprised some of his coworkers, and if you need help, don't hesitate to contact our EFAP program.

I had several zoom meetings with our council Will, leading up to our next sit with the company and the arbitrator for preparation and to discuss the need for more cooperation from the company.

I met with the company, our lawyers, and the arbitrator on February 1st for Payroll Mediation. All the information requested by the arbitrator was presented to me, our lawyer, and the arbitrator. The company is claiming that a majority of the members owe money and had supplied us with supporting documents. We will verify the companies' claims by going through the executive's payroll first. If they are correct, each member will have an opportunity with the Union to review each claim individually if they choose. If the company is wrong and we can prove it, the arbitrator will ask the company to get an independent auditor to do the work.

In the meantime, please gather any supporting documents, i.e., time sheets, pay stubs etc., from 2020/2021, as you may require them to show that the company is incorrect in their claim. General damages will be decided after the conclusion of the investigation.

I was asked to speak at the \$50 million announcement for the Crofton site. The money is being used to install new bark presses, the second of its kind in Canada, with the rest going towards the C2 upgrade. With this, we are a step closer to the OCC plant, as this is the base needed, I'm told. This is excellent news for our mill

when we see so many other mills in the province shut down or have an indefinite curtailment.

With the excellent news of C2 starting back up, our trades & TMP members will not be affected as initially thought. The local has taken 15 new employees over from Unifor, and they have been placed throughout the mill where needed. Anyone waiting for a transfer to a department where the new members went will still be happening, and you will still have seniority over them in the department. Temporarily only until postings are completed. It's a training issue as to why you have yet to move—more than likely.

The local has collected all information from the company with all the personnel information sheets submitted to the government. I want to thank all 40 members that are participating in the program. We will receive our payment from the government soon for the company's invoice, along with our 10% commission (\$60,000.)

I attended the January standing committee with Mike & Keith. We talked about OT meals and who would supply them, Apprenticeships, Loci training, and temp Benefits or lack of. We did have a conversation about start times and certain members wanting special deals. Everyone knows their department start times. Richard was evident that he was not entertaining that.

I was in a meeting with Mike, the company & Arbitrator Peltz on increasing the fine for FTN from \$1000. To \$3000. We are meeting again on the 15th.

I attended the Town Hall meeting at the camp cafeteria with Mike & Keith. There were about 30+ people there, mostly staff, way more online. The company keeps comparing us to the Domtar model. It won't be long before all of Paper Excellence has been rebranded to Domtar.

There will be a new employee survey coming out soon. I'm sure everyone will fill it out, expressing their happiness at Crofton. The recognition event is coming up soon. **(CONT)**

The Company hopes that with the influx of investments, both capital & government, Crofton will be the leader in their pulp & paper portfolio. 2022 was a strong year for Paper Excellence and was known as a top market supplier “not hard to do when you buy the competition.”

The company reported 2022 Energy (gas & electricity) market was up over 300% from previous years due to environmental issues, i.e., flooding, fires & colder climates. They hope to use less of each with the new bark presses.

We (me, Steve, Mike, Don & the company) had a meeting with Fatima from Mercers regarding our Health & Welfare Trust regarding the upcoming negotiated changes to the contract and where we stand with Local 9s Grievance.

Five positions TMP, Paper, Utilities, Bleach & Mechanical. The company is looking at hiring someone to train the five lead hands, and one of them may have the opportunity to move into the position early due to someone leaving through Bridging to Retirement.

In Solidarity,

Geoff Dawe

PPWC Local 2 President



UNIONIZING GOING HIGH-TECH

Taking Unionization Drives Online

A union-backed BC startup hopes to make it easier and safer for today’s workers to organize with a new, anonymous web tool.

Conley Mosterd, the founder of **YouIn?**, says the new online platform, based in B.C., allows workers to anonymously ask colleagues if they are interested in organizing, safe from the prying eyes of employers and managers. If 60 per cent say yes, “the platform sends digital certification cards that can be signed and sent back to the union,” the company said in a news release last week.

The BC Labour Relations Code allows unions to be certified automatically if at least 55 per cent of prospective members sign cards. If 45 to 55 per cent support, the BC Labour Relations Board holds a secret ballot.

The app has yet to be used to certify a workplace and it’s not known if the labour board would accept digital certification cards. — The Tyee

FUN FACT:

Taylor Swift is concerned about climate change. Her private jet emits more carbon in a single trip than all your automobiles in your entire lifetime. That private jet has flown over 200 times in the past year.



2022 / 2023 EXECUTIVE BOARD OFFICERS

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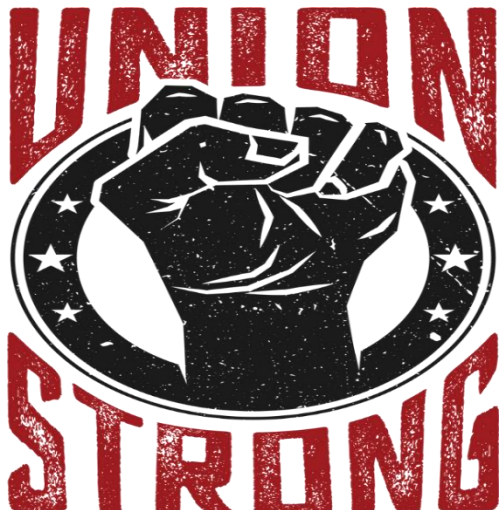
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2023 AREA SAFETY COMMITTEE REPS

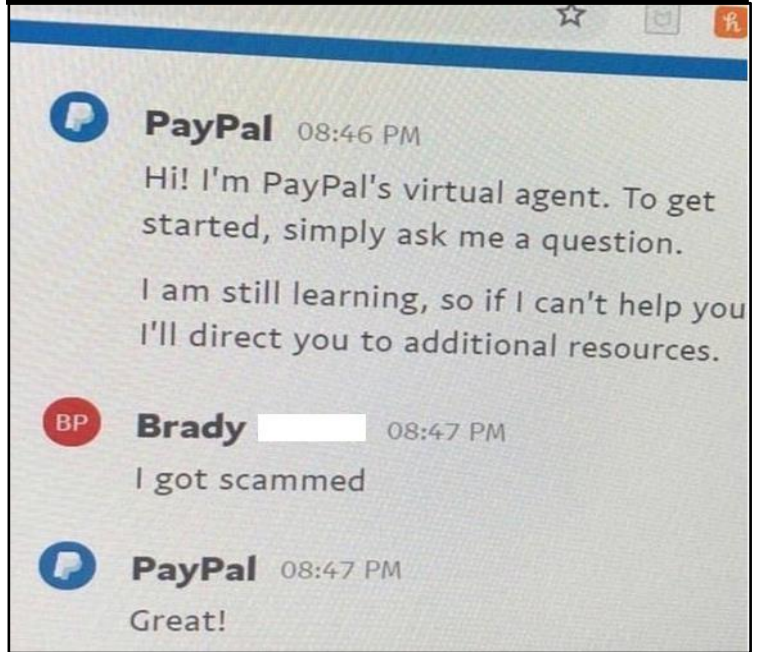
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- Area 4:**
- Area 5:** Maintenance Power and Recovery - Mike Winterburn - mwburnsy@hotmail.com
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- Area 6A:** Digester/Bleach Plant - Sean Rustemeyer - soilngreen@gmail.com
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- Area 10:** Operations Power and Recovery - James Oud - jamesoud@hotmail.com

LABOUR NEWS

The province has denied the people who harvest our food equal rights for too long. If a farmer hires to harvest one of 15 crops, including peaches, mushrooms or daffodils, wages can be based on the amount hand-harvested instead of an hourly wage. **Hand harvesters are not only excluded from the Employment Standards Act's hourly minimum wage provision, but they are also excluded from labour protections regarding hours of work, overtime pay and paid statutory holidays.** Disgusting.



THE PROBLEMS WITH A.I.



FYI - PRINTED AS REQUESTED

Section 4: Starting and Stopping Work

a) Tour Workers

When a tour begins, each tour worker is required to be in their place. At the end of a shift no tour worker shall leave their place to wash up and dress until their mate has reported to take on the responsibility of the position. If a Tour Worker does not report for their regular shift, their mate shall notify the Foreman. They shall remain at their post until a substitute is secured, and, if necessary, they shall work an extra four (4) hours. If work in excess of twelve (12) hours is required by refusal of a mate to report in, or when no other qualified relief is available, then the employee shall complete the extra shift. Supervision will make substantial efforts to secure a substitute and the Company agrees to discuss in Standing Committee mutually agreeable procedures to achieve this purpose. **ARRANGEMENTS SHALL BE MADE BY THE COMPANY TO PROVIDE A HOT MEAL AT THE START OF THE EXTRA SHIFT AND AT EACH FOUR (4) CONSECUTIVE HOUR PERIOD THEREAFTER.**

DID YOU KNOW ...

In 1504, Christopher Columbus was stranded in Jamaica with natives who refused to give him food. But he knew the date and time of an upcoming lunar eclipse. So, he told the natives that his gods were angry at their treatment of him and would provide a clear sign. Once the eclipse started, the natives raced to give him food and begged for mercy.

HISTORY of the PPWC - CHAPTER 30

PPWC GIVEN "SNOWBALL'S" CHANCE

Some fifteen locals ago, the Weyerhaeuser Pulp mill in Kamloops was given the designation Local 10 of the PPWC. There, with trickery, the International had scooped the certification. The battle, for sure, was lost but not the war. Emerging as the PPWC white knight, Len Snow had been agitating for some time. When the time was right, Snow invited First Vice-President Reg Ginn to Kamloops. Over the years, Snow and his cohorts had converted some influential people, Andy Lapa for one. You met Andy before, as he attended in Skookumchuck on behalf of the International Union. His becoming a PPWC activist was an important step in the establishment of Local 10. Another Len ably assisted Reg, Dircks this time, from Local 4. The incumbent PPWC second vice-president took to the organizing trail like a duck to water.

Working together, the sign-up went well, indeed. Snow tells of a faithful meeting called by the International for all Kamloops workers. O'Neal and all the ranking UPIU reps, vice presidents, what have you were there. Snow is in attendance. He studies the assembled crowd. He realizes that more than half are PPWC supporters. Len Dircks, meanwhile, is waiting outside. The plan is: if the traffic will bear it, a motion to allow Dircks, attendance will be made. Snow moves the motion. The International local president rules it out of order. A hue and cry erupts in the hall. The chair is challenged. The chair loses. Dircks is in. As he enters the room, O'Neal invites him to come sit on the stage with the International group. Dircks says, "No, I'll sit down on the floor with the rest of the workers." After the standing ovation, O'Neal and his pals know they are in trouble. They have just witnessed a very special moment in the life of PPWC Local 10.

The LRB ordered the vote for April 23, 1974. By nightfall Local 10 was finally in the PPWC. The Kamloops story is long, and one must admire the dedication of those who kept the faith there. Writing about the certification, Reg says, while he could go on at length about the improprieties of the UPIU, "tonight is a time for rejoicing." It is important, however, to see this victory in Kamloops in its true light. The fight was long; the opponent, at times, was formidable; and, most important, by 1974 the International Pulp Sulphite had disappeared, and its replacement, the UPIU, was in the process of disappearing as well.

... and his pals know they are in trouble. They have just witnessed a very special moment in the life of PPWC Local 10.

The plan was to launch a new Canadian union in pulp and paper at a planned June convention. The new union promised the moon but, in doing so, made it clear that only members of the new union would be eligible to receive it. Any PPWC-ers who wanted to attend the convention and become part of the proceedings had only to denounce the old Canadian union and they would be welcomed. As Reg put it, "What with all the promises nothing of substance has turned up. The members in Kamloops showed they were unwilling to settle for a reprint of the same old book, even if it does have a maple leaf on it. They are not looking for a change of name; they are looking for a change of heart."

Local 10 voters didn't buy the wait till you see us next summer boast. Perhaps they shared President Fred Mullin's opinion when he said, "It is well known that Pat O'Neal was appointed by Joe Tonelli to destroy our organization. Since 1966 he has been singing the virtues of the Pulp Sulphite Union and, lately, the UPIU. Overnight he suddenly changes and becomes the white knight of Canadian unionism, declaring to all that Canadians need their own union, must be in control of their own affairs." Fred summarizes his report by asking the question that begs to be asked: "Why, with an independent Canadian union already in place, one that already has the constitution being called for in place, do we need the formation of a second Canadian union? Join the PPWC." Fred smells a rat. His betting is the new union will have a rehash constitution not very different from what they have in the UPIU. June 1974 is fast approaching.

THIS MONTH in LABOUR HISTORY

1937 - Canada, Polish and Italian migrant workers start a sit-down strike at the Holmes Foundry in Sarnia, Ontario. A mob of 300 "Canadian-born" men evict them and also attack their homes. Fifty workers are injured.

2008 - Germany, **Hundreds of thousands** of bus and train drivers, preschool teachers, and waterworks employees walk off their jobs in most of Germany's 16 states in an effort to win higher pay for public service workers.

OPINION 

It was nice to see some Exec and Committee reports filter in. Not complaining to much here but I think there's more to be said. I'm hearing lots of stuff out there and maybe you might feel better if TwosNews runs with it. If you find it awkward to submit your stuff I can help, just pop by or email.

On another note, it was also nice to see company/union tour of the washrooms take place. I know for certain we need some changes here.

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In 2013, Jamie Siminoff went on *Shark Tank* hoping to raise \$700,000 for his company, Doorbot. However, he ended up declining the offer made by Kevin O'Leary. Siminoff later rebranded the company as Ring and even had Shaquille O'Neal become an investor and a spokesperson. In 2018, Amazon acquired Ring for more than \$1 billion.



DID YOU KNOW...

WHY ARE BARNES RED?

Hundreds of years ago, many farmers would seal their barns with linseed oil, which is an orange-colored oil derived from the seeds of the flax plant. To this oil, they would add a variety of things, most often milk and lime, but also ferrous oxide, or rust. Rust was plentiful on farms and because it killed fungi and mosses that might grow on barns, it was very effective as a sealant. It turned the mixture red in color. When paint became more available, many people chose red paint for their barns in honor of tradition.



THIS MONTH in LABOUR HISTORY

1925 Canada - The Hamilton Tigers, who finished first in the regular season, go on strike for a raise of \$200 per game. On March 15, the team was suspended from further Stanley Cup play.

2004 Canada - Bill C-45 comes into force, amending the Criminal Code to impose penalties on corporations and managers for violations causing workplace injuries or death. It is named the Westray Bill after the 1992 mine disaster.

"And remember," said the boss, "There's no I in TEAM!"

"Yeah," muttered one of the peons, "And there's not much sign of U in it either."

Boss: "You called in sick yesterday and said you had the Coronavirus. You can't be here until you get tested."

Me: "I said I had a case of Corona and I wasn't coming in to work. I never said anything about a virus."

FIRST VICE NEB REPORT

March 2023

Brothers and Sisters,

Local 2 has been very busy since we met last. December 23, 2022, saw our two paper machines shut down and indefinitely curtailed.

Then just a few weeks later, on January 20, 2023, the Federal and Provincial Government and Paper Excellence announced a 50-million-dollar investment at Crofton to retool our #2 paper machine and some other improvements such as six new bark presses. This investment saved roughly 170 jobs sitewide. The #2 paper machine was then restarted a few days later. This was the first phase of an additional 430-million-dollar investment which would retool our #3 paper machine as well as add an OCC plant to our site. We are hopeful we hear more about the phase 2 investment in the coming months. This is very positive and exciting news for Crofton.

Local 2 had 30 members who took the Transition to Retirement Forestry Buyout package which helped us absorb some of the Unifor members that were still displaced as a result of our #3 paper machine being down. That being said the company is still hiring to fill all the empty seats. They are actively looking for 10 millwrights alone, as well as other trades.

Local 2 is taking part in a new government program dealing with training people. Basically, the government gives our local money for training and when the company trains people they send us a bill and we pay the company. This is the first time this type of program has been done before and we are hopeful it goes smoothly. We also receive a 10% administration fee for all the paperwork involved and with the government, there is a lot.

Myself, Geoff Dawe and Keith Malvena have attended many meetings since the indefinite curtailment announcement in October with local officials as well as government representatives and to have this new program as a result is very encouraging.

Local 2 currently has quite a few new hires, as well as transfers from Unifor that need to be trained and senior management from the company, has mandated its supervisors to have this training done by the end of March for the most part. This will help us so we don't run shorthanded constantly and can provide coverage for the upcoming summer holiday season.

Our payroll arbitration is still ongoing. The company continues to miss deadlines and not provide requested documents as ordered by the arbitrator. Geoff had a

meeting on February 1st about this with the company and the arbitrator. The company is now claiming about 75% of our membership owes them money. I personally don't believe the number is that high but it's up to the company to prove it. I don't see this being resolved any time soon.

Paper Excellence contacted Geoff a few weeks ago regarding how much the five paid sick days are costing them and came up with an idea. Anyone who doesn't use the five paid sick days will receive \$500 and go into a draw for a brand-new Ford F150, this is per site. This in my opinion will just encourage sick people to come to work and potentially get other people sick as well, for a chance at a new ford of all things!

Myself and Geoff have had two meetings in the last few weeks with Arbitrator Arne Peltz about raising the \$1000 penalty per FTN to \$3000. He's not sure he has jurisdiction to do this and if we open up the agreement the company could ask for changes as well which we don't want to do. So, Mr. Peltz did suggest he could impose a fine on them for the large number of failures, around 83 since our agreement was signed in March of 2021. The company is focused on the period of December 2021 to January of this year which saw 64 FTNs paid. When we meet with Peltz next week we are going to request a penalty of \$1500 for each of those 64 FTN's which will be \$96,000. I'm sure they won't be happy about this, but we'll see what happens.

Geoff and I attended the annual BC Labour Law Review last month and I must say I've been to these before, but this was by far the best one yet. The arbitrations ranged from not having the Queens funeral as a day off, drug and alcohol testing in the workplace after an incident, union having to pay the employer \$500,000 for online defamation, sexual harassment in the workplace, discrimination and bullying in the workplace, and many more. Overall, this was an excellent course to attend. There has been a lot going on the last few months at Local 2 lots of positives which is nice for a change.

In Solidarity,

Mike Hearsey
First Vice President
PPWC Local 2



FEATURE ARTICLE

Tesla workers fired after union push at NY plant

Several employees at a Tesla factory in New York have been fired a day after launching union organizing efforts, according to Tesla Workers United, but the company says they're not related.

The workers at the Buffalo plant received an email Wednesday evening updating them on a new policy that prohibits them from recording workplace meetings without all participants' permission, Tesla Workers United said Thursday. The group, which is behind the union movement, said that such restrictions violate federal labor law and flouts New York's one-party consent law to record conversations.

"I feel blindsided, I got COVID and was out of the office, then I had to take a bereavement leave. I returned to work, was told I was exceeding expectations and then Wednesday came along," organizing committee member Arian Berek, who is one of the fired employees, said in a statement. "I strongly feel this is in retaliation to the committee announcement, and it's shameful."

The Tesla plant, which makes solar panels and other renewable energy technology, is not far from a Starbucks location where workers voted to unionize last year. The Rochester Regional Joint Board of Workers United has filed a complaint against Tesla with the National Labor Relations Board, accusing the electric vehicle maker of unfair labor practices.

In the complaint, the group lists the names of several employees who were part of the factory's autopilot department that were fired. The group says that it believes Tesla "terminated these individuals in retaliation for union activity and to discourage union activity." It is asking the NLRB for injunctive relief "to prevent irreparable destruction of employee rights resulting from Tesla's unlawful conduct."

Tesla CEO Elon Musk has taken a hard line against organized labor, despite an invitation to the United Auto Workers union to hold an organizing vote at Tesla's factory in Fremont, California. In 2021 Tesla was ordered by the National Labor Relations Board to make Musk delete a 2018 tweet in which it said that he unlawfully threatened employees with loss of stock options if they chose to be represented by the UAW. - PLANT MAGAZINE

RAISING AWARENESS ABOUT REPETITIVE STRAIN INJURIES

These types of injuries are not fun for anyone who has suffered from them, and they are not enjoyable for employers either. The Association of Workers' Compensation Boards of Canada accepted 9,960 lost-time injuries due to musculoskeletal and connective tissue injuries in 2021, a 6.5 percent increase from 2020.

"Repetitive strain injuries develop slowly over time. Because of this, workers need to be made aware of the causes of these injuries and how to recognize early signs and symptoms. But most importantly, everyone should be trained on how to prevent them," says Anne Tennier, president and CEO with the Canadian Centre for Occupational Health and Safety (CCOHS).

Matthew MacLeod is a senior technical specialist with the CCOHS, and he says there are many ways a worker can develop RSI.

"Awkward postures, over exertion, excessive force, compression, and even vibration, which all lead to increased wear and tear on the body. Other risk factors include the frequency, intensity and duration of tasks and activities, and work organization over time."

MacLeod says even stress and fatigue can increase the risk. Whether it's repeated lifting, pushing, pulling, or even something seemingly harmless like working at a computer desk at home, can all lead to RSI.

Once the risks are identified, the appropriate controls can be put in place. MacLeod says this can be done by having a well-designed workstation and by eliminating arduous tasks or movements through automation and the use of technology.

"Look at how the work can be performed and be how it can be changed," says MacLeod, who suggests physical labour be divided among a group and distributed evenly, so that rest and recovery is included within the work structure.

While physical labour and the trades may be obvious areas where RSI can occur, MacLeod says even people working from home can suffer from these types of injuries. He suggests health and safety leaders take a collaborative approach and make their workers aware of the hazards, best practices surrounding ergonomics. **"The real important aspect of ergonomics is having a well-designed work workstation to fit the worker and not trying to fit the worker to the job."** - CDN OCC. SAFETY