

CANADIAN INJURED WORKERS ALLIANCE

ALLIANCE CANADIENNE DES VICTIMES D'ACCIDENTS ET DE MALADIES DU TRAVAIL

Duty To Accommodate

Re: Human Rights Tribunals
Unions And Employers

We are starting to see a very serious trend regarding lack of employer concern for employees, and fair treatment in regard to Duties to Accommodate. Over the past decade we have seen many employers not looking after their employees by not accommodating them back into the work force. Society has always placed the responsibility of Duty to Accommodate, solely on the employer. I believe that Unions need to be held dually responsible, and ensure that their members are properly represented.

An example of how responsibilities should be placed on unions as well as employers, is witnessed in the DECISION OF THE HUMAN RIGHTS TRIBUNAL, October 10, 2003 according to Section 28 (2) of the Saskatchewan Human Rights Code ("Code") and the Duty to Accommodate in the workplace, in the case of Gary Wayne Kivela vs. the Canadian Union of Public Employees (CUPE) Local 21 and the City of Regina, in the.

Both parties were held responsible, the employer, for not accommodating; and the union for non-representation. The award for damages to the employee by the Tribunal's Decision will cost the employer and the union a tremendous amount of money now in the future.

Some unions even tell their members that they are not obligated to represent employees regarding WCB CLAIMS. This issue must surely also come also under non-representation. Employers and unions must realize from the outcome of this Human Rights Tribunal that they are both responsible for ensuring that the injured worker or anyone with a disability must be represented and accommodated in returning the individual back into the work force. We understand that there are already three more possible human rights cases in the process, in the Province of Saskatchewan alone.

Empowered with the confidence that proper union representation is available for members, a much stronger, productive, and united force in the workplace would exist.

Robert Lindsay



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THANKS for Your SUPPORT!

Editor's Note

This newsletter is for sharing and exchanging information. The views and opinions expressed here are those of the individuals or groups making submissions. We take no responsibility for their accuracy or for their opinions.

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Special Appreciation

Donation of Air-Miles **From: Mr. Tom White**

We would like to express our sincere appreciation and thanks to Mr. Tom White in Labrador – Newfoundland, for his generous donation of air miles to our organization.

This donation enabled five of our Steering Committee members as well as one staff person to meet in Vancouver, BC. Each year our Steering Committee meets in different cities across Canada and invites local injured worker groups to attend workshops specially designed to answer any questions which they may have regarding our organization or organizing their own group.

CIWA is a national organization that exists to strengthen and support the work of local, provincial and territorial injured workers' groups across Canada. We believe that we can best assist in these objectives by providing training and educational resources in partnership with provincial or territorial organizations of injured workers and labour organizations.

Recently with the help of injured workers and youth, we developed a project called the Youth Project. The Youth Project was created to increase awareness of occupational health and safety and to reduce the incidence of workplace injury and disease among young workers. In addition, the project aimed to increase the involvement of young people in community-based injured workers' organizations.

Once again, a big thank you to Mr. Tom White for his very generous donation.

Are Healthy Workplaces more productive?

Email News received from:

"e-network" <e-network@lists.cprn.org>

Friday, June 6, 2003 – Are healthy workplaces more productive? It would certainly be hard to argue the converse.

Intuitively, there have to be benefits from ensuring a healthy workforce and a healthy workplace. But, as with all population health matters, it isn't so easy to quantify the impact on output of a dollar spent on improving working conditions. Nor is it easy to determine how much of the benefit accrues to the employer, to the individual, and to society as a whole. And that, of course, raises the question of who should be responsible for ensuring a healthy workplace.

In a recent report prepared for Health Canada, Work Network Research Associate, Graham Lowe, explores the relationship between workplace health and productivity. He tackles two questions from an interdisciplinary perspective:

- What work environment and organizational factors improve workers' health and well-being?
- Are organizations that promote good health for their employees more productive?

Lowe's message for employers: workplace wellness programs can yield cost savings and productivity payoffs.

But he also points to the public policy interest in workplace health. Healthy work environments contribute to the well-being of workers and to economic performance. They also reduce the overall costs of both public and private health care. Lowe concludes that governments must treat health, employment and economic issues as related policy spheres.

For plenty of other interesting related material (all downloadable), and a weblog on high quality work that is updated daily, visit the Web site of The Graham Lowe Group at:

www.grahamlowe.ca

De milieux de travail sains sont-ils plus productifs?

Email News received from:

"e-network" <e-network@lists.cprn.org>

Le Vendredi, 6 juin 2003 – Des milieux de travail sains sont-ils productifs ? Il serait certes difficile de soutenir le contraire.

Intuitivement, s'assurer que la main-d'œuvre est en santé et que les milieux de travail sont sains doit sûrement présenter des avantages. Mais, comme c'est le cas de toutes les questions relatives à la santé de la population, il n'est pas facile de chiffrer l'impact sur la production d'un dollar dépensé pour améliorer les conditions de travail. Il n'est pas facile non plus de déterminer la proportion de l'avantage qui est dévolue à l'employeur, à l'employé et à la société dans son ensemble. Pour cette raison, on peut se demander à qui devrait revenir la responsabilité d'assurer un milieu de travail sain.

Dans un rapport récent préparé pour Santé Canada, Graham Lowe, associé de recherche au Réseau de la main-d'œuvre, analyse les liens qui existent entre un milieu de travail sain et la productivité. Il aborde deux questions dans une perspective interdisciplinaire :

- Quels sont les aspects du milieu de travail et les facteurs organisationnels qui contribuent à améliorer la santé et le bien-être des travailleurs ?
- Les organisations qui font la promotion de la bonne santé de leurs employés sont-elles plus productives ?

Le message de Lowe pour les employeurs : les programmes de mieux-être en milieu de travail peuvent entraîner des réductions de coûts et des gains de productivité.

Mais il souligne aussi l'intérêt que la santé en milieu de travail soulève pour les politiques publiques. Des milieux de travail sains contribuent au bien-être des travailleurs et à la performance économique. Ils permettent aussi de réduire les coûts d'ensemble des régimes publics et privés de soins de santé. Lowe conclut que les gouvernements doivent considérer la santé, l'emploi et les questions économiques comme des domaines de politiques connexes.

Pour de nombreux autres travaux d'intérêts connexes (tous téléchargeables) et un relevé de travaux de haute qualité qui est mis à jour quotidiennement, visitez le site Web « The Graham Lowe Group » à l'adresse :

www.grahamlowe.ca

The following is a condensed news release concerning highlights of a study released March 24, 2003 by the Canadian Policy Research Networks (CPRN) and the Association of Fundraising Professions (AFP). The study is the first to assess the working conditions, standards and professional concerns of fundraisers across Canada. A Power Point presentation of the highlights is available on the CPRN and AFP Web sites at www.afpnet.org.

Study on Canadian Charitable Fundraisers – A First

March 24, 2003 – Toronto, ON – Professional fundraisers are the key to the future success of Canada's non-profit sector. Canadians have come to rely on non-profit organizations to deliver an increasing range of essential goods and services. At the same time, public sector cutbacks have left the non-profit sector facing increasing demand with diminished resources. This leaves non-profit organizations more dependent on fundraising than ever before.

Despite this, we know very little about the professionals charged with generating non-profit resources. A new study by the Association of Fundraising Professionals (AFP) and the Canadian Policy Research Networks (CPRN) addresses that knowledge gap. AFP hopes to use the data collected in the study to promote the critical importance of the non-profit sector in Canada.

The survey was conducted through the support of the AFP Foundation for Philanthropy – Canada, AFP

International Headquarters, AFP Greater Toronto Chapter, AFP Calgary Chapter, The Hospital for Sick Children Foundation, DVA Navion, Ketchum Canada Inc., Anne Moore & Associates and an anonymous donor.

The Association of Fundraising Professionals (AFP) represents more than 26,000 members in 170 chapters throughout Canada, the United States and Mexico, working to advance philanthropy through advocacy, research, education, and certification programs. The Association fosters development and growth of fundraising professionals and promotes high ethical standards in the fundraising profession.

For more information visit www.afpnet.org
CPRN is a national not-for-profit research institute whose mission is to create knowledge and lead public debate on social and economic issues, important to the well-being of Canadians, in order to help build a more just, prosperous and caring society. For more information visit www.cprn.org

For more information on this study, contact:

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Tel: 613 567-6665 // Fax: 613 567-7640

Join e-networks, CPRN's weekly news service: <http://www.cprn.org/cprn-e.html>

NON-PROFIT ORGANIZATIONS - Useful Information

Volunteer Lawyer Service

This project is funded by the Government of Ontario, Ministry of Citizenship – Volunteer@ction.online Program. This is the first web site in Canada dedicated solely to pro bono legal services. It is an outreach tool for small and medium sized communities and provides more efficient and timely delivery of pro-bono services in Ontario.

<http://volunteerlawyers.org/online/index.html>

Charitable Status and Political Activities

The United Way has published a Bulletin that explains the CCRA's (Canada Customs and Revenue) Policy Statement that many activities previously deemed political, will now be considered charitable. For more information, contact: Bill Morris of United Ways of Ontario, Manager, Government Relations, at: 800-307-8528, or 416-359-2051 or email:

bmorris@uwgt.org

or see

[Information Circular 87-1, Registered Charities - Ancillary and Incidental Political Activities](#). A link to HRDC/CCRA policy on Charities and Political Activities. <http://www.ccra-adrc.gc.ca/E/pub/tp/ic87-1/ic87-1-e.html>

Statistics to make you and think:

1. According to the International Labour Organization, every year around two million workers die because of their jobs.
2. Every single day of the year, more people die at work than died in the terrorist attacks of September 11, 2001
3. Each year there are about 17,000 lost time injuries due to falls in the workplace.
4. "Same level falls" like slips and trips account for 65% of all fall-related injuries.
5. Falls from heights that range from a few centimeters to 120 stories account for 34% of work-related deaths that occur in Ontario.

Eye Exercises: Give these a try. They will certainly help!

From The Doctor's Office - Shaelyn Osborn, D. C. | Editor
http://www.brantcountyhealth.org/doctors_office.cfm

*Changing Focus

Hold a magazine or book as close to your eyes as possible without the print becoming blurred. Focus on the words for 15 seconds. Then, look at an object at least 10 feet away and focus on that. Refocus on

the magazine; then refocus again on the distant object. Repeat five times. This exercise helps build stamina so you don't experience eye fatigue as often when working on close tasks.

*Eye "Push Ups"

Hold a pencil at arm's length in front of your face. Slowly move it toward your nose, holding your focus at the same spot on the pencil. The objective is to bring the pencil to the tip of your nose before you see a double image of the pencil. This exercise

strengthens the "convergence ability" of your eyes (that is, the ability of both eyes to aim at the same task), which helps prevent eyestrain and may eliminate the "floating print" that can occur when your eyes are tired.

*Eye rolls

Close your eyes. Slowly roll your eyes in a complete circle; then move them from left to right. Repeat this

exercise three times. This improves blood and oxygen flow to your eyes.

*Palming & Cupping

Note: If you wear contact lenses, remove them before trying this exercise. Close your eyes. Place the base of your palms over your eyes and press gently for a few seconds. Then cup your hands and

place them over your open eyes. Look into your cupped palms as you slowly breathe in and out through your nose for 30 seconds. This exercise relaxes tired eyes.

*Blinking or Yawning

Both actions produce tears to help moisten and lubricate the eyes.

Unicity.com

"Bridging the GAP"

Human Resources Development Canada (HRDC) has just release it's second edition of "*Bridging the GAP*". This is a directory which highlights and contains up-to-date and brief information on how to access a broad range of programs and services of the Government of Canada, which enable Canadians with disabilities to participate fully in the economic and social life of Canada.

The information is organized by categories such as accessibility, education, employment, employment and income supports and transportation. Information on these programs and services is also available at www.pwd-online.ca.

The following is **a sample** from a guide we received from the Government of Canada which is also available on the Internet at: www.service-canada.gc.ca. This guide is intended for any entity that speaks or writes displays about issues that affect persons with disabilities and asks that respectful terms and images are used.

A Way with Words and Images

Suggestions for the portrayal of persons with disabilities

<http://www.servicecanada.gc.ca>

INSTEAD OF ...

Using images that isolate or call special attention to persons with disabilities unless appropriate to the subject matter.

Using actors or models without disabilities to represent persons with disabilities.

Always depicting the super-achieving individual to represent all persons with disabilities.

Birth defect, congenital defect, deformity

Blind (the)
Visually impaired (the)

Cripple, crippled, lame

PLEASE USE ...

Use images that show persons with disabilities participating in society.

Use actors or models with disabilities to portray persons with disabilities.

Whenever possible, the typical individual who has a disability.

Person born with a disability, person who has a congenital disability

Person who is blind, person with a visual impairment

Person with a disability, person with a mobility impairment, person who has a spinal cord injury, arthritis, etc.

Le pouvoir des mots et des images

Conseils généraux pour une représentation adéquate des personnes handicapées

<http://www.servicecanada.gc.ca>

ÉVITER D'EMPLOYER OU DE DIRE

Se servir d'images qui insolent ou qui attirent l'attention sur les personnes handicapées, sauf lorsque ces images conviennent au sujet traité.

Faire appel à des acteurs ou à des modèles non handicapés pour représenter des personnes handicapées.

Toujours représenter les personnes handicapées comme des <<super-héros>>.

Le vieillard, le vieux

Une anomalie, une infirmité ou une malformation congénitale

Un aveugle, un handicapé visuel

Un infirme, un invalide, un estropié

UTILISER OU DIRE

Utiliser des images qui montrent les personnes handicapées participant à la société.

Demander à des acteurs ou à des modèles handicapés de jouer les rôles des personnes handicapées.

Décrire si possible, une personne ordinaire qui est handicapée.

Personnes âgées
Des adjectifs comme fragile, senile ou faible projettent une image négative des personnes âgées et elles ne devraient pas être employées.

Personne née avec une déficience, personne handicapée depuis sa naissance

Personne aveugle, personne ayant une déficience visuelle

Personne handicapée, personne ayant un handicap moteur, personne ayant de l'arthrite ou une lésion de la moelle épinière, etc.

CIWA/ACVAMT Current Activities

Internet

Fortunately, we were able to secure funding through the HRDC, "Summer Career Placement Program" to hire a summer student to work on the website this year. Check out some new looks on our site at www.ciwa.ca.

Steering Committee

The Steering Committee met in Vancouver, BC, from April 29th to May 5th, 2003.

Thanks to a donation of Air Miles, Travel Miles from Mr. Tom White from Newfoundland, we were able to cover practically the entire travel costs for this meeting.

In addition to meeting in person this year, the Executives of the Steering Committee meet on a regular basis via conference call, to review financial statements and discuss ongoing issues, on-going activities, and to review the direction of CIWA. Sub-committees also meet on a regular basis to review the progress of their plans and goals.

The Steering Committee will meet in the fall sometime and will make plans for the next physical meeting (location, agenda, etc).

Youth Project

We are continuing research and proposal writing to continue and expand on the Youth Project. We are hoping to train more folks across the country. Many people, who were not able to attend the previous sessions, expressed a great interest in the project.

If you are interested in becoming involved in our future Youth Project, please let us know by contacting the office at 1-877-787-7010 or by emailing us at ciwa@norlink.net

Round Table Project on Safe & Timely Return to Function/Return to Work

CIWA has been actively participating on the Advisory Committee in a "Round Table Project". The committee is made up of representatives from federal and provincial governments, the medical community and labour market sectors. The project focuses on "Safe & Timely Return to Function, Return to Work". The vision of the Round Table Project Stakeholders is "To improve the systems that help people with illness, injury or disability from any cause, develop and secure their social, personal and economic self-sufficiency and to help stakeholders in the field identify and overcome barriers together."

Through CIWA's participation in the Round Table discussions, we were asked to actively participate in the advisory committee, and to direct the future development of the project. It is important that we become more involved in this project.

Chronic Pain Summit

Canadian Injured Workers Alliance/ACVAMT attended the Canadian Pain Summit in Ottawa in November of 2002. This summit was organized by the Canadian Consortium on Pain Mechanisms, Diagnosis and Management, working with the Canadian Pain Society. The consortium is a group of researchers from across Canada representing basic, clinical and social sciences, which was funded by the Canadian Institutes of Health Research to further develop pain research.

CIWA is in the process of partnering with the Canadian Pain Society in establishing a Canadian Pain Network. This consortium is holding follow-up meetings with stakeholder groups, and pursuing initial funding opportunities for its current work, another summit, and the Canadian Pain Network through the 2003 Network of Centres of Excellence Program.

The reason they want to create a Canadian Pain Network is:

- Canadians suffer unnecessary pain.
- Pain is under-researched and under-treated.
- Pain has enormous impact on individuals, families, society and the economy.

CIWA/ACVAMT Current Activities (Continued)

The consortium would see that the Canadian Pain Network would:

- Stimulate multidisciplinary work and streamline the links among researchers, health professionals, the public, government and industry;
- Formalize the dissemination of new knowledge, and allow assessment of the impact of knowledge translation;
- Streamline the process of translating knowledge to the marketplace for innovative products and services aimed at reducing pain and its impact;
- Solidify the base of evidence needed for effective treatment, good policy decisions and productive future research; and
- Focus on training future generations of highly qualified personnel.

We are very excited about this project and look forward to this partnership.

Coming Together

CIWA believes it needs to increase its membership and this can partly be accomplished through a follow-up of the Coming Together Project. CIWA continues to work on developing a second component to the Coming Together Project.

CIWA has submitted a proposal in June, to the Canada Volunteerism Initiative. We are hopeful in receiving funding for this proposal, a pilot phase entitled: *"Conflict Resolution that works!"* This project was developed with the objective of seeing the development, testing and evaluation of conflict resolution tools and a training program with a focus on building inclusive organizations that reflect the diversity of their communities. We will use an interactive approach, using plain language principles in order to engage local volunteers who may have low literacy comprehension.

In order to accomplish the goal of helping injured worker groups to develop and become strong, we plan to coordinate activities such as meeting with local injured worker groups, holding press conferences and local

events when traveling to other organized activities, such as our Steering Committee meetings. Organizations in Prince Edward Island and Alberta have both expressed interest in becoming more involved in our organization.

Strengthening Relationships With Organized Labour

We continue to work towards developing a strong relationship with organized labour in order to help create a better relationship with injured workers and injured worker groups.

CIWA has been invited to attend spring & winter schools hosted by the Canadian Labour Congress (CLC) for a number of years now. Recently, two of our representatives attended CLC training sessions in Nova Scotia and British Columbia.

CIWA is proud to take part in these events and to be present at the forefront of advocating for injured and disabled workers along with the CLC. CIWA is pleased that CLC is making injured workers issues a high priority. This illustrates that CIWA does have an impact on the labour community and the awareness of injured and disabled workers issues.

One of our representatives has also recently attended a meeting of the Canadian Labour Congress – Occupational Health, Safety & Environment (CLC – OHS&E) and WCB Committee. The CLC has secured land in Ottawa, to build a monument commemorating April 28th National Day of Mourning in memory of lives lost due to workplace accident or occupational disease. The CLC is planning a mid term conference in October which our board members will be attending as well.

The session attended in Nova Scotia was a "Think Tank" on "Return to Work". Representatives from across the country shared experiences and strategies to reemploy injured and disabled workers.

A man knocked on the pearly gates of heaven, his face was ragged and old. St. Peter asked "What have you done to gain admission to the fold?" The man replied, "I've fought for many years with the WCB." The gate swung open wide, St. Peter rang the bell. "Come in" he said, "you've had your share of hell."

Miscellaneous

Web Sites of Interest

London Occupational Safety & Health Centre

A United Way funded agency, is a community based, non-profit resource centre and library. Their aim is to prevent— and help people recover from— workplace injuries. Every person has the right to a safe and healthy workplace. Find out about the student teaching project. Read about the young worker who died after falling 6 metres from a steel beam on July 31, 2003. www.losh.on.ca

Community Legal Education Ontario

CLEO is a community legal clinic that produces clear language material for people with low incomes. Main topics include social assistance, landlord and tenant law, refugee and immigration law, workers' compensation, women's issues, family law, employment insurance and human rights. www.cleo.on.ca

United Ways of Canada

"To improve lives and build community by engaging individuals and mobilizing collective action." www.unitedway.ca

March of Dimes of Canada

Serving Canadians with physical disabilities. Promoting programs, advocacy, research and prevention. Find out about the new "**Disability Travel Card**". It provides identification to a person with a permanent disability allowing an accompanying adult attendant to travel at no cost. <http://www.esmodnc.org/marchofdimescanada.htm>

National Fibromyalgia Association

This site has excellent links to all kinds of resources for Fibromyalgia, Chronic Pain across Canada, Internationally, and in the USA. <http://www.fibronorth.com/links.html>

Survivor Support on Enablelink

Visit EnableLink to connect with electrical burn survivors and those who treat or support them. www.enablelink.org

International RSI Awareness Day

Visit this web site to find out about RSI Awareness Day, held on the last day of February, it is the only "non-repetitive" day on the calendar and is officially observed on February 29th. <http://www.ctdrn.org/rsiday>

Canadian Centre for Occupational Health and Safety

CCOHS promotes a safe and healthy working environment by providing information and advice about occupational health and safety. Visit: www.ccohs.ca

Work Smart Ontario

Visit: www.worksmartontario.ca

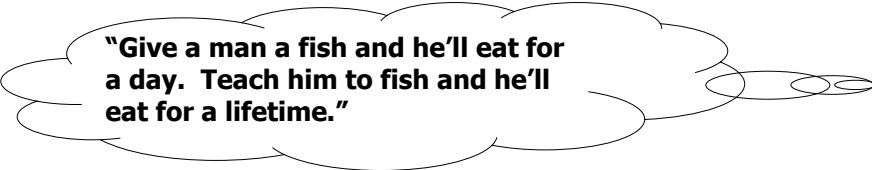
For more informative links check out our web site, or check this site from Paul Marxhausen, who is with the University of Nebraska-Lincoln. <http://eeshop.unl.edu/rsi.html>

The Court Challenges Program of Canada

This is a national non-profit organization which was set up in 1994 to provide financial assistance for important court cases that advance language and equality rights guaranteed under Canada's Constitution.

The Program has a volunteer Board of Directors responsible for making sure the administration of the Program runs smoothly. In addition, there are specialized, independent panels to make decisions as to which cases or projects will be funded and in what amounts. The Language Rights Panel and the Equality Rights Panel are made up of experienced and knowledgeable individuals with a history of involvement in equality or language issues and community organizations.

You can find more information on-line about the Court Challenges Program of Canada at: www.ccppcj.ca



"Give a man a fish and he'll eat for a day. Teach him to fish and he'll eat for a lifetime."

Inner Strength

*If you can start the day without caffeine or pep pills,
If you can be cheerful, ignoring aches and pains,
If you can resist complaining and boring people with
your troubles,
If you can eat the same food everyday and be
grateful for it,
If you can understand when loved ones are too busy
to give you time,
If you can overlook when people take things out on*

*you when, through no fault of yours, something goes
wrong,
If you can take criticism and blame without
resentment,
If you can face the world without lies and deceit,
If you can conquer tension without medical help,
If you can relax without liquor,
If you can sleep without the aid of drugs,
If you can do all these things.....*

Then you are probably the family dog.

Important Dates To Remember:

FEBRUARY 28, 2004

- RSI AWARENESS DAY

APRIL 28, 2004

**- NATIONAL DAY OF MOURNING
(20TH ANNIVERSARY)**

JUNE 1, 2004

- INJURED WORKERS DAY (Ontario)

workSafe An information email received fro Simon Hardman simon@binarylogic.biz on

One way to Combat Repetative Strain Injuries.

Web Site: www.binarylogicgroup.com

The worksafe programme from Binary Logic monitors your computer related work pattern and decides when a break is required by using a real time analysis engine. It measures work input of both keyboard and mouse usage and is not merely based on a time out system. The engine is tuned as closely to the human body as practicably possible, whilst utilizing Einstein's theory of special relativity.

The software monitors and shows the users strain, based on current and previous computer usage. This is partly based on the individual user settings of how frequently RSI strain is suffered, and the speed of their recovery. The programme identifies exercise movies with a brief description of the movement required to ease the strain.

make-your-business-work-software.com

Last fall we received some information on a software program that helps people who are experiencing discomfort working at the computer. It works by running in the background of the operating system, neutralizing an irritating inaudible noise in the microprocessor at the heart of the computer. The following is an excerpt from their web-site about their program. Here's what **Beta testers reported:**

- Increased task performance and overall productivity
- Increased clarity of mind and ease when focusing on work
- Increased satisfaction and comfort while working on the computer
- Decreased eye strain and relief from upper body tension (including wrists and fingers)
- Decreased fatigue for working as long as they want on the computer

How can a software program do this?

The software program works with the microprocessor at the heart of your computer to neutralize an inaudible noise found in man-made electricity. The chaotic influence is instantly transformed into an **orderly influence** so you can get more done on your computer. So far everyone who has tried this software has found it indispensable for working on the computer.

CIWA/ACVAMT IS ABOUT	OUR GOALS	PUBLICATIONS AVAILABLE
SUPPORT We are a national network of injured worker's groups (IWG's) and we exist to strengthen and support the work of local and provincial IWG's across Canada. INDEPENDENCE We believe that injured workers should be in control of their own destinies & Injured Workers Groups must be democratically controlled by injured workers. PARTNERSHIPS We believe that we can best assist these objectives by providing training and educational resources in partnership with provincial or territorial organizations of injured workers and the trade union movement at all levels. INFORMATION SHARING We believe that by sharing our stories and our experience we can learn from each other and become better educated and exert more control over our lives.	✓ To work towards a just system of compensation, rehabilitation and re-employment in all of Canada. ✓ To provide a national forum for debating issues concerning injured workers at national conferences and board workshops. ✓ To gather and share information with groups across Canada. ✓ To improve the Occupational Health & Safety of workers across Canada. ✓ To identify and make available, educational and training resources produced by the union movement and other agencies, that focus on organizing and maintaining effective injured worker groups. ✓ To enhance the local base of the injured workers movement through all our activities. ✓ To form partnerships that will achieve common goals.	☐ The VOICE OF INJURED WORKER ☐ PLAIN TALK ☐ HOW TO IMPROVE RELATIONS BETWEEN INJURED WORKERS & ORGANIZED LABOUR ☐ REPORT ON RELATIONS WITH LABOUR SESSION AT CIWA NATIONAL CONFERENCE, REGINA 1992 ☐ RETURNING TO WORK ☐ VOC REHAB & RE-EMPLOYMENT FROM THE INJURED WORKER'S PERSPECTIVE ☐ INJURED WORKERS ... ON THE MOVE ☐ COMING TOGETHER <u>VIDEOS & WORKBOOKS</u> ☐ YOUTH PROJECT MANUAL, 2002 ☐ SURVIVORS, 1997 ☐ TOGETHER WE CAN WIN, 1997 ☐ PEER HELPER TRAINING MANUAL, 2000 - "PEOPLE HELPING PEOPLE" ☐ LE COMBAT QUOTIDIEN DES VICTIMES DU TRAVAIL, 1999 <u>To find out more, please contact us at:</u> CIWA/ACVAMT P.O. Box 10098, 1201 Jasper Drive Thunder Bay, ON P7B 6T6 Ph: 807-345-3429 Fx: 807-344-8683 Toll Free: 1-877-787-7010 Email: ciwa@vianet.ca Web Site: www.ciwa.ca

Connect with an injured workers group near you.
Check out our web site at: www.ciwa.ca and click on "Who to Contact"

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Call our office at (807) 345-3429 or Toll Free at 1-877-787-7010

This Newsletter is intended to share information of interest to injured workers, union activists and their supporters. It provides a forum for sharing our experiences - so we can learn from each other - in order to improve the lives of injured and disabled workers and the system that is there to assist them.
Please help - by sharing your story with us.