

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

CANADIAN INJURED WORKERS ALLIANCE

CIWA

Focus on Provincial Organizations.....

This issue looks at the state of organizing in the injured workers movement. This is never a constant thing. In fact, if there is consistency, it's that things are always changing in injured workers groups. Some people have described it as a roller coaster ride ... all the ups and downs.

It seems it comes with the territory. Most of the local groups are volunteer run, with limited or no funds; and lots of stress.

There are an unlimited number of injured workers looking for information and assistance. The big picture is that the number of local injured worker groups across the country has doubled in the last 10 years. New groups are forming every year. Local groups are coming together to form provincial organizations. They are gaining more credibility and a stronger voice. They are building stronger links with labour and other social justice groups.

Check out what people from across the country have to say in our Provincial Comparisons. Don't miss the news and happenings sections and updates on our projects and activities. And most importantly, share your experiences with us!

We would love to hear from you. Please send us your thoughts & experiences for the next newsletter.

Visit our Web-site at <http://www.ciwa.ca>

**Spring
&
2001
Printemps**

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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 opinions.

PROVINCIAL REPS TO THE STEERING COMMITTEE

BC ... **Craig McLachlan**, North Vancouver
COMPONET
SK ... **Robert Lindsay**, Regina
Western Injured Workers Society.
MB... **Vincent Boyce**, Winnipeg
Injured Workers Association of Manitoba
ON... **Joan Crevar**, Hamilton
Ontario Network of Injured Workers Groups
QC... **Liane Flibotte**, Montreal
l'ATTAQ
NF... **Patricia Dodd**, St. John's
NLIWA
Phil Brake, Labrador City
USWA
NB... **Wendy McGee**, Saint John
St. John Labour Community Services Inc.

NS... **Dave MacKenzie**, Pictou County
YT... **Robbie King**, Whitehorse
Yukon Injured Workers Alliance

ADVISORS...

Andy King, U.S.W.A.
Orlando Buonastella &
Marion Endicott, Injured Workers Consultants

NATIONAL COORDINATOR ...

Steve Mantis, Canadian Injured Workers Alliance

STAFF ...

Melanie MacEachern, Executive Assistant
Monika Wiitala, Bookkeeper, Desktop Publisher

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

MAILING ADDRESS:

CANADIAN INJURED WORKERS ALLIANCE

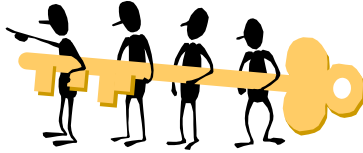
STREET ADDRESS

P.O. Box 10098
Thunder Bay, Ontario. P7B 6T6
Phone: 807-345-3429
Fax: 807-344-8683

1201 Jasper Drive
Thunder Bay, Ontario. P7B 6R2
email: ciwa@norlink.net
Web-site: www.ciwa.ca

Toll Free 1-877-787-7010

CIWA/ACVAMT Projects



Be a key player!!!

WANTED : *People interested in educating young people about the hazards at work.*

As a result of the request by injured workers, by injured workers' groups and by ONIWG, the Canadian Injured Workers Alliance has developed a model workshop that is aimed towards educating young people about health and safety in the workplace, about workers' compensation and about their rights as workers.

For Phase II, we plan to train 21 teams from Ontario, consisting of one injured worker and one young person. The training session will focus on how to deliver the workshop and on helping people to develop their public speaking skills.

For folks outside Ontario, your chance to participate will come, as Phase III of our project will involve training teams across Canada! Let us know if you are interested!

The session will be interactive, so we ask that participants be prepared to participate!

Where: We plan to host the training session at three sites across Ontario: Northwestern Ontario, Southern Ontario and Eastern Ontario.

How long: From Thursday evening until Sunday afternoon.

Cost: The cost for travel, food and lodging will be covered by the Canadian Injured Workers Alliance.

Registration Fee: \$0.00

Materials: All materials will be provided at the session.

Your involvement in this project is important to stop the suffering many of us have experienced. Let's protect our children and grandchildren!

If you are interested, please call Melanie on the toll free number at 1-877-787-7010.

Please, spread the word!



Some Youth specific Web Sites to Check Out



www.yworker.com (Young Worker Awareness Program)

<http://jobs.gc.ca>

www.bcfed.com/youth/knowrights.html

www.iapa.on.ca/ywap/index.html



Scholarships Available!!!

- 1) Imperial Tobacco Canada Limited (formerly Imasco) Scholarship Fund for Disabled Students; a \$2,500 value, and
- 2) Mattinson Endowment Fund Scholarship Program; a \$2,500 value.

Due Date: June 1st, 2001

Further information and/or application forms are available from AUCC's website at www.aucc.ca or directly from the Canadian Awards Program by e-mail at awards@aucc.ca

As well, a limited number of applications are available from the CIWA/ACVAMT office. Please call on our toll free number at 1-877-787-7010. Good luck!

Thanks to the Social Development Partnership Program of HRDC for the funding necessary to produce this newsletter.

Special thanks also goes to all those who have subscribed and show interest in this, our newsletter.

We sure do appreciate your help !!!

Web Sites to Check Out:

- www.workingwounded.com
- www.entrepreneurdisability.org/
- www.safetyonline.com
- www.ComeToTheGarden.Homestead.com
- www.workink.com
- www.ohrc.on.ca/english/publications/disability-policy.shtml
Duty to Accommodate in Ontario: Policy and Guidelines
- <http://members.home.net/ciwrc/>
Canadian Injured Workers' Consultants
- www.chronicpaincanada.org
North American Chronic Pain Association of Canada
- www.canoshweb.org
Canada's National Occupational Health and Safety Web Site
- www.awcbc.org/
Association of Workers' Compensation Boards of Canadian Injured Workers Alliance
- www.ccohs.ca
Canadian Centre for Occupational Health and Safety
- www.iwh.on.ca
Institute for Work and Health
- www.ergoweb.com/index.cfm
ErgoWeb
- www.oshforeveryone.org/wsib/
OSH for Everyone
- www.iapa.on.ca/
The Industrial Accident Prevention Association

News & Happenings

The Ontario Network of Injured Workers' Groups plans to apply for intervenor status in a Supreme Court of Canada case involving the compensability of chronic pain disability resulting from a workplace injury.

As you know, Nova Scotia introduced regulations setting arbitrary time limits on workers' compensation benefits for chronic pain disabilities. Basically, injured workers get four weeks of treatment and then they are deemed to be cured, regardless of their actual disability. The Nova Scotia Workers' Compensation Appeals Tribunal found that the regulation was unconstitutional because it violated the equality rights of injured workers with chronic pain and refused to apply it. However, the N.S. W.C.B. appealed. The Court of Appeal decided that the WCAT did not have the legal authority to refuse to apply the regulation, even if there was a Charter of Rights violation. However, the court went on to say that the regulation did not violate the Charter.

The injured workers are appealing to the Supreme Court of Canada. They have the Nova Scotia Office of the Worker Adviser representing them. If the court agrees to hear their appeal, ONIWG will ask for intervenor status at the appeal. We support the argument that a workers' compensation appeals

ONIWG Intervention in Supreme Court of Canada, Appeal of Nova Scotia Chronic Pain cases

tribunal has the legal authority to refuse to apply a policy or regulation that violates an injured worker's Charter rights. We also support the argument that arbitrary limits on benefits

for injured workers with chronic pain are discriminatory and violate those rights. We recently made this point to the Ontario W.S.I.B. and they abandoned plans to copy the Nova Scotia regulation.

ONIWG appreciates that it is beyond the mandate of CIWA to participate in this kind of legal challenge. For that reason, we hope that CIWA will help inform the provincial injured worker groups and encourage them to support the injured worker intervenors. Provincial injured worker groups could join ONIWG in an intervenor coalition. We would welcome the opportunity to discuss the process for giving support with any provincial group that might be interested and we ask that CIWA facilitate our efforts in the best way that it can.

Preserving equal rights to compensation for injured workers with chronic pain conditions is an important issue. We hope that CIWA can help to encourage other provincial injured worker groups to help with this struggle. Even if a province may not want to participate in the court challenge, it could help injured workers through political lobbying or possible letters of support. Thanks for looking into this issue.

Sincerely,

Karl Crevar, President ONIWG

Widows in Nova Scotia Lose Appeal

Nova Scotian widows fighting for retroactive workers' compensation survivor benefits lost a battle Thursday, in the province's Appeal Court.

But the women whose husbands died on the job, are determined to win the war and have promised to take their discrimination case against the province to the Supreme Court of Canada.

A three-judge Appeal Court panel unanimously agreed that the trial judge erred on several constitutional grounds and was wrong to grant

each woman - who lost the monthly pension when they remarried - roughly \$115,000.

"The government is in for another fight," said Ms. Bauman, whose husband died in a mining accident in 1960.

Editor's Note: *It looks like the widows in Nova Scotia just won't give up. Right on!!! We're with you.*

L'Ontario Network of Injured Workers' Groups (ONIWG) (réseau ontarien des groupes de victimes d'accidents et de maladies du travail) se propose de demander le statut d'intervenant dans un cas devant la Cour suprême du Canada impliquant l'indemnisation de l'invalidité attribuable aux douleurs chroniques résultant d'un accident du travail.

Comme vous savez, la Nouvelle-Écosse a adopté une réglementation définissant des limites de temps arbitraires sur les indemnités aux travailleurs et travailleuses pour des invalidités résultant de douleurs chroniques. Fondamentalement, les victimes du travail reçoivent quatre semaines de traitement puis sont jugés guéris, peu importe leur invalidité réelle. Le tribunal d'appel de l'indemnisation des travailleurs et travailleuses de la Nouvelle-Écosse a déterminé que la réglementation était inconstitutionnelle parce qu'elle transgressait les droits à l'égalité des victimes du travail souffrant de douleurs chroniques et il a refusé de l'appliquer. Par contre, la WCB de la Nouvelle-Écosse a interjeté appel. La cour d'appel a décidé que le tribunal d'appel de l'indemnisation des travailleurs et travailleuses de la Nouvelle-Écosse n'avait pas l'autorisation légale de refuser d'appliquer la réglementation, même s'il y avait violation de la Charte canadienne des droits. Cependant, la cour a ajouté que la réglementation ne transgressait pas la Charte.

Les victimes d'accidents et de maladies du travail interjetent appel à la Cour suprême du Canada. Elles sont représentées par le bureau des conseillers des travailleurs et travailleuses de la Nouvelle-Écosse. Si la cour consent à entendre leur appel, ONIWG va demander le statut d'intervenant à l'appel. Nous appuyons l'argument qu'un tribunal d'appel de l'indemnisation des travailleurs et travailleuses a l'autorisation légale de

**Objet : Intervention d'ONIWG
devant la Cour suprême du Canada
Appel des cas de douleurs chroniques
en Nouvelle-Écosse**

refuser d'appliquer une politique ou une réglementation qui transgresse les droits d'une victime du travail en vertu de la Charte. Nous soutenons de plus l'argument que les limites arbitraires sur les prestations

pour les victimes du travail souffrant de douleurs chroniques sont discriminatoires et qu'elles violent ces droits. Nous avons récemment fait valoir cet argument auprès de la Commission de la sécurité et de l'assurance des travailleurs de l'Ontario et cet organisme a abandonné ses plans de copier la réglementation de la Nouvelle-Écosse.

ONIWG sait que c'est au-delà du mandat de l'ACVAMT de participer à ce genre de contestation judiciaire. Pour cette raison, nous espérons que l'ACVAMT aidera à informer les groupes provinciaux de victimes d'accidents et de maladies du travail et les encouragera à appuyer les intervenants auprès des victimes du travail. Les groupes provinciaux de victimes d'accidents et de maladies du travail pourraient se joindre à ONIWG dans une coalition d'intervenants. Nous sommes favorables à la possibilité de discuter du processus d'accorder du soutien avec n'importe quel groupe provincial qui pourrait être intéressé, et nous demandons à l'ACVAMT de faciliter nos efforts de la meilleure manière possible.

Protéger l'égalité des droits à l'indemnisation des victimes du travail souffrant de douleurs chroniques est une question importante. Nous espérons que l'ACVAMT pourra encourager d'autres groupes provinciaux de victimes d'accidents et de maladies du travail à participer à cette lutte. Même si une province peut ne pas vouloir prendre part à la contestation judiciaire, elle pourrait appuyer les victimes du travail au moyen de pressions politiques ou de lettres de soutien. Merci de prendre en considération cette question.

Sincèrement,

Karl Crevar, Président

Les veuves de la Nouvelle-Écosse perdent leur appel

Les veuves de la Nouvelle-Écosse qui luttent pour des prestations rétroactives pour les survivantes d'une victime du travail ont perdu une bataille jeudi à la cour d'appel de cette province.

Mais les femmes, dont les maris sont décédés au travail, sont déterminées à gagner la guerre et ont promis de porter leur cas de discrimination contre la province devant la Cour suprême du Canada.

Un comité de trois juges de la cour d'appel a été unanime à décider que le juge de première instance a

commis des erreurs sur plusieurs points constitutionnels et qu'il a eu tort d'accorder environ 115 000 \$ à chaque femme qui avait perdu la pension mensuelle en se remariant.

« Le gouvernement va devoir se battre encore une fois, » a déclaré M^{me} Bauman qui a perdu son mari dans un accident de mine en 1960.

Note du rédacteur en chef : *Il semble que les veuves de la Nouvelle-Écosse ne veulent pas céder.*

Ne lâchez pas! Vous avez notre appui.

POOR BASHING.....The Politics of Exclusion Maltraiter les pauvres Les politiques d'exclusion

Jean Swanson shows how people with power and money attack the poor. They do it through poor-bashing. One of their favourite tools is "poornography".

Poor-bashing means ignoring facts and repeating stereotypes about people who are poor.

Poor-bashing means having your reality and perceptions denied by people with more money than you have.

Poor-bashing means living in terror that someone will take your children.

I am sure that anyone who has experienced living in poverty, will find themselves saying, "Yes sister, tell it like it is." - Jacquie Ackerly, President, National Anti-poverty Organization.

Editor's Note: *It looks like some of the same techniques are used in Injured Worker Bashing.*

Jean Swanson démontre comment les gens détenant pouvoir et argent s'acharnent sur les pauvres. Ils font cela en maltraitant systématiquement les pauvres. Un de leurs instruments préférés est la *poornography* (poor = pauvre en anglais).

Maltraiter les pauvres, c'est ignorer les faits et répéter des stéréotypes au sujet des personnes démunies.

Maltraiter les pauvres signifie que les gens mieux nantis que vous rejettent votre réalité et vos perceptions.

Maltraiter les pauvres veut dire vivre dans la terreur que quelqu'un vous enlèvera vos enfants.

Je suis sûr que quiconque a vécu dans la pauvreté dira « Oui, ma sœur, dis-le comme c'est. » -Jacquie Ackerly, présidente, National Anti-Poverty Organization.

Note du rédacteur en chef : *Il semble que certaines de ces techniques soient utilisées pour maltraiter les victimes d'accidents et de maladies du travail.*

OSHA FAILS TO PROTECT U.S. WORKERS.....

United States labor laws are poorly enforced and fail to meet the basic human rights of U.S. workers. Each year, about 6,000 workers die on the job from accidents and another 50,000 to 70,000 workers die annually from "occupationally acquired diseases." The Occupational Safety and Health Administration (OSHA) is not capable of effectively overseeing U.S. workplaces.

The entire federal and state worker health and safety apparatus involves just 2,300 inspectors, who must cover America's 102 million workers in 6.7 million workplaces. That comes to one inspector for every 44,348 workers. Theoretically, it would take OSHA 110 years to inspect each workplace under its jurisdiction - just once ...

Hot off the Press!

Coming Together Manual

The Coming Together Project was completed in March 2001. Please, look to page 10 for a summary report.

NOW AVAILABLE to everyone is the Coming Together Project manual. The manual is based on the experiences of 42 injured worker activists from across the country. It is full of inspiring and supportive quotes from the activists on the development of groups, the obstacles experienced, the lessons learned and much more!



The main focus of the manual is on forming, on maintaining and on strengthening injured workers' groups and provincial organizations.

For more information on the manual and cost, please contact the CIWA/ACVAMT office on our toll free number at 1-877-787-7010.

Get your copy today!!!

STEELWORKERS MEET WITH MINISTER OF LABOUR

12 APRIL 2001

STEELWORKERS DEMAND ACTION IN NORTHERN ONTARIO'S OCCUPATIONAL DISEASE EPIDEMIC

TORONTO - After driving 14 hours from Northern Ontario to meet the Minister of Labour Chris Stockwell for 30 minutes, members of the United Steelworkers are cautiously optimistic the Minister will act to reduce the occupational disease epidemic affecting miners.

Available statistics confirm that over the last 10 years there has been a resurgence of silicosis in Ontario. As of January 2001, the Workplace Safety and Insurance Board (WSIB) reported 111 allowed silicosis claims, with another 19 claims pending. Twelve claims have been established from miners working at Hemlo Mines (Golden Giant Mine, David Bell Mine and Williams Mine) in Northern Ontario, with many cases yet to be diagnosed.

"In our meeting with the Minister of Labour, we demanded immediate improvements from government," said Steelworkers' Ontario/Atlantic Health and Safety Coordinator Nancy Hutchison. "Simply reinstating past procedures may vastly improve the current situation. We have asked for the restoration of the mining master file, which is a tracking system that allows miners to establish occupational work histories and exposures. We need enforcement of work orders issued by Ministry of Labour inspectors. There must be safeguards and work accommodations available, with no loss of earnings, for miners diagnosed with silicosis.

GOVERNMENT OF ALBERTA LAW REFORM REPORTS

November 20, 2000 - Edmonton, Alberta

Two separate reports recommend changes to Workers' Compensation Board (WCB)

The reports of the MLA/WCB Service Review Committee, chaired by Red Deer South MLA Victor Doerksen, and the Review Committee of the Workers' Compensation Board Appeal Systems, chaired by retired judge Mr. Samuel Friedman Q.C., recommend significant policy, legislative and regulatory changes to improve WCB service delivery and accountability.

The MLA/WCB Service Review Committee was established in December 1999 to gather information from Albertans regarding WCB service delivery. The final report includes 27 recommendations covering communication with injured workers, case management, accountability, conflicting medical opinion, appeals process, long standing unresolved claims and response time and other issues.

"Injured workers told us they are frustrated by a system that seems unfair and unaccountable," said MLA Victor Doerksen. "Our recommendations stem from the belief that work is an integral part of who we are and that the services provided by the Workers' Compensation Board must be focused on helping and assisting injured workers during a difficult time in their lives."

The Review Committee of the Workers' Compensation Board Appeal Systems was established in February 2000. The committee's final report includes 32 recommendations that seek to improve the

accountability of the appeals process by making the Appeals Commission independent of the WCB.

"We believe that separating the appeal systems from the WCB will bring needed accountability, fairness and independence to the appeals process," said Mr. Friedman.

Copies of the reports are available from Alberta Human Resources and Employment at 780-427-5585.

They are also posted on the web at http://www.gov.ab.ca/hre/whats_new.htm

Editor's Note:

Here is one interesting recommendation:

Conflicting Medical Opinion

The WCB should establish a policy that a Medical Advisor, when used, must reach agreement with the attending physician on matters of diagnosis, treatment plans, and on whether the injury prevents a return to work or modified duties.

Where consensus or agreement cannot be reached, an independent three member medical panel must assess the injured worker, in person, and their opinion will be final. The College of Physicians and Surgeons and the Alberta Medical Association should be included in the process of setting up approved lists of physicians and specialists.

An injured worker's benefits must not be cut off until conflict in medical opinion is resolved.

NEWS FROM SOUTH OF THE BORDER

Injured Workers Protest in Florida

Hundreds of injured workers gathered along Yamato Road in Boca Raton Monday to protest proposed state legislation that would make it more difficult for them to hire an attorney in cases of disputed workmen's compensation claims.

The workers, many of whom have been trying in vain for years to get their insurance carriers to pay for medications, doctor visits and procedures, were joined by family members, workman's compensation lawyers and supporters.

The legislation would limit the amount an attorney could be paid in workman's compensation cases, thereby making it more difficult for injured workers to find a lawyer willing to take the case.

"It would cap the attorney's fees at the amount of the benefit or \$5,000, whichever is less. Lawyers wouldn't be able to take the case because they'd be paid at such a ridiculously low price, they'd go out of business at that rate", a local lawyer is reported to have said.

In many cases, an injured worker can't get benefits without the aid of a lawyer.

"What's going to happen, is that the legislature is going to make it so it will be almost impossible to hire a lawyer" he said. "And where does that leave the injured worker?"

Editor's Note: *So you think we have it bad in Canada? In Florida, you may have to pay all your benefits to the lawyer that represents you.*

NOUVELLES DES ÉTATS-UNIS

Protestation des victimes du travail en Floride

Des centaines de victimes d'accidents et de maladies du travail se sont rassemblés à Boca Raton lundi pour protester contre un projet de loi de l'État de la Floride qui ferait qu'il leur serait plus difficile de retenir les services d'un avocat dans des litiges de réclamation d'indemnisation des salariés.

Les travailleurs et travailleuses, dont plusieurs tentent en vain depuis plusieurs années de faire payer leurs médicaments, consultations médicales et interventions chirurgicales par leur assureur, ont reçu l'appui de leur famille, d'avocats spécialisés dans l'indemnisation des salariés ainsi que de sympathisants.

Le projet de loi limiterait les sommes qu'un avocat ou une avocate toucherait dans les causes d'indemnisation des salariés, ce qui ferait que ce serait plus difficile pour les victimes du travail de se trouver un avocat ou une avocate qui accepterait leur cause.

« Ceci plafonnerait les honoraires de l'avocat ou de l'avocate au montant de l'indemnité ou de 5000 \$, selon le moindre. Les avocats ne pourraient pas accepter les causes parce qu'ils seraient rémunérés à un prix tellement ridicule qu'ils ne pourraient pas rester en affaires, » a déclaré un avocat local.

Dans nombre de cas, une victime du travail ne peut pas obtenir d'indemnisation sans l'aide d'un avocat.

« Ce qui va se produire, c'est que la loi va faire en sorte qu'il sera presque impossible d'avoir recours à un avocat, » a-t-il expliqué. « Et qu'arrivera-t-il alors à la victime du travail? »

Note du rédacteur en chef : *Vous pensez que la situation est mauvaise au Canada? En Floride, on devra peut-être verser toute l'indemnité à l'avocat qui représente une victime du travail.*

COMING TOGETHER PROJECT A SUCCESS

The Coming Together Project was a research and development project designed to facilitate the development of provincial injured workers organizations in some of the five targeted provinces. It was completed March 31, 2001.

During the research phase we interviewed 42 injured worker activists about their experiences organizing, both locally and provincially. From these interviews, we developed the guide entitled "Coming Together". It is 100 pages in length and covers the range of activities and experiences of those interviewed. It has numerous quotations from the interviews that bring real life experiences to each chapter. A copy of this guide was distributed to local injured workers' groups in April of 2001.

Something we didn't anticipate was the effect on the interviewees. Many expressed that they had gained new insights on their own practice from the interview process. They felt that it was a rare thing to spend a couple of hours reflecting on past activities and achievements. This experience helped them evaluate themselves and the role they play as members of their respective organizations.

During the development phase of the project we hosted meetings in three provinces as part of our outreach; New Brunswick, Nova Scotia and British Columbia. We spent at least two weeks in each of these three provinces hosting local meetings and training sessions.

We received significant assistance from both local and provincial groups; whether it was letters of support from the Canadian Labour Congress, local disability groups spreading the word of our meetings to their members, the BC Workers Advisory Services offering follow-up information and training to local groups or

local disability activists helping to strengthen local injured workers' groups.

Some of the highlights were:

- 1) In British Columbia, we met with the President of the BC Federation of Labour (BCFL), people at the Canadian Labour Congress (CLC) and the Director of the BC Workers Advisory Service. In these meetings we were seeking their support for more training and development for the local injured and disabled workers groups. David Rice, Regional Director of the CLC is offering it's support.
- 2) Linda Gallant, Regional Director, CLC, for Atlantic Canada, wrote a letter to local labour councils encouraging them to include injured worker representatives in the local training workshops.
- 3) The Executive Director of the Independent Living Resource Centre in Duncan, BC hosted a meeting at it's Centre in March 2001 for injured workers wanting to start a support group. Our provincial representative facilitated the discussion and a support group was formed that will meet at the Centre monthly.
- 4) The New Brunswick Federation of Labour hosted a three-day conference on Injured Workers to help increase awareness and build links between labour and injured workers.

The project concluded with a three day training conference in March with injured worker representatives from Nova Scotia, New Brunswick, Prince Edward Island and Alberta in attendance. Each of these provincial groupings decided to take specific steps towards forming provincial organizations on their return home.

LE PROJET *COMING TOGETHER* : UN SUCCÈS

Le projet *Coming Together* était un projet de recherche et développement qui visait à faciliter la formation d'organisations provinciales de victimes d'accidents et de maladies du travail dans certaines des cinq provinces cibles. Il a pris fin le 31 mars 2001.

Pendant la phase de recherche, nous avons interviewé 42 militants et militantes en faveur de victimes du travail sur leur expérience à s'organiser, tant sur le plan provincial que local. C'est à partir de ces entrevues que nous avons mis au point le guide intitulé *Coming Together*. Il compte 100 pages et couvre la gamme d'activités et expériences des personnes interviewées. Il comporte dans chaque chapitre de nombreuses citations à partir des entrevues qui communiquent de véritables expériences vécues. Un exemplaire de ce guide a été distribué aux groupes locaux de victimes d'accidents et de maladies du travail en avril 2001.

Une chose qui n'avait pas été anticipée a été l'effet sur les personnes interviewées. Plusieurs ont déclaré avoir acquis une nouvelle compréhension de leur propre vécu grâce au processus de l'interview. Ces personnes ont ressenti que c'était une expérience singulière que celle de passer une couple d'heures à réfléchir sur les activités et réalisations passées. Cette expérience les a aidées à s'évaluer elles-mêmes ainsi qu'à évaluer le rôle qu'elles jouent comme membres de leurs organisations respectives.

Lors de la phase de développement du projet, nous avons tenu des rencontres dans trois provinces dans le cadre de notre programme d'information : Nouveau-Brunswick, Nouvelle-Écosse et Colombie-Britannique. Nous avons passé au moins deux semaines dans chacune de ces trois provinces pour organiser des rencontres locales et des sessions de formation.

Nous avons reçu une aide considérable de la part de groupes locaux et provinciaux : des lettres d'encouragement du Congrès du Travail du Canada, des groupes locaux d'invalides qui annonçaient nos rencontres à leurs membres, BC Workers' Advisory Service qui offrait de l'information supplémentaire et de la formation aux groupes locaux, et des militantes et militants locaux qui aidaient à renforcer les groupes

locaux de victimes d'accidents et de maladies du travail.

Voici quelques moments marquants de ce projet :

- 1) En Colombie-Britannique, nous avons rencontré le président de la BC Federation of Labour (BCFL), des intervenants et intervenantes du Congrès du Travail du Canada (CTC) ainsi que le directeur de BC Workers' Advisory Service. Lors de ces rencontres, nous avons demandé leur appui pour plus de formation et de développement en faveur des groupes locaux de victimes d'accidents et de maladies du travail. David Rice, directeur régional du CTC, nous offre son soutien.
- 2) Linda Gallant, directrice régionale du CTC pour le Canada atlantique, a écrit une lettre aux conseils du travail locaux pour les encourager à inclure des représentants et représentantes des victimes du travail dans les ateliers locaux de formation.
- 3) Le directeur du Independent Living Resource Centre, de Duncan (C.-B.), a tenu une rencontre à son centre en mars 2001 pour les victimes du travail désireuses de fonder un groupe de soutien. Notre représentant provincial a facilité la discussion et un groupe de soutien a été formé, lequel se rencontrera au Centre chaque mois.
- 4) La Fédération du travail du Nouveau-Brunswick a organisé un colloque de trois jours sur les victimes d'accidents et de maladies du travail afin de les faire connaître davantage et de nouer des liens entre le monde du travail et les victimes du travail.

Le projet s'est terminé par un colloque de formation de trois jours en mars avec la participation de représentants et représentantes des victimes du travail de la Nouvelle-Écosse, du Nouveau-Brunswick, de l'Île-du-Prince-Édouard et de l'Alberta. Chacune de ces formations provinciales a décidé d'entreprendre des démarches précises pour fonder des associations provinciales une fois de retour chez elles.

PROVINCIAL COMPARISONS ON "UNDER COMPENSATION" -

NF	NS	PEI	NB	QC	ON	MB	SK	AB	YT	BC
1. IS THERE A PROVINCIAL / TERRITORIAL INJURED WORKERS' ORGANIZATION IN YOUR PROVINCE? IF SO, WHAT IS IT CALLED?										
YES	NO	NO	NO	YES	YES	NO	YES	NO	YES	NO
ON Ontario Network of Injured Worker Groups (ONIWG) NF Newfoundland & Labrador Injured Workers Association (NLIWA), Formed in 1993. YT Yukon Injured Workers Alliance (YIWA), NB Sparked interest to form a provincial group has resulted directly out of the "Coming Together" project (CIWA). SK Western Injured Workers Society - SASK. (WIWS-SK) QC ATTAQ - founded in 1981 (20 years)										
2. TOTAL NUMBER OF LOCAL INJURED WORKER GROUPS:										
14	5	2	5	8	22	2	2	6	1	12
A) HOW MANY OF THESE GROUPS ARE VERY ACTIVE?										
0				8		1				1
B) HOW MANY OF THESE GROUPS ARE ACTIVE?										
7			7-8	8		1				1
C) HOW MANY OF THESE GROUPS ARE NOT ACTIVE?										
7				6						10
3. IN WHAT KIND OF PROJECT IS THE GROUP CURRENTLY INVOLVED?										
ON Peer Support, very good results; Chronic Pain, very good results; Cost of Living Campaign, in progress NF Unfunded Liability Task force; CPP Clawback; Worker Advisor - but still a huge demand for representation; CPP Class Action Suit to stop WCB from reducing benefits by CPP; Trying to find a location for a provincial camp that would function as an education center/retreat for injured workers. BC Coming Together Project - looking forward to touring roughly 5 cities. YT We have a seat on the WCB Advisory Panel. The Panel is presently finalizing it's views on a policy determining how a worker hurt on the job is to have his benefits determined. Ongoing for three years and seems to be the cause of many injured workers' problems.; A future project might send out an anonymous questionnaire to Yukon doctors requesting simple info regarding their involvement with the treatment of injured workers, as well as their views on WCB, and the Medical Profession within the Yukon. NB Participated in WHSCC Stakeholder meeting (Moncton, Nov. 8). NB Federation of Labour asked us to help them make a presentation which was colourful and enthusiastic. SK Dorcie Investigation - instrumental in the government launching an internal review of the WCB. Anxiously waiting the release of the results. This is SK's best opportunity at justice on behalf of injured workers.; Western Injured Worker's Conference, "Opening Doors of Communication" - Government / M.O.L. - successful; College & Physicians - successful - have good working relationship and open communication; Worker's Advocate - successful; WCB - successful - we accept and respect each other. QC In the last year, ATTAQ has worked with injured workers to revamp its platform of demands adopted in 1981. The new platform of demands was adopted last fall at a special 2-day meeting with over 50 people present. NS Chronic Pain Policy; Widows Benefits; Review of the WCB and the Act; Trying to form a provincial injured workers' organization, to have a more effective voice										

NF	NS	PEI	NB	QC	ON	MB	SK	AB	YT	BC
<u>AB</u> Review of the WCB Service Delivery and Appeals Process; Working to form a provincial injured workers' organization to do research, supply information to local groups and do presentations. <u>PEI</u> Working to build a provincial injured workers organization. <u>MB</u> Peer Advocacy										
4. DOES THE GROUP RECEIVE FUNDING? IF SO, FROM WHERE?										
NO	SOME	NO		YES	YES		YES	NO		NO
<u>ON</u> Office of the Workers' Advisor, Ministry of Labour, <u>NF</u> Have had some project funding in the past. Seeking funding from HRDC <u>BC</u> Working on obtaining some. <u>YT</u> Are not now, and never have been. We undertook a government-sponsored highway litter pick-up project one year - which raised enough for an injured worker get-together BBQ! <u>SK</u> CUPE - \$1,000 a year. <u>QC</u> Ministry of Education, Secretary of Autonomous Community Action. <u>NS</u> We receive some local funding through organized labour and local fundraising. <u>MB</u> Some funding is received from the WCB, and some limited local fundraising is done.										
5. WHAT ARE SOME OF THE STRENGTHS/WEAKNESSES OF YOUR GROUP?										
<u>ON</u> <u>Strengths:</u> Some support, some advocacy, information sharing. <u>Weaknesses:</u> Too much worry about funding, Some do not motivate/involve their members enough <u>NF</u> <u>Strengths:</u> Dedication of a large core of people that stay involved; Local media - get good coverage on the Radio, TV and newspapers.; Getting assistance for office resources and from opposition parties and unions; Co-operation from WCB for referrals to the group; Good relations with Office of the Worker Advisor. <u>Weaknesses:</u> Not going well in seeking financial assistance from unions; Need more representatives; Need more involvement from healthy, non-injured workers and keep injured workers involved, after their own issues are resolved; Need a lobbyist in the house to lobby on behalf of injured workers. <u>BC</u> <u>Weaknesses:</u> No productive communication - tend to get caught up in never-ending "b....." sessions. <u>YT</u> <u>Strengths:</u> Good press and radio coverage when needed.; Greatest achievement - establishing the Yukon Worker Advocate Office. <u>Weaknesses:</u> General burn-out and lack of interest/energy takes its toll. <u>NB</u> <u>Strengths:</u> Willingness of Federation of Labour; Assistance from the Labour Councils; Good media support. <u>Weaknesses:</u> Provincial CIWA rep. too busy; Insecurity; Lack of knowledge/skills/confidence; No provincial network. <u>SK</u> <u>Strengths:</u> Close, honest, trusting relationship within our Board of Directors that filters down to the membership <u>Weaknesses:</u> The core Board does all the work. There are not enough members willing to take on work. <u>QC</u> <u>Strengths:</u> The way member groups work with injured workers; Clear idea of work; Practices they share and reflect upon. <u>Weaknesses:</u> Difficulties with funding; Difficulty making sure that the services they offer encourage people to become active in collective action and not simply consumers of services. <u>NS</u> <u>Strengths:</u> Dedicated volunteers; Some strong local groups <u>Weaknesses:</u> Distances between groups; Lack of Funding <u>AB</u> <u>Strengths:</u> Dedicated individuals <u>Weaknesses:</u> Burnout, Lack of Resources. <u>PEI</u> <u>Strengths:</u> Support from PEI Federation of Labour, Support from CIWA/ACVAMT, Committed Volunteers <u>Weaknesses:</u> Internal problems										

COMPARAISONS PROVINCIALES SUR LA « SOUS-INDEMNISATION »

T.-N.	N.-É.	Î.-P.-É.	N.-B.	QC	ONT.	MAN.	SASK.	ALB.	YUKON	C.-B.
1. Y A-T-IL UNE ASSOCIATION PROVINCIALE OU TERRITORIALE DE VICTIMES D'ACCIDENTS ET DE MALADIES DU TRAVAIL DANS VOTRE PROVINCE OU TERRITOIRE? SI OUI, QUEL EST SON NOM?										
OUI	NON	NON	NON	OUI	OUI	NON	OUI	NON	OUI	NON
ONT. Ontario Network of Injured Worker Groups (ONIWG) T.-N. Newfoundland & Labrador Injured Workers Association (NLIWA), fondée en 1993 YUKON Yukon Injured Workers Alliance (YIWA) N.-B. Un intérêt a été manifesté pour former une association provinciale comme conséquence directe du projet <i>Coming Together</i> (ACVAMT). SASK. Western Injured Workers Society - SASK. (WIWS-SK) QC ATTAQ – fondée en 1981 (20 ans)										
2. NOMBRE TOTAL DE GROUPES DE VICTIMES D'ACCIDENTS ET DE MALADIES DU TRAVAIL :										
14	5	2	5	8	22	2	2	6	1	12
A) COMBIEN DE CES GROUPES SONT TRÈS ACTIFS?										
0					8		1			1
B) COMBIEN DE CES GROUPES SONT ACTIFS?										
7				7-8	8		1			1
C) COMBIEN DE CES GROUPES SONT INACTIFS?										
7					6					10
3. QUEL PROJET POURSUIT L'ASSOCIATION EN CE MOMENT?										
ONT. Entraide : excellents résultats; douleur chronique : excellents résultats; campagne sur le coût de la vie : en cours. T.-N. Groupe de travail sur le passif non capitalisé; disposition de récupération du RPC; conseiller ou conseillère des travailleurs et travailleuses : toujours une grande demande de représentation; recours collectif contre le RPC pour empêcher la WCB de réduire les prestations par le RPC; recherche d'un lieu pour établir un centre éducatif et de retraite pour les victimes du travail. C.-B. Projet <i>Coming Together</i> : nous prévoyons visiter environ cinq villes. YUKON Nous détenons un siège sur le comité consultatif de la WCB. Le comité est à mettre au point son opinion sur une politique qui déterminera ce que touchera une victime du travail. Ce projet est en marche depuis trois ans et semble être à l'origine de beaucoup de problèmes pour les victimes du travail. Un projet à venir prévoit qu'on fera parvenir un questionnaire anonyme aux médecins du Yukon afin d'obtenir des renseignements sur leur participation au traitement de victimes du travail ainsi que leurs opinions sur la WCB et la profession médicale au Yukon. N.-B. Nous avons participé à une réunion de la CSSIAT tenue à Moncton le 8 novembre dernier. La Fédération du travail du Nouveau-Brunswick nous a demandé de l'aider dans une présentation qui s'est avérée haute en couleur et enthousiaste. SASK. Enquête Dorcie : elle a permis au gouvernement de commander un examen interne de la WCB. Nous attendons avec impatience les résultats. Il s'agit de la meilleure possibilité de justice en Saskatchewan pour les victimes du travail. Colloque <i>Opening Doors of Communication</i> des victimes du travail de l'Ouest – gouvernement/ministère du travail : un succès. Collège et médecins : un succès; nous avons de bonnes relations de travail et une communication ouverte. Workers' Advocate : un succès. WCB : un succès; nous nous acceptons et respectons mutuellement. QC Au cours de la dernière année, ATTAQ a collaboré avec les victimes du travail pour restructurer sa plate-forme de requêtes adoptée en 1981. La nouvelle plate-forme a été adoptée samedi dernier lors d'une réunion spéciale de deux jours rassemblant plus de 50 personnes. N.-É. Politique sur les douleurs chroniques. Prestations aux veuves. Réexamen de la WCB et de la loi. Nous essayons de former une association provinciale de victimes du travail afin d'avoir une voix plus efficace. ALB. Réexamen de la prestation des services de la WCB et du processus d'appel. Nous travaillons sur la formation d'une association provinciale de victimes du travail afin de faire de la recherche, de fournir des renseignements aux groupes locaux et de faire des présentations.										

T.-N.	N.-É.	Î.-P.-É.	N.-B.	QC	ONT.	MAN.	SASK.	ALB.	YUKON	C.-B.
Î.-P.-É. Nous travaillons sur la formation d'une association provinciale. MAN. Intervention par les pairs.										
4. L'ASSOCIATION EST-ELLE FINANCÉE? SI OUI, PAR QUI?										
NON	EN PARTIE	NON		OUI	OUI		OUI	NON		NON
ONT. Bureau du conseiller des travailleurs et travailleuses, ministère du Travail. T.-N. Nous avons déjà eu du financement. Nous recherchons du financement de la part de DRHC. C.-B. Nous essayons d'en obtenir. YUKON Pas présentement ni dans le passé. Nous avons déjà entrepris un projet de nettoyage des routes financé par le gouvernement, ce qui nous a permis de récolter assez d'argent pour organiser une rencontre de victimes du travail autour d'un barbecue! SASK. SFCP : 1000 \$ PAR ANNÉE. QC Ministère de l'Éducation, secrétaire de l'Action communautaire autonome. N.-É. Nous recevons du financement local grâce au mouvement syndical et à des activités de financement locales. MAN. Un peu de financement de la part de la CAT et un peu provenant de nos activités de financement locales.										
5. QUELLES SONT CERTAINES DES FORCES ET FAIBLESSES DE VOTRE ASSOCIATION?										
ONT. <u>Forces</u> : un peu de soutien, un peu d'intervention, partage d'information. <u>Faiblesses</u> : trop de préoccupations au sujet du financement; certains groupes ne motivent pas assez leurs membres. T.-N. <u>Forces</u> : engagement d'un grand nombre de personnes qui maintiennent leur participation; médias locaux : nous obtenons une bonne couverture à la radio, à la télévision et dans les journaux; obtenir de l'aide pour des ressources de bureau et de la part des partis d'opposition et des syndicats; collaboration de la part de la WCB en matière de personnes dirigées à l'association; bonnes relations avec le bureau du conseiller des travailleurs et travailleuses. <u>Faiblesses</u> : ça ne marche pas bien pour obtenir de l'aide financière de la part des syndicats; nous avons besoin de plus de représentants et représentantes; nous avons besoin de plus d'implication de la part des travailleuses et travailleurs non accidentés et nous devons maintenir l'implication des victimes du travail une fois que leurs problèmes ont été résolus; nous avons besoin d'un agent ou d'une agente politique pour plaider en faveur des victimes du travail. C.-B. <u>Faiblesses</u> : pas de communication productive; nous avons tendance à nous embourber dans des sessions interminables de rouspétage. YUKON <u>Forces</u> : nous recevons une bonne couverture des médias quand nous en avons besoin; notre plus grande réalisation : l'établissement du bureau du défenseur des travailleurs et travailleuses. <u>Faiblesses</u> : l'épuisement professionnel généralisé et le manque d'intérêt et d'énergie laissent leurs traces. N.-B. <u>Forces</u> : la volonté de la Fédération du travail; l'aide des conseils du travail; le bon appui des médias. <u>Faiblesses</u> : le représentant provincial de l'ACVAMT est trop occupé; l'insécurité; le manque de connaissances, d'habiletés et de confiance; pas de réseau provincial. SASK. <u>Forces</u> : Une relation étroite, honnête et confiante avec notre conseil d'administration, laquelle se répercute jusqu'aux membres. <u>Faiblesses</u> : le c.a. fait tout le boulot; pas assez de membres qui veulent assumer des tâches. QC <u>Forces</u> : la façon dont les groupes membres fonctionnent avec les victimes du travail; une idée claire du travail à faire; des pratiques qui sont partagées et sur lesquelles on réfléchit. <u>Faiblesses</u> : difficultés de financement; difficulté à faire en sorte que les services offerts encouragent les gens à devenir actifs collectivement et pas simplement des consommateurs et consommatrices de services. N.-É. <u>Forces</u> : bénévoles engagé(e)s; certains groupes locaux forts. <u>Faiblesses</u> : la distance entre les groupes; le manque de financement. ALB. <u>Forces</u> : des individus engagés. <u>Faiblesses</u> : épuisement professionnel, manque de ressources. Î.-P.-É. <u>Forces</u> : appui de la fédération du travail de l'Île-du-Prince-Édouard; appui de l'ACVAMT; des bénévoles engagé(e)s. <u>Faiblesses</u> : des problèmes internes.										

The Worker's Request

*Unfurl our country's greatest symbol
Of sanctuary and calm
And let the flag be lifted
By strong and callused palm.*

*Let her mourn us
The workers
Whose labours brought them death
For the wind brings our visit
And we rise to salute her yet.*

*Send forth your heart's greatest
tributes.
For us
Who have crossed that final gate
Then recollect that the smiles
Which overcame the impossible task
Were smiles made of faith*

*Forever remember too
That the workers sing the nations
purest song
And when you gather to honour them
Unfurl our country's greatest symbol
Of sanctuary and calm*

*Author: Albert Dumont
Member of the Ottawa and District
Injured Workers' Group*

*[Dedicated to workers who die because of job-
related accidents]*

Seven Golden Rules for More Effective Speaking

BY PETER URS BENDER

We all have to speak in front of others at times.
Here are some tips to be more powerful, memorable and
successful.

1. **Don't read your speech.** Write key points down on note cards. Speak spontaneously and use the cards as reminders.
2. **Have your hands visible to the audience.** Keep them out of your pockets, and use them to communicate.
3. **Wait 3 to 5 seconds before you begin, then speak more slowly than normal.** This will feel uncomfortable, but it helps you focus and makes you look/sound more powerful.
4. **Smile, Smile, Smile.** An audience always reflects the speaker!
5. **Watch your listeners for their feedback.** If their body language says "Boring" do something different.
6. **At a personal moment in your talk, wink at your audience.** (left eye to people on your left, right eye to those on the right. It makes people feel like you're speaking to them.
7. **Make your speech live.** Put your heart and soul into it. If it doesn't live, you die as a speaker.

A Fishing Story - Or Not?

After a day fishing in the ocean, a fisherman is walking from the pier carrying two lobsters in a bucket. A Game Warden approaches him and asks to see his fishing license.

The fisherman replies to the warden, "I did not catch these lobsters, they are my pets. Everyday I come down to the water and whistle and these lobsters jump out and I take them for a walk only to return them at the end of the day."

Not believing him, the warden reminds him that it is illegal to fish without a license. The fisherman turns to the warden and says, "If you don't believe me, then watch", as he throws the lobsters back into the water.

The warden says, "Now whistle to your lobsters and show me that they will come out of the water."

The fisherman turns to the warden and says, "What lobsters?"

LETTERS TO THE EDITOR

Dear Editor:

Apr. 7, 2001 - I just wanted to thank you and Andy for the great workshop you put on in New Brunswick. It's the only time our group had an opportunity to learn about organizing a provincial Injured Workers Association, and that is something Nova Scotia and many other provinces badly need. CIWA has opened the door for Nova Scotia.

At the Coming Together Training Conference in Memramcook, NB, you gave us the an opportunity to meet for the first time with four groups from Nova Scotia, and that is something that has eluded us for some time. All representatives from all groups of Nova Scotia had decided on a meeting in New Glasgow in May so that we can see if we have common ground to form a provincial organization. I sure hope things work out for all groups. I especially like the way you teamed up delegates from across the country to act out different problems in situation. What I have learned from other leaders on their approach will certainly help my leadership skills.

CIWA has shown great knowledge and leadership to many groups throughout Canada and that is something we've been lacking for years.

Your organization has helped to fill the gaps, build bridges, and shown us how to open doors. Your tiredless efforts should be applauded. You and I are not the big winners here, it is all injured workers in Canada. I will use what i've learned from your conferene to help any and all injured workers in Nova Scotia.

Steve, you and Andy please keep up the good work. I look forward to our next conference.

Many Thanks,
Gary Penny, Cape Breton Injured Workers Association

Dates to Remember:

APRIL 28, Day of Mourning
JUNE 1, Injured Workers' Day

Dear Editor:

I received my copy of HIGHLIGHTS on Thursday, March 01. Great stuff and right on the mark! It is encouraging to see that unnecessary monies are not being wasted on extra colours in the newsletter. Overall this publication is really doing what it says it will; this newsletter is intended to share information of interest to injured workers, union activists and their supporters.

Sincerely,
Rose Naomi Pickell

DEAR ANDY

Dear Andy,

Our group members need training to help the group be more effective. We could use training in leadership skills, WCB, counseling and public speaking. I know CIWA/ACVAMT does some training but we need more. What can we do?

Signed, Perplexed in PEI.

Dear Perplexed,

I've got some good news for you. Within the last 6 months, we have received a number of invitations to the Canadian Labour Congress (CLC) Schools.

The CLC sponsors training for its members in partnership with some Federations of Labour and Local Labour Councils. The training programs cover a range of topics. We have a partial list at the CIWA office. Give us a call.

For more detailed information, contact the CLC representative in your region.

Good Luck, Andy.

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> ☐ 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

Connect with an injured workers group near you.

Check out our web site at: www.ciwa.ca

and click on "Who to Contact"

... OR ...

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.