

Labour Education Programs

Workers and their representatives know first-hand the tragic outcomes of unsafe and unhealthy work environments. These experiences though have fuelled the demand for change – changes that have resulted in healthier and safer workplaces. Still, with continued suffering, including a rise in the incidence of occupational disease, much work remains.

At the Workers Health & Safety Centre (WHSC) we believe with every WHSC-trained worker our movement for change grows. As the only labour-endorsed health and safety training delivery organization in Ontario, the WHSC is dedicated to supporting the prevention efforts of workers and their representatives. The evidence of research and our own experience tells us workers with quality training and a union to back them are making a difference in their workplaces. The following WHSC programs aim to build competent and confident worker health and safety activists. Our movement for change: Let's work for it *and* train for it.

Level I Program Duration: 30 hours Occupational Health & Safety Training*

This flagship program is essential training for worker health and safety activists who want to exercise fully their legal rights and responsibilities and then go one step further to expand their skills to negotiate workplace improvements. The program covers health and safety legislation for every jurisdiction in Canada. It utilizes the best of adult education techniques with a greater emphasis on participant-centred activities. It introduces the need for continuous bargaining, namely every conversation or meeting with the employer must be viewed as an opportunity to meet the union's health and safety goals. Finally,

the program debunks the myth of the careless worker and the latest expression of this myth, Behaviour Based Safety programs, by focusing on a hazard-based approach to healthy and safe workplaces. The *Level I* program consists of seven compulsory, plus three elective modules, each three hours in length.

Level II Law* Program Duration: 30 hours Pre-requisite: Level I

Drawing on lessons from past successes, *Level II Law* participants learn how workers won health and safety rights and what needs to be done in the workplace to enforce these rights. To this end, participants take an in-depth look at how occupational health and safety laws and regulations have been interpreted and used to safeguard worker health and safety. They also review inadequacies of the law and its enforcement and formulate strategies to overcome them. Further, participants come away with the knowledge necessary to help support union efforts for improvements to health and safety law.

Level II Committees* Program Duration: 30 hours Pre-requisite: Level I

Graduates of WHSC *Level II Committees* programs will be better equipped to ensure meaningful worker participation *and* full employer responsibility for the identification and elimination of workplace hazards. Building on knowledge gained in the WHSC's *Level I* labour education program this advanced level training program is jam-packed with participant discussions, skill developing exercises and practical tools worker JHSC members need to carry out their considerable roles and responsibilities. Among other important skills participants are equipped with those necessary to perform effective workplace inspections along with incident and disease investigations.

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Making the Link Between Occupational Disease and the Workplace

Program Duration: 12 hours

This program opens with a discussion of the epidemic of work-related cancers and other diseases. It also looks at human, financial and social costs of these devastating diseases. But rather than immobilizing participants with the magnitude of the problem, this program inspires activists, giving them the knowledge and tools to identify and prevent occupational disease. The science of epidemiology and environmental monitoring and their limits, body mapping exercises, physical inspections, job hazard analysis, worker surveys and exposure profiles are all covered using a host of participant-centred techniques designed to return participants to their workplaces ready to combat this challenging issue.

Instructor Training **Pre-requisite: Level I**

Program Duration: 60 hours

The training delivery system adopted by the WHSC some 30 years ago is built on labour's philosophy of "workers training workers". Graduates of the *Instructor Training* program come away with this philosophy, along with essential skills necessary to facilitate health and safety training programs in an adult learning environment. WHSC-trained instructors are an integral part of health and safety education in Ontario. Each year they deliver thousands of training hours to participants in the workplace and community. Providing this program to worker activists helps labour build on its capacity to effectively deliver quality health and safety training that workers can trust.

Appeals

Program Duration: 6 hours

The worker's right to refuse unsafe work or lodge a complaint with the Ministry of Labour provide essential 'back stops' for workplace health and safety. But when a Ministry of Labour inspector writes a dissatisfying order or fails to write one at all, workers have the right to an appeal. Trouble is the appeal process can seem daunting. So this program seeks to demystify it. Participants will review procedures, forms, and time frames relevant to the appeal process. Emphasis is placed on specific tasks required to prepare for an appeal and the actual hearing, including gathering research, presenting a case and examining witnesses. Participants will also discuss the steps involved in appealing employer reprisals for workers exercising their health and safety rights.

Coroner's Inquest

Program Duration: 17.5 hours

This program will help prepare workers, their representatives, family members and others who may be required to participate in a coroner's inquest. It provides an introduction to Ontario's coroner system and the *Coroner's Act*, including technical terms and procedures. Participants will discuss issues involved in preparing for a coroner's inquest such as gathering information from incident investigation reports and witnesses. Attention is focused on the roles of individuals, questioning witnesses and presenting recommendations. Participants also explore strategies they can use to lobby for an inquest or to obtain standing. A mock inquest aids in the learning process.

* For more information on WHSC *Level I*, *Level II Law* and *Level II Committees* programs, please see their individual product sheets. For more information on all programs, contact a WHSC training service representative near you.