

**THE CSN,  
A  
FORCE  
FOR  
OCCUPATIONAL  
HEALTH  
AND  
SAFETY**



**OCTOBER 16 – 22, 2016**  
**NATIONAL HEALTH AND SAFETY WEEK**

**AT THE CSN,  
WORKERS'  
HEALTH AND  
SAFETY IS A  
FUNDAMENTAL  
VALUE**

**SEMAINESST.ORG**

**“With the help and support of the prevention module of the CSN’s labour relations department and the Fédération des professionnelles, the SPSSS de Québec et Chaudière-Appalaches developed a union approach to psychological health at work. Already tested effectively in a number of our workplaces, this approach is very satisfactory for members, activists and the union. We succeeded in working jointly to make changes in the organization of work that reduced the presence of risk factors, and so foster our professionals’ psychological health.”** Syndicat des professionnelles de la santé et des services sociaux de Québec et Chaudière-Appalaches

**EVER SINCE IT WAS  
FOUNDED IN 1921,**

the Confédération des syndicats nationaux (CSN) has fought for working conditions that respect workers’ physical and psychological integrity. The history of the labour movement has been marked by many actions, one of the most memorable certainly being the Asbestos and Thetford Mines miners’ strike in 1949.

**WITH OTHER ORGANIZATIONS,**

the CSN forced the government to pass the *Act respecting occupational health and safety*, aimed at eliminating hazards at the source. Collective bargaining has also helped achieve progress in many workplaces.

**“A number of employees complained of musculo-skeletal pain that they related to their work stations, so we asked the CSN for help in proposing ergonomic changes to them. We also offered employees training and had discussions with our employer on setting criteria for equipment purchases. With the CSN’s support, we have made considerable progress on this problem!”** STT du CSSS des Pays-d’en-Haut

**WORKERS PUT A LOT OF  
THEMSELVES INTO THEIR WORK,**

and many lose their health or physical or psychological integrity in the process, because there are still workplaces and working conditions today that make workers sick or cause injuries, mutilation and even death. This is why the CSN continues to fight

for healthy workplaces and to defend the workers it represents, thanks to specialized staffers and lawyers who stand up for those who are injured on the job or who suffer an occupational disease.

**INDUSTRIAL  
HYGIENISTS,  
ENGINEERS,  
ERGONOMISTS,  
INDUSTRIAL  
PSYCHOLOGISTS,  
LAWYERS AND  
EXPERT STAFFERS:  
SPECIALIZED  
RESOURCES  
WORKING  
FOR YOU**

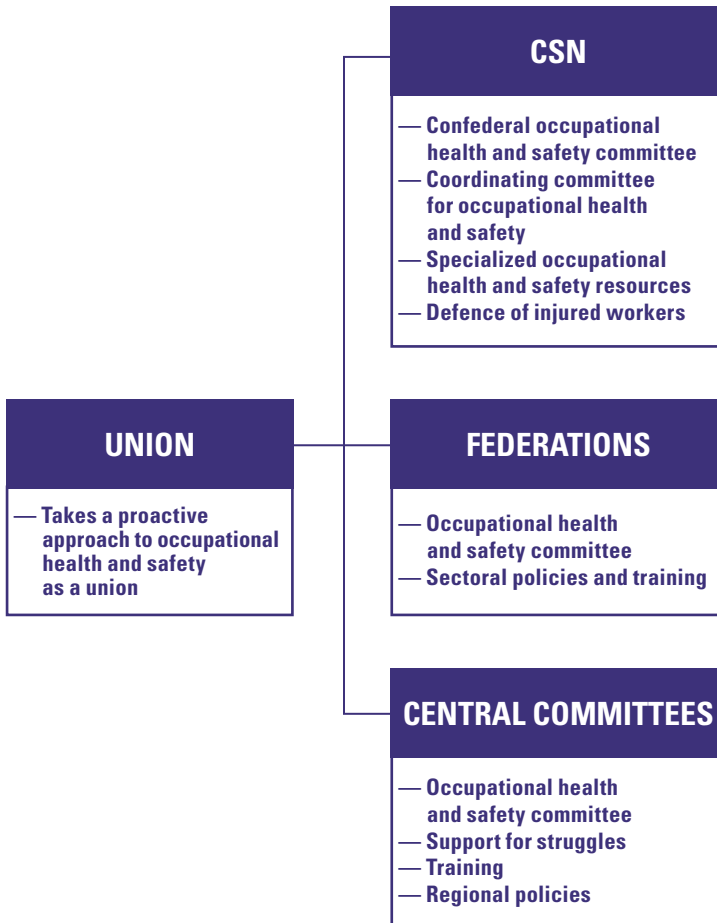
**OCCUPATIONAL  
HEALTH  
AND SAFETY:  
A MATTER  
OF TEAMWORK  
AT THE CSN**

**AT THE CSN, CENTRAL COUNCILS AND FEDERATIONS HAVE OCCUPATIONAL HEALTH AND SAFETY COMMITTEES AND CAN HELP YOU ENGAGE ON THESE ISSUES.**

They organize various health and safety events and training to meet the needs of unions and regions with respect to occupational health and safety.

**THE CSN'S CONFEDERAL OCCUPATIONAL HEALTH AND SAFETY COMMITTEE** plays an advisory role with the Executive Committee on policy, actions and intervention strategies on occupational health and safety. It is this committee that is responsible for analysing occupational health and safety legislation and regulations.

**A COORDINATING COMMITTEE** composed of the health and safety officers for the federations and central councils plus the members of the confederal committee coordinates the movement's activities on occupational health and safety.



# WOMEN'S OCCUPATIONAL HEALTH AND SAFETY

## WOMEN'S WORKING AND LIVING CONDITION

are characterized by precarious employment, income disparities and the fact that are still mostly responsible for balancing the demands of families and work.

They are also confronted with specific occupational health and safety issues, and the CSN pays special attention to this, notably by defending the *For a Safe Maternity Experience* program wherever it can.

**“The beneficiary attendants in our CHSLDs were at the end of their rope! We proposed that our employer undertake a joint prevention process to avoid a deterioration in our members’ psychological health. The CSN helped us create a joint document and practical measures were taken to denounce the situation and propose ideas for solutions.”**

STT de la Santé et des services sociaux de Jonquière

**“We had questions about protective leave or reassignment for pregnant women to protect our nurses. So we turned to the CSN’s services so as to clearly understand the employer’s arguments and share scientific knowledge in this area. The CSN’s staffers really helped us out on this!”**

Syndicat des professionnels en soins infirmiers et cardiorespiratoires du CHU Sainte-Justine

## MAJOR EVENTS

**THERE ARE A NUMBER OF EVENTS ON THE CSN CALENDAR DEALING WITH OCCUPATIONAL HEALTH AND SAFETY.**



### NATIONAL OCCUPATIONAL HEALTH AND SAFETY WEEK

An entire week dedicated to preventive work on health and safety in all workplaces. Substantial budgets are earmarked for organizing regional and local activities.



### OCCUPATIONAL HEALTH AND SAFETY REVIEW AND PROSPECTS

Once every three years, more than 400 union occupational health and safety officers meet for discussions with researchers on health and safety issues.



### APRIL 28

The International Day of Mourning for Workers Killed or Injured in the Workplace is a day when CSN unions are invited to hold a minute of silence. Posters, visibility materials and information documents are provided to make it easier for unions to organize activities.

# EDUCATION AND TRAINING: A FORCE TO BE RECKONED WITH!

## CLOSE TO A HUNDRED OCCUPATIONAL HEALTH AND SAFETY TRAINING SESSIONS

given by experienced members are offered by the federations and central councils each year. The occupational health and safety training program is aimed at helping unions take a more proactive approach so as to prevent and eliminated hazards at the source and get the employer to discuss these questions.

Various themes are tackled, such as occupational health and safety regulations, work-related accidents and occupational diseases, union active on prevention, asbestos and hazardous products, ergonomics and musculoskeletal disorders, psychological health, etc. Visit our training program on the CSN's web site.

## THE OCCUPATIONAL HEALTH AND SAFETY TRAINING PORTAL

This portal is designed to provide you with all the tools you need to support the action of members and unions. There is a wealth of information on the role of occupational health and safety officers in unions as well as on various topics related to occupational health and safety.

**VISIT IT AT  
[FORMATIONSST.CSN.INFO](http://FORMATIONSST.CSN.INFO)**

# SOME OF THE CSN'S DEMANDS

- Application of the legislative provisions on priority groups for everyone;
- Continuation of the *For a Safe Maternity Experience* program;
- The use of temporary assignments to promote genuine rehabilitation of workers;
- Employers' involvement in preserving workers' psychological health;
- Employers' action on risk factors for musculoskeletal disorders present in the workplace.

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