Health & Safety Report

October 2013

**YTD Injuries recorded**: 457

**YTD Injuries resulting in Book-off**: 73

**Top Three Causes**: Situational Awareness 61, Catering Equipment 55, Aircraft Part 40

**Top Three Types**: Sprain/Strain 123, Bruise 81, Pain 59

**AIR QUALITY ISSUES:**

Always check the Cabin defect logbook for past fume event entries - discuss concerns with Captain. Be on alert if the FIN has past issues with fume events.

Whenever cabin odours are detected on board, crew should solicit feedback from another crew member to confirm the type of odour. Immediately advise the SD and the Flight Deck. Enter details of the event in the Cabin defect Logbook - note the snag number. To ensure a proper investigation is conducted by Maintenance, Cabin Crew must include details about:

- Smell - light, moderate, or strong, and a description (electrical, chemical, plastic, paper burning, dirty socks, etc.);
- Location - where was it detected (AFT galley, mid-cabin, lavatory, etc.);
- Duration - how long did it last;
- During which phase(s) of flight (at the gate, taxi, take-off, climb, cruise, descent, approach and landing)

Complete an ACF 32-8 Incident Resulted in Injury form and an ACF-34C Incident Report which will need to be handed in to AC Management at first point of landing. Please make a copy for yourself and one for your H&S Reps.

Immediately seek medical attention at first point of landing - even if away from base (bring along the GCAQE health care quick reference guide available at Local 4092). As a precautionary measure you may request that EMS meet the flight and start to do some testing on your physical state - they will then determine best course of action with you.

You can always exercise your Right to Refuse work if you feel your health or that of your co-workers is in danger if exposed to a fume event - refer to Section 2.20 in your Pub 356 manual.

The Company will refer you to their internal documents on the matter found in ePub > About You > Hazard Prevention Program > Employee Communication Regarding Cabin Air Quality/FAQ About Cabin Air Quality

Request details of the investigation from AC Management: What you were exposed to conclusively? What are the hazards? Request a Material Safety Data Sheet.

Upon returning to home base seek medical attention as soon as possible. Advise the Doctor that it is a work-related injury or illness and WSIB Form 8: Health Professional’s Report will need to be completed and sent to WSIB. Obtain page 2 - provide it to the Employer via fax/email.

To book-off (even if you are on days off), advise that it is an "Injury On-Duty".

If you think you will be booked off for more than 14 days, apply for WIP in addition to WSIB. This will protect your earnings, in case the WSIB is denied.

Contact your CUPE H&S Representatives for further guidance.

**WORKER’S COMPENSATION:**

It has come to our attention that crew members are being told that some injuries/ illnesses are not “work-related” and should not be reported as such.

The provincial Workers’ Compensation legislation states that every worker has the right to report an injury that has been incurred while either at work or performing a reasonable act within the scope of his/her employment. This includes certain activities while on layovers, including getting food away from the crew hotel.

Decisions regarding initial entitlement to loss of earnings and health care benefits are the sole responsibility and domain of professional Workers’ Compensation Board Adjudicators and Case Managers, NOT the employer or its managers.

Decisions may be appealed by either worker or employer, however, **no one has the right to pre-judge a claim**, or **refuse your injury report.**

We encourage any member whose Flight Attendant Injury/Accident Report (ACF32-8) has not been accepted, to exercise his/her right to file a report directly with their provincial Workers’ Compensation Board.

Advise your local CUPE Health & Safety representatives immediately and include the date that you attempted to submit your report to the Company, and the name of the manager who would not accept it.

**BOOK-OFFS DUE TO INJURY ON DUTY:**

Previous to January 2013, pending WSIB claims would be paid out in sick days from the crew member’s sick bank. Once WSIB approves a claim, monetary compensation to the company would be released and your sick days would be returned to the sick bank.

In January 2013, Air Canada arbitrarily changed this policy, and began with-holding pay from the employee until the WSIB claim was approved. This caused great financial hardship on the employee and discouraged crew members from booking off, injury on duty.

CUPE took this to arbitration and effective November 2013 the old way of processing pending WSIB claims will be reinstated.