



Health & Safety Report – February 2021

December 2020 – February 2021			
Number of Reported Injuries/Illnesses		Top Injury/Illness Trends	
Lost Time	12	Biological Hazards/Illness – COVID-19	5
Health Care	3	Closing Loaded Overhead Bins	2

Health and Safety Advocacy

The Health and Safety Committee wishes to thank every member of CUPE Local 4092 for their valuable occupational health and safety advocacy in 2020. In solidarity, crew submitted a record number of Health and Safety Complaints (ACF32 Employee Safety & Health Concern Form) regarding issues such as the proposed service changes in December and the COVID-19 pandemic. Submitting a Health and Safety Complaint shows the company that an issue is on our radar. When multiple reports are submitted on the same issue, it sends a clear message that it is important to us. Plus, it amplifies our voice at the Health and Safety Committee. We were humbled by the response from cabin crew to our call for reporting health and safety concerns. For this, we say: Bravo!

2020 in Hindsight and Personal Protective Equipment

Last year was like no other, especially in terms of occupational health and safety. As a workforce, we prioritized our health. In-flight, we continued to care for our passengers but from a place where health and safety precautions were prioritized. Requiring passengers to undergo COVID-19 screening prior to flight and to follow COVID-19 protocols during flight is a major change. We've heard from many of you that we wear a new hat as mask-police. Know that these measures exist to protect your health and safety. We have the right to a safe workspace. Let's use the personal protective equipment (PPE) available to us: gowns, gloves, surgical masks or N95 respirators, safety glasses or eyeglass shields, and face guard. If PPE is missing, defective, or does not fit, report it and follow-up with an e-mail to our Occupational Health and Safety Manager(s) (Health and Safety Complaint or ACF32 Employee Safety & Health Concern Form; Zachariah.Dohnal@aircanada.ca and/or Soriana.NonChhom@aircanada.ca).

Mask Compliance

Passengers are required to wear an approved face covering for the duration of the flight. This is both a Transport Canada and Air Canada requirement meant to protect your health and the passengers' (see the [Transport Canada Interim Order Respecting Certain Requirements for Civil Aviation Due to COVID-19, No.16, section 38](#)). Only passengers cleared by MEDA or actively eating or drinking are exempt. Mask non-compliance is considered a disruptive/unruly passenger situation (FAM 3.6.1 Disruptive / Unruly Passengers). Under the Transport Canada Interim Order, we must record the following for non-compliant passengers:

- date;
- flight number;
- person's name;
- date of birth;
- contact information;

- seat number; and
- circumstances related to the incident.

The company must notify Transport Canada as soon as possible about the incident. This is done through a Disruptive Passenger Security eReport (ACF34D Disruptive/Unruly Passenger Report). Transport Canada has issued multiple letters of non-compliance and monetary fines as a result of these reports.

Right to Refuse Dangerous Works vs. “Opting-Out” or “Pro-Active Reassignment”

One of the fundamental rights of Canadian employees is the right to refuse dangerous work (RTR). If you think that your health and safety may be affected by a hazard in the workplace, you have the right to start the RTR process. You cannot be penalized for exercising this right, as long as it is done with good intentions.

It’s important to know the difference between an RTR and asking Crew Scheduling or Management to “opt-out” or obtain “pro-active reassignment.” At its core, asking for the latter is like asking for a pro-active RTR. We care about our passengers and the Health and Safety Committee understands that crew are concerned about affecting the operations. Except that the way the law is written, we cannot start the RTR process before we show up to the workplace. We must be in uniform and otherwise ready to work, were it not for “x” hazard. At the time of this report, the company is not offering pro-active reassignment. Trust that other crew have exercised this right and that the Health and Safety Committee is dedicated to supporting you through the process. For more information, e-mail rtr@accomponent.ca for the CUPE step-by-step guide or refer to FAM 2.20.3 Right to Refuse Dangerous Work.

Violence and Harassment in the Workplace

As of January 1, 2021, the Canada Labour Code’s definition of violence and harassment is: “any action, conduct or comment, including of a sexual nature that can reasonably be expected to cause offence, humiliation or other physical or psychological injury or illness to an employee, including any prescribed action, conduct or comment.” Health and safety committees will no longer receive, investigate, or resolve complaints of violence and harassment in the workplace. However, if you report an incident of violence or harassment, you are entitled to representation from your union throughout the entire process. To report an incident, complete the ACF25D Workplace Harassment and Violence Notification Form (*ACaeronet / Branches / People, Culture and Communication / Human Rights and Harassment Office*).

In Solidarity,



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