



Health & Safety Report – September 2021

June – September 2021			
Number of Reported Injuries/Illnesses		Top Injury/Illness Trends	
Lost Time	32	Aircraft Part	4
Health Care	11	Potentially Traumatic Event	3
		Turbulence – Unanticipated	3

Now that service has been reintroduced and that a number of cabin crew have been recalled, the number of injuries has significantly increased in comparison to this time last year. While at this time last year, there were 18 Lost Time Injuries/Illnesses and 5 Health Care Injuries/Illnesses, there are now as many as this same period in 2019.

Health and Safety Reporting

We’ve said it before, and we’ll say it again: Thank you for submitting Health and Safety Complaints or the paper-based ACF32 Employee Safety & Health Concern form! In December 2020, the membership submitted a record number of these reports to raise concerns about the reintroduction of service. The membership surpassed this record number of submitted reports in August and again in September 2021 in response to the reintroduction of service. These reports cannot be ignored. The employer is required by the Canada Labour Code to respond to your reports as soon as possible. Once you receive the employer’s response, you can decide whether it resolves your concerns or not. If it does not, select “unresolved” and provide a short reason why. Your complaint will be escalated to the Workplace Health and Safety Committee (WPC), which is made up of an equal number of employer and employee representatives (i.e., YYZ Occupational Health and Safety Managers and the Local 4092 Health and Safety Committee). The WPC will work together to come up with a solution to mitigate your concerns and may make a recommendation to the employer. Once again, you will have the opportunity to decide if this response resolves your concerns or not. If it does not, you can escalate it to Transport Canada for further investigation. Don’t hesitate to reach out to us if you need assistance throughout this process. If you do not receive a response from the employer within 30 days of submitting your complaint, let us know so we can follow-up.

Reintroduction of Service as a Health and Safety Issue

Our priority is to ensure that the membership’s occupational health and safety is at the heart of any changes in policies and procedures. We’ve been relentlessly pushing the company to keep interactions with passengers at a minimum, allow physical distancing onboard, and provide adequate personal protective equipment. In August, a Local 4091 member exercised their right to refuse dangerous work in regards to certain aspects of the recent service increases. At the time, Transport Canada made a decision of no danger. The Union has since filed an appeal at the Canada Industrial Relations Board. This does not remove the right of other members to exercise their right to refuse dangerous work because this is an individual right with individual variables.

COVID-19 Contact Tracing

In August, the company was delayed in contacting crew members to notify them of a positive case of COVID-19 onboard. The Union and the Health and Safety Committees were and continue to be very concerned about this. It is the employer's responsibility, as per the Canada Labour Code, to notify its employees of a hazard in the workplace. A passenger who has a confirmed positive case of COVID-19 is a hazard.

We are strongly encouraging all affected crew to submit a Health and Safety Complaint about this contravention to the Canada Labour Code. Be sure to include the flight number and date, the date you first became aware of the flight on the government of Canada website, when you advised IFS Contact Tracing, and if/when you were finally contacted and taken through the contact tracing process. You can easily access the Health and Safety Complaints at sims.aircanada.ca. We have access to all Health and Safety Complaints and will keep an eye out for yours.

If you have an imminent flight (i.e., less than 24hrs away), e-mail the IFS Contact Tracing team and ask for an update; CC us. The Health and Safety Committee is pushing them to prioritize crew with flights coming up shortly. The purpose of this call is to notify you and to identify your level of exposure.

The "COVID-19" release is meant as a precautionary measure to see if you develop symptoms of COVID-19.

At any time, if you have any symptoms of COVID-19 you should book off as per the Air Canada COVID-19 Policy. If you think these symptoms are related to work, then book off injury/illness on duty. Let us know if you need any help with the work-related book-off process, including what forms to fill out to protect yourself and your wages. Also, instead of waiting for the company's contact tracing call: get tested. Tests are most reliable 5 days after exposure.

Occupational Health and Safety Survey

The AC Component of CUPE's Health and Safety Committee is asking the membership to help guide its strategic plan. While the pandemic continues to be a priority in our advocacy, we want to hear from you as to what other issues are on your radar. Go to <https://forms.office.com/r/yfjykk6N7K>.

In Solidarity,



Meaghan Mroczek-Porato
Health & Safety Committee Chair
E: meaghan@local4092.ca



Pascale Marchand
Health & Safety Committee Representative
E: pascale@local4092.ca

Health & Safety Committee

T: 905-676-4352

E: sante.health@local4092.ca