

Workplace Health and Safety - A Joint Priority

Health and Safety is a shared responsibility. Library managers, supervisors, and workers all have a role to play. The resources & tips listed here will help you know more about your rights, responsibilities and potential supports available.

What You Can Do

- You **MUST** report any accident, injury, illness, or incident of workplace violence or harassment: <http://libbi.londonpubliclibrary.ca/content/incident-report-procedures>

If you are concerned about a workplace situation with the potential to cause injury or illness, you:

- **SHOULD** Communicate your concerns to your supervisor: <http://libbi.londonpubliclibrary.ca/content/1-internal-responsibility-system>
- **CAN** Refuse Unsafe Work. It's your legal right: https://cupe.ca/sites/cupe/files/kit_committee_fact_sheet_refusing_unsafe_work_2015_en.pdf
- **CAN** contact a worker member of the Joint Health & Safety Committee: <https://217.cupe.ca/about-us/our-history/>
- **CAN** file a complaint with the Ministry of Labour, Training and Skills Development: <https://www.ontario.ca/page/filing-workplace-health-and-safety-complaint>

If you need to take time off work for work-related injury or illness, including trauma, you

- **CAN** file a WSIB claim: <https://cupe.on.ca/wp-content/uploads/2017/02/Injured-Workers-Handbook-EN-e-version.pdf>
- **CAN** file for Employment Insurance Sickness Benefits with medical documentation (up to 15 weeks at 55% of pay): <https://www.canada.ca/en/services/benefits/ei/ei-sickness.html>,

What CUPE Local 217 Can Do

Speaking out can feel risky. Some health and safety situations can call for more concerted action. Your CUPE Local 217 Exec may be able to help. We can

- **Connect:** We can communicate potential risks to other workers, so they can begin protecting themselves too.
- **Advocate:** A CUPE steward can accompany you to meetings with your supervisor or manager. We can also campaign for changes to improve health and safety conditions through meetings with Management.
- **Support you in organizing a group action:** Under extraordinary circumstances, workers can choose to conduct a group action. Please be aware that "[t]he right to refuse unsafe work is an individual process, but multiple workers can refuse to perform work they think could cause injury or illness. Each worker must make their own refusal and give their own reason when they report the refusal. You are not protected from discipline if you stop working 'in solidarity' or for 'sympathetic reasons' because your co-worker has refused to perform unsafe work." (Source: <https://cupe.ca/covid-19-and-right-refuse-unsafe-work>). We can support you.

You can contact your CUPE Executive with questions, suggestions and concerns at: <https://217.cupe.ca/about-us/your-executive/>