



Executive Director's Report

Medical Cannabis & Marijuana

AAO SEMINAR ON MEDICAL CANNABIS AND MARIJUANA IN THE WORKPLACE OTTAWA



On April 10, 2018, AAO held a seminar in Ottawa on Medical Cannabis and Marijuana in the Workplace. The afternoon seminar, hosted by WACCA, was well attended, with over 45 attendees.

Medical use of cannabis has been legal for a few years now. Dr. Christopher Blue gave a presentation on its history, what the research says, difference between CBD and THC, benefits/risks and success stories. The two hour presentation resulted in numerous questions and was received well.

Sarah Smith, from Mathews Dinsdale then gave a presentation on marijuana in the workplace. Issues discussed were differences between medical and upcoming recreational use, human rights considerations, aligning company policies, best practices and supervisor training. Again, there were many questions and the presentation was received well.

The seminar was videotaped. AAO members not in attendance, but wanting to view the video and obtain a copy of the power point presentations can contact Paul Gunning.

Working At Heights (WAH)

IHSA FALL AWARENESS WEEK



Falls continue to be the major cause of injury and death in Ontario workplaces and a majority of these incidents involve falls from heights.

As part of its Keep Your Promise – Do Your Part campaign, the Infrastructure Health and Safety Association (IHSA) is organizing its' first **Falls Awareness Week** to remind workplace parties, employers and workers about the importance of their roles in preventing workplace injuries and fatalities stemming from working at heights. Falls Awareness Week, which is part of an ongoing longer term campaign, will be held from May 7 to May 11, 2018.

Please consider participating in this campaign by encouraging your supervisors and lead hands to simply take 15-30 minutes, anytime during the workday from May 7 – 11, 2018, to stop work on their worksite and hold a safety talk with their employees about falls prevention and safely working at heights.

IHSA has developed information materials to help hold a successful discussion on the topic of safely working at heights. The free, downloadable resources such as safety talks, magazines and brochures is available at:

https://www.ihsa.ca/topics_hazards/fall_prevention_wah.aspx

WSIB Awards

WSIB Small Business Health & Safety Awards



The WSIB has launched the 2018 **Small Business Health and Safety Leadership Awards**. This is the second year of the recognition program designed specifically for small businesses in Ontario.

These awards recognize outstanding achievement in health and safety initiatives in businesses with fewer than 50 employees. Companies can either be nominated or companies can nominate themselves. The top three winners will receive cash prizes for their excellence in health and safety efforts.

First place	\$5,000
Second place	\$3,000
Third place	\$2,000

Information about the award program, guidelines and last year's winners are available online at [Small Business Health & Safety Leadership Awards](#).

Mathews Minute

LIUNA Unlawful Strike



On Monday, April 23, 2018, members of the Labourers International Union of North America descended upon Queen's Park to protest the introduction of Schedule 14 to *Bill 31, Plan for Care and Opportunity Act (Budget Measures), 2018*. The propose arose from provisions of Bill 31 amending the *Labour Relations Act, 1995* to give the Carpenters' Union the same rights as the Labourers to negotiate formwork agreements in Board Areas 1 and 3.

This was not the first time that Ontario's Provincial Parliament had heard of the Labourers opposition to Schedule 14. On April 11, the Labourers' Union had distributed an open letter to all MPPs voicing its position that Schedule 14 would improperly strip the Labourers of its jurisdiction in the high-rise forming industry, and hand that jurisdiction to the Carpenters. Following the distribution of that letter, the Labourers called for collective action on its websites and Facebook and Twitter pages. On April 13, communications released by the Labourers on Facebook alerted members to the fact that a protest would be held at Queen's Park at 11 a.m. on Monday, April 23. These plans were also communicated to labourers across the province by members of LIUNA's leadership.

There was one issue with the planned protest - the Labourers' Provincial ICI Collective Agreement did not expire until April 30, 2019, and would be in effect on Monday, April 23, 2018. This meant that the action planned by the Labourers' Union would constitute an unlawful strike in violation of the ICI Collective Agreement and the *Labour Relations Act, 1995*. Construction employers province-wide caught wind of the protest, and advised their LIUNA member employees that participation in the planned protest was illegal and would be grounds for discipline, up to and including termination. In addition, some employers and their ICI bargaining agency filed anticipatory Unlawful Strike Applications at the Labour Relations Board on Thursday, April 18, with the goal of preventing disruption on their job sites as a result of LIUNA members attending the protest.

Mathews Minute (Continued)

LIUNA Unlawful Strike



Due to the urgency of the Applications, and because the threatened illegal conduct was imminent, the Labour Relations Board scheduled a hearing that commenced on the morning of Friday, April 20. After a day of evidence and submissions from the parties, the Board issued a bottom line decision that night, effectively limiting the Labourer's participation in the protest. In its decision, the Board declared that LIUNA and its representatives had in fact counseled an unlawful strike. The Board then ordered LIUNA to cease and desist from counseling an unlawful strike, and ordered members of LIUNA to refrain from engaging in the protest.

A number of things can be taken from these events. First, the jockeying for position and benefit in the ears of the government by the various trades is leading to conflict and disagreement that has the potential to spill over onto projects. Secondly, unfortunately the reaction to displeasure about this process for some trades will be to speak "with their feet" impacting on projects. Finally, in acting swiftly to prevent these kinds of actions, the Labour Relations Board has made clear that it will not tolerate illegal stoppages or slowdowns, even when cast as a protest.

EVENTS

May 2018



IHSA Drywall Labour-Management Committee Meeting May 10, 2018 (Paul Gunning attending)

Carpenters Employer EBA Meeting May 15, 2018
(Bob Grassing, Robert Troup, Doug Smith, Domenic Filoso,
Joe Liberman and Paul Gunning attending)

COCA WSIB-OH&S Committee Meeting May 30, 2018 (Paul Gunning attending)

APRIL 2018



UPCOMING - Mathews Dinsdale Seminars/Webinars

Copy the following URL to your browser to register for new sessions or to review archived session:

<http://www.mathewsdinsdale.com> (see right side)

If you have any questions, please call me at 519-671-5930.

Paul Gunning
Executive Director