

The logo for LOARC features the letters 'LOARC' in a bold, blue, sans-serif font. A blue swoosh underline starts under the 'L', goes under the 'O', and then curves upwards under the 'A', 'R', and 'C'.

A Labour / Occupational Health Clinics  
for Ontario Workers Inc /  
Academic Research Collaboration

# LABOUR OHCOW ACADEMIC RESEARCH COLLABORATION

Terri Aversa, OPSEU Health and Safety Officer,  
member of Labour OHCOW Academic Research  
Collaboration (LOARC)

# WHAT IS LOARC?

- ◉ NOT the sound of throat clearing or uncomfortable swallowing
- ◉ NOT a Panamanian parrot
- ◉ NOT a Dr. Seuss character who “speaks for the trees”
  
- ◉ A collaboration of worker OHS reps, OHCOW and WHSC practitioners and academic researchers

# WHO IS LOARC?



Chair: Andy King,  
former USW, LLM



Dr. Alan Hall,  
Memorial  
University



Dr. Wayne Lewchuk  
McMaster University

- Informal network of 100 people

- Steering Committee of CAUT, UNIFOR, OHCOW, ONA, OPSEU, McMaster U, Memorial U, USW, WHSC.

- Research Collaboration (formed in 2008) is a network of union health and safety representatives, occupational health practitioners, and academic researchers who draw on collective experience, knowledge and research to present evidence to improve occupational health and safety.

# WHAT HAVE WE DONE?

## .....TEACH INS

- ◉ May 25, 2010 “IRS 30 Years Later Not yet Healthy and Still not Safe” McMaster University
- ◉ March 31, 2011 “Reviewing Prevention and Compensation: What’s in it for workers?” with RAACWI OPSEU Toronto Office
- ◉ Oct 24-25, 2011 “Stopping the Spread of Psychosocial Hazards at work in Quebec and Ontario” Co-sponsored by Canadian Research Chair in OHS Law. UOttawa.
- ◉ October 10, 2012 Launch of the MIT tools: Action on Workplace Stress—Mental Injury Prevention Tools for Ontario Workers Co-sponsored by LOARC Sudbury. Cambrian EDome

# WE WROTE STUFF.... PUBLICATIONS

- ◉ **LOARC (2010)** Internal Responsibility: The Challenge and the Crisis. Submission to the Ontario Expert Panel Review of OHS. (Dean Review)
- ◉ And did an oral presentation to the Dean Panel August 25, 2010

LOARC IRS Review 2010

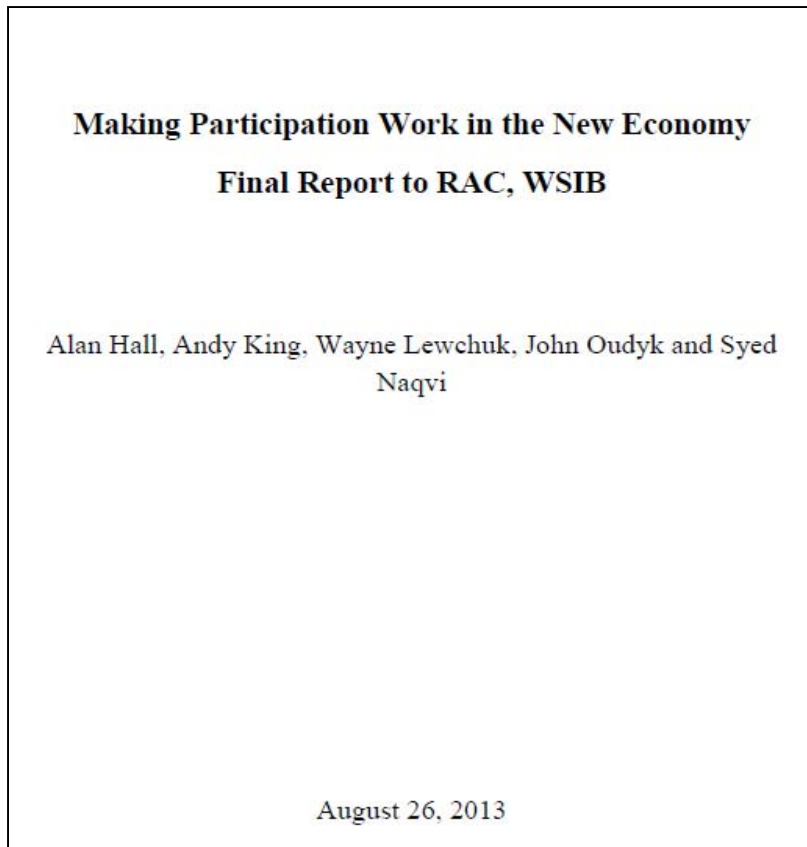
## **Internal Responsibility: The Challenge and the Crisis.**

### **Outline and Purpose of Paper**

The Labour OHCOW Academic Research Collaboration has prepared this paper to identify areas for reform to improve internal responsibility in Ontario. We draw on our collective experience, knowledge, and research from the past thirty years of activity as union health and safety representatives, occupational health practitioners, and academic researchers. We beg

# SURVEY OF OHS REPRESENTATIVES

- Hall, A., A. King, W. Lewchuk, J. Oudyk, & S. Naqvi. (2013) "Making participation work in the new economy: Final report to RAC, WSIB."





# TYPES OF REPRESENTATION

## ◉ Technical representatives

- who spend their more of their limited time in meetings, doing inspections and writing reports, with little time devoted to research, resolving issues on the shop-floor, building and organizing worker support for health and safety, or educating workers.

## ◉ Knowledge activists

- who spend significantly more total time on representation than the other two groups, and proportionately more time on identifying and resolving issues through “shop-floor” interaction with workers, supervisors and managers, on building and organizing worker awareness and commitment to health and safety, on worker education, and on research and information collection.

## ◉ Transitional representatives

- who spend much of their more limited overall time attending meetings, dealing directly with workers issues, getting training and education for themselves, and doing research, with little attention to inspections or reports



# TIPS FROM THE RESEARCH

Use Research

Talk to people  
face to face

Bring solutions

Be prepared

Finessing  
management

Insert your heart  
and common sense

Be persistent  
build your  
case

Cultivate strategic  
relationships

Educate the  
employer

Be assertive

Ask for advice but use  
in tandem with  
your own mind

Recognize  
the power and  
interests in the room

Educate and engage  
workers

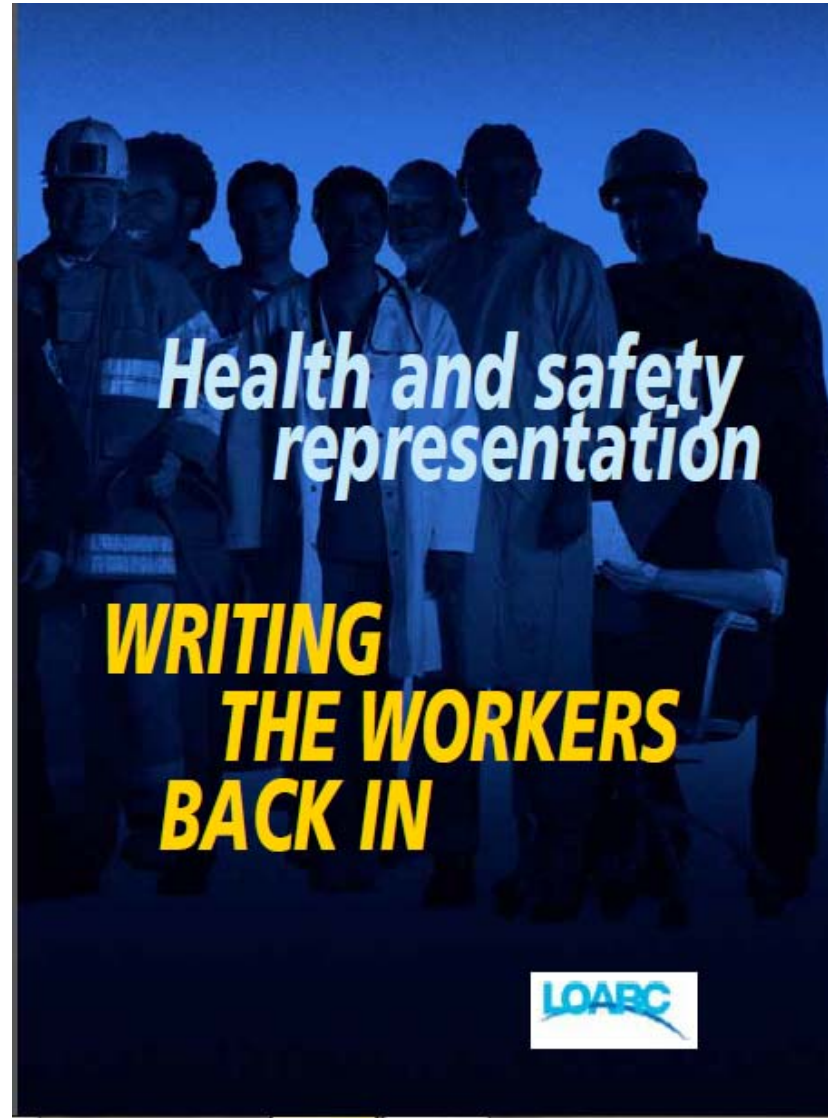
Working with  
different people

Knowing  
and using the law



# DEVELOPED A BOOKLET FOR OHS REPS

- LOARC. (2014)  
“Writing the Workers Back In” A  
Representatives  
Guide.



# SUBMISSIONS

- LOARC. (2014)  
Submission to  
Mining Health,  
Safety and  
Prevention  
Review.



Labour OHCOW Academic Research Collaboration

## Submission to Mining Health, Safety and Prevention Review

June 13, 2014

**LOARC Members:**

**Chair:** Andy King, formerly United Steel Workers union; LLM.

Alan Hall, Memorial University of Newfoundland (MUN)  
Wayne Lewchuk, McMaster University  
Syed Naqvi, Occupational Health Clinics for Ontario Workers (OHCOW)  
John Oudyk, Occupational Health Clinics for Ontario Workers (OHCOW)  
Terri Aversa, Ontario Public Service Employees Union (OPSEU)  
Nancy Johnson, Ontario Nurses' Association (ONA)  
Laura Lozanski, Canadian Association of University Teachers (CAUT)  
Sari Sairanen, Unifor  
Ellen Simmons, Workers Health & Safety Centre (WHSC)

# PRESENTATIONS

## ◉ Aug 27, 2014

- Nancy Johnson, "The IRS: ONA's experience in the health care sector"
- Andy King, "Internal responsibility in worker health and safety"
- Dr. Alan Hall
- Dr. Wayne Lewchuk, "The Internal Responsibility System today"
- Sari Sairanen, (1 of 2 presentations for UNIFOR) "Internal Responsibility System - Working Group Mining Health, Safety and Prevention Review"

## ◉ September 3, 2014

- Workers Health and Safety Centre "From rhetoric to reality - reprised"
- John Oudyk, OHCOW, "Can we measure the effectiveness of the internal responsibility system?"



# WHAT'S NEXT FOR LOARC?

- ◉ ....other than more papers, more submissions, more presentations, and more opportunities for networking of course
- ◉ MEMBERS ARE WELCOME! Get involved.
- ◉ A website and help to maintain a website
- ◉ A physical space to conduct LOARC business