

Health & Safety Report

January 2015

**2014 Days due to Lost Time Injuries**: 3151 days (37% increase compared to 2013)

**2014 Lost Time Injuries:** 107 (30% increase compared to 2013)

**Non-Lost Time Injuries 2014 (MINOR) as reported by AC in graphs:** 441 (January-September 2014)

**Top Three Causes:** Catering Equipment 78, Aircraft Part 45, Catering Item 34

**Top Three Types:** Sprain/Strain 107, Bruises 60, Burns 48

**WHAT HAPPENED IN 2014?:**

**Reduction in crew complement (H&S Report February 2014)**

CUPE filed Grievance CHQ-13-58 in response to the Reduction in Crew Complement.

NATURE OF THE GRIEVANCE*:* “The Union claims that Air Canada has and continues to violate the Collective Agreement in connection with the assignment of crew complement on certain aircraft and flights. Specifically, Air Canada has reduced the crew complement on A330, 777-200 and 777-300 flights under 11hr30 min by one crew member, effective July 1, 2013. We submit this grievance under Article 13, including but not limited to 13.03 and LOU 44. We submit that the Company has violated the collective agreement, including but not limited to Articles 1 (1.01); the Block Rules (including but not limited to B.11.01 and B. 7.04) and the Canada Labour Code, Part II generally (including but not limited to s.124, 125, 134 and 135). We submit that the Company has violated past practice. We submit that the Company’s decision to reduce the crew complement of the above aircraft and flights jeopardizes the safety, working conditions and quality of working life of our membership on the above-noted aircraft and flights. The grievance is pending review. In the meantime, we encourage Flight Attendants to fill out a Health and Safety Concern Form (ACF32-4) if they feel the reduction in crew complement has jeopardized their health and/or safety in any way. To this day, we have seen very few reports.

**Embraer arming/disarming injuries (H&S report February 2014)**

This continues to be a lengthy, frustrating process as injuries continue to occur.  We have seen a spike in injuries during the month of January 2014 in part due to the cold weather. The R2 door is particularly problematic. In 2014, 71% of all EMB arming/disarming lever injuries resulting in lost time happened at the R2 door. All injured crew members reported following proper arming/disarming SOPs (open palm method) when the injury occurred.

Please continue to report injuries and concerns to management and copy Health and Safety.

**Worker’s Compensation (H&S Report February 2014)**

It has come to our attention that crew members are being told that some injuries/ illnesses are not “work-related” and should not be reported as such. Decisions regarding initial entitlement to loss of earnings and health care benefits are the sole responsibility and domain of professional Workers’ Compensation Board Adjudicators and Case Managers, NOT the employer or its managers. Decisions may be appealed by either worker or employer, however, no one has the right to pre-judge a claim, or refuse your injury report. We encourage any member whose Flight Attendant Injury/Accident Report (ACF32-8) has not been accepted, to exercise his/her right to file a report directly with their provincial Workers’ Compensation Board. Advise your local CUPE Health & Safety representatives immediately and include the date that you attempted to submit your report to the Company, and the name of the manager who would not accept it.

**Air Canada and Transport Canada prevent CUPE from attending crucial evacuation tests for passenger safety (H&S Report July 2014)**Air Canada and Transport Canada collaborated in preventing a CUPE health and safety representative from attending crucial passenger evacuation tests held earlier in 2014. The Air Canada Component of CUPE asked the company for a representative to be present during the evacuation tests. Air Canada refused. The same request was made to Transport Canada and to Federal Transport Minister Lisa Raitt. CUPE never received an answer. In 2013, CUPE was present during testing for procedures at Sunwing and denounced Transport Canada for manipulating the tests. The exemption allowing one flight attendant to 50 passenger seats has been in effect on Sunwing’s flights since Dec. 1, 2013 and on Air Canada’s flights since Sept. 1, 2014. Since then, other CUPE represented airlines have applied for the exemption. Air Transat failed its partial evacuation demonstration test twice before finally passing it on the third attempt. They implemented the 1 per 50 ratio on the 737 fleet in December 2014. Canjet did not report any failed partial evacuation demonstration tests, they too began operating their narrow body fleet under the 1 per 50 in December 2014. Canadian North failed its partial evacuation demonstration test twice and subsequently re-tested at a later date and passed. They are in the process of implementing other conditions required in the exemption in order to begin operating their aircrafts under the 1 per 50 ratio starting in 2015. Since the May 2014 CARAC meeting where the Notice of Proposed Amendment (NPA) for the CARs flight attendant rule change was presented there has not been any news of it going forward (so far).

**Ebola (H&S Report November 2014)**The first case of EVD in West Africa was reported in December 2013. In March 2014, an outbreak was officially recognized by the World Health Organization. As of December 31st 2014, the World Health Organisation estimates the number of death from Ebola in West Africa at over 7,500. In a letter sent to Michel Cournoyer dated October 16th, 2014, Corporate Safety states that the Employer has no objections for the use of gloves by cabin crew for garbage pickup. A file was open at the Policy Committee after some crew members reported that the blue nitrile gloves provided onboard were too small for some people. The Policy Committee reviewed and approved the prototype for the new large gloves that will be found in the flight satchel onboard the aircraft. Extra Large gloves will be available upon request at the crew center. In December 2014, the Company was in the process of ordering the new gloves.

**Chateau Lacombe (H&S Report November 2014)**

On September 24th, after several months of complaints, the Company announced that cabin crew were being relocated to the Sutton Place Hotel starting October 23rd for a six months period until the company finds a permanent solution. Although the company is maintaining that the move is related to a specific complaint coming from ACPA, the multiple complaints from the Flight Attendants certainly played a role as well. The procedure to file a hotel or transportation complaint is via CrewCare. The electronic report can be found on Aeronet> In-Flight Service> Crew Scheduling & Planning> CrewCare.

**CHALLENGES FOR 2015:**

Since January 2013, following the Picher mediation process, the number of Health and Safety Representatives was significantly reduced across the system. In YYZ, we went from 3 full time Air Canada releases to 1.5 and from 11 to 4 Reps system wide. However, the workload keeps increasing as the numbers of injuries continues to rise. We urge the new leadership in 2015 to prioritize the negotiation of additional resources allocated to Health and Safety with the Company.

**In Solidarity, your Health & Safety Team**

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