

WSIB Bundle

April 23-28, 2017

Niagara On The Lake – Dave Saunders Memorial School

I would like to thank the membership for allowing me the opportunity to attend this amazing course.

Our instructors, Dave Chezzi was an incredible instructor who led the group through a fast-paced series of modules covering the varying aspects of WSIB.

After much discussion, the biggest hurdle of WSIB seems to be reporting: from members thinking a minor incident does not need to be documented and then it festers into a larger problem down the road. When it's time to defend the WSIB claim, it's hard to prove the history without the documentation.

No matter how minor, REPORT IT!

Good ergonomics for employees makes good economics. If an employee has a proper workstation; this avoids strains and such from occurring years down the road.

The group also discussed if an employee was off work on WSIB, the worker is still eligible to apply and receive another position if the worker is able to do the job. The catch is the accommodation from the existing job may not follow to the new position.

Time was spent on return to work issues (ie: as long as the employer would normally *pay* for a duty to be completed, it is "meaningful" work: work is work). Also, different levels of Tribunals and the appeals process was touched on. Highlights were figuring out what the tough questions are and be ready to combat them. The submissions to WSIB need to be short, concise and to the point – consider it from the reader's point of view – how much do you want to read?

One area of injury that still needs a lot more support is the PTSD (Post Traumatic Stress Disorder). The group confirmed that when Ontario Division and the National Conventions occur, stand up and lobby to expand the coverage.

One morning was spent discussing social media and its impacts on workers who are off on WSIB. From such scenarios as a worker who may be off for some reason but is filmed mowing a lawn, fixing a car or painting. This can be very detrimental to the worker's case and sometimes may not have a defense. Restrictions/limitations are 24/7 – Permanent and/or Temporary.

I found the week-long course extremely exhausting, fast-paced and sometimes, information overload but every piece and minute of the course was well worth it and a wealth of information.

*We're all one injury away from being "that" person!*

Marg Lemoine  
CUPE Local 973

