



Your new Executive Board is now in place for 2005



By Wayne Hanley, President Local 175

Volume III, Issue 3
November 30, 2004

Views

An Official Publication for the Membership of UFCW Canada (United Food & Commercial Workers) Locals 175 & 633

News &

The final election results for Locals 175 & 633 are tabulated and reported inside this issue.

Congratulations and welcome to all new Executive Board Vice-Presidents who were elected for the first time. Every organization needs the ideas, enthusiasm and energy that new people bring to a board and we are no exception.

Welcome back to those returning Vice-Presidents who were either acclaimed or re-elected to their positions. Their experience and expertise is a valuable asset to our board. To achieve the best results for the membership it is important to have the combined strengths of both new and more experienced members on the Board.

This 43-person elected Executive Boards includes three Vice-Presidents as well as a President, Secretary-Treasurer and Recorder for Local 633, and 34 Vice-Presidents, plus a President Secretary-Treasurer and Recorder for Local 175. I am honoured to serve as the President of Local 175.

All Executive Officers and Vice-Presidents are elected by, and directly represent, the 50,000 plus members who work in various sectors and geographical regions of Locals 175 & 633. They provide input for the diverse interests and circumstances of the membership. Of course all of us work for – and are responsible to – the entire membership. We meet several times a year to make sure the union operates effectively and efficiently.

Holding regularly-scheduled elections – and meetings – is one of the best ways to ensure that all members have a voice in their union. It results in a truly dynamic and democratic process. Every member has the opportunity to stand for election; the only prerequisite is to be nominated by his or her peers. The people who are acclaimed or elected are those who are well-known and respected, by a large number of members, because of their service as stewards or members of committees. If you have the time and interest in creating a better workplace, and a stronger Union, get involved. This is your Union!

I am looking forward to working with the new Executive Board and to speaking with many new and long-time members throughout 2005. Our priority will continue to be providing the best representation for members and constantly defending their interests. We do this by negotiating better contracts and ensuring that we have the necessary resources to make this happen.

We had a challenging and busy year in 2004. And our efforts to continually improve servicing, education, legal, benefits, communications, health & safety, and organizing are all producing excellent results for the membership.

On behalf of the Executive Board and staff of Locals 175 & 633, I wish all of you – and your families – a healthy and happy upcoming holiday season and prosperous 2005.



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*The Benefits Department
& Central West Region
have moved
– more info on page 8.*

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ELECTION RESULTS *

(Preliminary unofficial results as of Nov. 26, 2004)

Local 175

President – Wayne Hanley

Secretary-Treasurer – Jim Andress

Recorder – Betty Pardy

Vice Presidents:

HOPE Sector/Central Region

VP # 1 – June Towler

VP # 2 – Jim Montgomery

HOPE Sector/Eastern Region

VP #3 – Karen Vaughan

HOPE Sector/North West Region

VP # 4 – Coreena Zurkan

HOPE Sector/South West Region

VP # 5 – Georgina Broeckel

Industrial Sector/Central Region

VP # 6 – William Foley

VP # 7 – Jim Hough

VP # 8 – Sam Caetano

Industrial Sector/Eastern Region

VP # 9 – Kevin Neville

VP # 10 – Jeff Aldworth

Industrial Sector/North West Region

VP # 11 – Dale Simon

Industrial Sector/South West Region

VP # 12 – Steve Garland

VP # 13 – Don Schmidt

VP # 14 – Bruce Dosman

Retail & Service Sector/Central Region

VP # 15 – Tony Morello

VP # 16 – Toni Pettitt

VP # 17 – Rick Alagierski

VP # 18 – Patricia Tweedie

VP # 19 – Nancy Melcore

VP # 20 – Scott Saunders

Retail & Service Sector/Eastern Region

VP # 21 – Gary Kelly

VP # 22 – Pat Newell

Retail & Service Sector/North West Region

VP # 23 – Tim Ryan

Retail & Service Sector/South West Region

VP # 24 – Tim Kelly

VP # 25 – Bryan Braithwaite

VP # 26 – Carolyn Levesque

At Large/Central

VP #27 – Fitzroy Reid

At Large/Eastern

VP # 28 – David Fox

At Large/North West

VP # 29 – Barbara Carr

At Large/South West

VP # 30 – Marc Prail

Local 633

President – Dan Bondy

Secretary-Treasurer – Marylou Mallett

Recorder – Neil Hotchkiss

VP# 1 – Peter Small

VP# 2 – Brad Wigle

VP# 3 – Brian Kozlowski

Former Local 617

Designated Vice Presidents:

Niagara Area

VP # 31 – Andy Spruyt

Hamilton Area

VP # 32 – Virginia Haggith

Remaining Areas

VP # 33 – Chris Watson

VP # 34 – Janice Klenot

* Nominations and elections were conducted, overseen and will be finalized in accordance with the International Constitution and the Local Union By Laws.

John Hurley: Election Chairperson

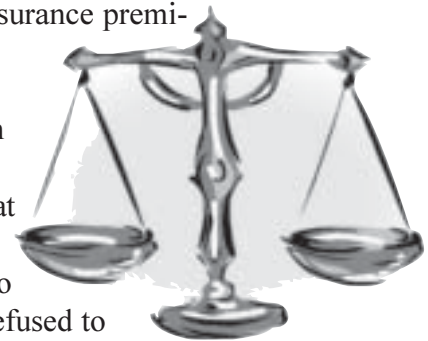
Arbitrations

Local 175 wins landmark decision

On October 6, 2004, Local 175 won a ground-breaking decision when an Arbitrator ruled that an employer must pay the Ontario Health Premium on behalf of specified employees. The employer, **Lapointe Fisher Nursing Home**, is required to pay the premium, which was announced in the May 2004 Province of Ontario Budget.

“This is a victory for workers,” says Local 175 President **Wayne Hanley**. “We believe that *every* clause in a union contract, including those that require employers to pay health insurance premiums, must be honoured.”

Our Local, which represents approximately 70 workers at the nursing home, took the employer to arbitration after it refused to pay the premium on behalf of the employees, despite clauses in their collective agreement stating that the employer would pay the Ontario Health Insurance premium.



continued on page 3 . . .

Although Local 175 won this favourable decision, three other unions have not been as fortunate. Even though they had similar language in their collective agreements, they lost their bid to have their members' employers pay the premium.

In the case of Lapointe Fisher, the employer has appealed the ruling. The Ontario government is also insisting that workers must pay the tax themselves, which means the McGuinty government may resort to new legislation, if necessary, to override the court decision. At stake are millions of dollars in extra annual costs for this new health care premium, which employers say they cannot afford to pay.

Strike Update

Quality Meats workers END strike

After four weeks on the line, workers at the **Quality Meats** processing facility in **Toronto**, voted by a strong majority, in favour of the company's third offer.

"Because of the resolve and solidarity of the membership, we were able to achieve an improved contract, which is above the industry settlement," says President **Wayne Hanley**.

The new contract includes wage increases of up to \$1.05 per hour in the first year and as much as 70 cents per hour in the second and third years. By the end of the contract, the employer will contribute 95 cents per hour, on behalf of each worker, to the Canadian Commercial Workers Industrial Pension Plan (CCWIPP). The employer's dental plan contributions also increase to 30 cents per hour, per worker.



Workers at Quality Meats won a new contract with \$300 in economic adjustments and a \$600 increase in the annual good-attendance bonus, in addition to other wage increases and improvements.

Midtown Meats strike OVER

Workers at **Wellington's Midtown Meats** concluded an 11-week strike by voting in favour of the last company offer.

At a ratification meeting held September 26, 2004, the approximately 210 workers at the pork processing facility secured wage schedules and increases of 25 cents per hour, effective the date of the collective agreement, plus 30 cents per

hour on their anniversary date. Those hired before January 1, 2000, will receive their increases on January 1 of each year, which will be treated as their anniversary date. Workers also receive 30 cents more per hour in the second, third, and fourth year. Workers assigned as Production Co-ordinators and Team Leaders earn hourly premiums of \$1 and 35 cents respectively.

The collective agreement language will apply to any work and workers moved from the Wellington facility to the Canadian Blast Freezer facility in nearby Trenton. General contract language establishes policies and guidelines for the workplace regarding seniority, health & safety, grievance & arbitration and other items.

On July 1, 2004, after five days of negotiations – three of which took place with a province-appointed conciliator – the Union and company reached agreement on all issues except wages, a wage grid, and transfer rights.

Subsequently, the company backtracked, withdrawing what it had agreed to earlier and the members voted for strike action. Wellington is located south of Belleville.

Union Negotiating Committee: Dennis Manlow, W.J. McGiffen, Jason Pedé and Union Rep Luc Lacelle.

Hertz Canada strike ENDS

On August 7, 2004, members at 16 **Hertz Canada** locations across the **Greater Toronto Area** ratified a three-year collective agreement that brought an end to a 23-day strike.

Highlights of the new collective agreement include wage increases totalling \$2.10 per hour with the first raise retroactive to July 1, 2004. Improved vacation entitlement provides five weeks at 10 per cent pay for those with 18 plus years of service. An increased number of people will be permitted to vacation at any one time, even during peak periods. Vision care coverage rises to \$225 and the uniform cleaning allowance improves – as does contract language. There is a shoe allowance for the first time.

Union Negotiating Committee: Elmi Dini, Ahmed Hussein, Lily Tan, and Union Reps Jehan Ahamed and Larry Bain.



Vehicle Service Attendants Nick Togo, Thangarajah Jeyakumar, Elmi Dini and Luigi Cassrano, on gate duty at the Convair Drive service facility. They were four of the many dedicated Hertz picketers who helped bring an end to the strike.

Negotiations

Three-year agreement for ADM Milling

Workers at **ADM Milling** in **Mississauga** ratified a new collective agreement at a vote held October 15, 2004. Members of the bargaining unit secured wage increases and improved contract language.

Wages increase by a total of 7 per cent over the term of the contract, of which the first increase is retroactive to February 25, 2004. Retroactive wage adjustments include an additional 27 cents per hour for workers classed as Maintenance A and 10 cents per hour for Maintenance B. In addition to their regular wage, workers scheduled on Second Shift receive a premium of 60 cents per hour and Third Shift receives 70 cents per hour.

Pension contributions increase in each year to provide a retirement benefit, paid for by the employer. Members also benefit from improved Life Insurance and Accidental Death and Dismemberment (AD&D) coverage plus an increased safety shoe allowance. Improved contract language pertains to check off, dues remittance, and shift and break times.

Union Negotiating Committee: Albert Hill and Union Rep **Paul Jokhu**.

Wage increases secure at Amity Goodwill

A majority of members at **Amity Goodwill** in **Hamilton** voted in favour of a three-year agreement on August 23, 2004.

Highlights include wage increases totalling 95 cents per hour. The company will now participate in the Canadian Commercial Workers Industry Pension Plan (CCWIPP). Negotiated pension contributions, paid by the company, will provide a retirement benefit for the members. Also, workers classified as Trucker Helpers and Truckers receive an increased bonus.

Increased employer contributions provide improved vision coverage and maintenance of the existing dental plan benefits. Enhanced language ensures members work no more than two evenings per week and two Saturdays per month.

Members are now entitled to confirmation of the amount of sick time banked.

Union Negotiating Committee: Rob Dolan, Janet Hamilton, Dorothy Passmore, Bill Smith and Union Rep **Chris Fuller**.

Budget workers vote in favour of new contract

On October 1, 2004, members at **Budget** in **Toronto**, ratified a new three-year agreement.

Highlights include annual wage increases of 50 cents per hour. They also gain two additional sick days, plus increases in vision care coverage and shoe and cleaning allowances. The company will now pay for doctor's notes. Improved language throughout the contract includes the addition of a sunset clause on discipline.

Union Negotiating Committee: Omar Farah, Salen Prasad, Reum Smith and Union Rep **Jehan Ahamed**.

Bunzl Canada workers win new contract

Members at **Bunzl Canada** in **Oakville** achieved the following in a ratification vote held August 29, 2004.

All classifications receive wage increases totalling 8.25 per cent plus a signing bonus of \$1,000. Employer contributions to the workers' pension plan will increase. The AD&D insurance maximum increases significantly to \$50,000, up from \$10,000. Employer contributions to the UFCW Trusteed Dental Plan provide improved coverage, which now covers orthodontics (until age 19) to a maximum of \$2,000 per eligible person. The safety footwear allowance rises to \$125 per year. There are improvements to vacation entitlement, relative to years of service. When a worker is off on WSIB, the employer will now continue wages, until the worker receives WSIB payments, to ensure income during the waiting period.

Union Negotiating Committee: Wayne McLean, Ed Thompson, Union Rep **Joe DeMelo** and Central West Regional Director **Harry Sutton**.

New contract for Canada Malting workers

On August 4, 2004, members at **Canada Malting Company Ltd.**, in **Thunder Bay**, voted in favour of a new collective agreement with wage increases totalling \$2.40 per hour. The first raise, of 75 cents per hour, is retroactive to April 1, 2004.

There are important language improvements relating to job loss due to technological change or plant closing as well as enhanced severance packages for any affected by downsizing. Other language improvements cover call-ins, vacation scheduling and overtime. Eyeglass coverage increases to \$300.

Union Negotiating Committee: Shawn Boyce, Jason Dyck, Dale Simon and North West Regional Director **Shawn Haggerty**.

Improvements for workers at Canteen of Canada

On July 29, 2004, 15 members at **Canteen of Canada** in **Cambridge** ratified a renewed three-year agreement.

Highlights include across-the-board wage increases of 3 per cent plus hourly shift premium increases of 50 cents for relief route persons. In addition, the training shift premium increases to 50 cents per hour. Increased company contributions to the workers' CCWIPP and the UFCW Trusteed Dental Plan (Ontario) provide retirement and dental benefits. The annual shoe allowance rises to \$90. Bereavement leave entitlement improves to 5 days in the case of the death of a parent, child or spouse. Improved contract language includes decreasing the sunset clause to 12 months and improving recall rights to 36 months. Additional changes include language improvements regarding seniority, grievance procedure, stewards and doctor's notes.

Union Negotiating Committee: Ross McCoy and Union Rep **Richard Wauhkonen**.

Caressant Care workers secure improved contract

Sixty-six members at the **Caressant Care Nursing** facility in **Fergus**, achieved a new three-year agreement on August 11, 2004. All initial wage increases are retroactive to May 1, 2003.

Registered Practical Nurses (RPNs) receive wage increase adjustments and another \$1 per hour in additional increments,

for a total hourly increase of \$2.95. All other classifications receive raises of 7 per cent plus an additional 52 cents per hour in pay equity adjustments. Hourly increases range between \$1.81 and \$1.90.

Company contributions to the CCWIPP and the UFCW Trusteed Dental Plan increase.

All workers receive an additional floating holiday and an increase in vision care coverage to \$150 per 24-month period. Those with 20 plus years service now have six weeks of paid vacation entitlement. Improved language relates to steward representation, shift-filling, call-ins and floating holidays.

Union Negotiating Committee: Christine Baumber, Georgina Broeckel, Chris McDougall and Union Rep Rick Waukhonen.

Dollar Thrifty workers ratify three-year deal

Members at three **Dollar Thrifty Automotive** locations in the **Greater Toronto Area** ratified a new collective agreement on September 14, 2004.

Highlights include annual hourly wage increases of 50 cents plus signing bonuses of \$125 for full-time and \$75 for part-time workers. Shift premiums rise to \$1 per hour and Lead Hands now receive an hourly premium of \$1.50. An increased boot allowance includes all classifications and improved language applies throughout the agreement.

Union Negotiating Committee: Gerry Armstrong, Ahmed Kulmie, Lee Peachey, plus Union Reps Jehan Ahamed and Larry Bain.

New agreement at Kitchener machine-shop

Members at **E & E Seegmiller**, in **Kitchener**, ratified a new collective agreement on October 8, 2004.

These machine-shop workers gained a signing bonus of \$500 upon ratification, \$200 October 1, 2005 and \$200 on October 1, 2006. Wages increase by 65 cents per hour across-the-board, effective upon ratification, with additional 65-cent per-hour increases in both the second and third year. Long-term Disability coverage increases to \$1,500 per month and lifetime maximums for orthodontic coverage increase to \$2,250. Bereavement leave entitlement improves to a maximum of four days. Vision care coverage, per two-year period, increases to \$110 for frames and \$200 for contact lenses. Group Life Insurance and AD&D coverage increase to \$36,000, while the annual safety shoe allowance rises to \$130.

Improved contract language addresses vacations, bulletin board postings, seniority, grievance procedures, arbitration time limits, union visitation, just cause provisions and dues remittance.

Union Negotiating Committee: Mike Brugess, Robert Siopilosz and Union Rep Richard Waukhonen.

Contract improvements at Grandview Lodge

Members at **Grandview Lodge** in **Dunnville** ratified a new three-year collective agreement on August 3, 2004.

The vote follows negotiations that took place between October 2003 and July 2004 and two mediation sessions as part of the Hospital Labour Disputes Arbitration Act (HLDA) process.

Improvements to the contract include wage increases totalling 8.75 per cent and early retirement benefits.

Vacation entitlement increases to four weeks for those with

eight years of service, five weeks for those with 13 years, and six weeks for workers with 21 years service. There is also a defined time period for payout of vacation pay for part-time workers, a uniform allowance and improved call-in, seniority and vacation language.

Union Negotiating Committee: Sandy Cook, Judy Hare, Ingrid Houser, Kathy Sitter, Cheryl Staats, Wayne Swartz and Union Rep Chris Fuller.

Three-year contract at Lanning Headwear

Members at **Lanning Headwear** in **Belleville** ratified a new collective agreement on September 1, 2004.

Highlights include wage increases of up to 6 per cent. Increased company contributions to the workers' CCWIPP and the UFCW Trusteed Dental Plan (Ontario) provide retirement and dental benefits. Workers with 25 plus years of service gained an improved vacation entitlement of five weeks. Workers receive paid vacation accrued, without penalty, on termination. Important new language applies to Emergency Leave: Workers may now use 10 days for personal or family-related emergencies.

Union Negotiating Committee: Judy Maybee, Oscar Vesterfelt and Union Rep Marilyn Lang.

New contracts at three Ottawa Loeb stores

Approximately 66 workers at the **Loeb Barrhaven** store, soon to be converted into a Super C, secured a new collective agreement at a ratification vote held October 3, 2004.

Highlights include wage increases of \$1.40 per hour on the end rates and additional lump sum payments. Hourly shift premiums rise to 75 cents for Lead Hand and Courtesy Cash and 95 cents for Night Crew. Employer contributions to the CCWIPP continue to provide workers with retirement payments.

The Health & Welfare coverage includes paid sick leave, Life Insurance, AD&D, Short- and Long-term Disability (full-time only) and Extended Health Care (full and part-time). Company contributions to the workers' dental plan increases, as does vision care and hearing aid coverage for full-time workers. The annual safety footwear allowance is \$55 for full-time and \$35 for part-time. Paid vacation entitlement provides up to five weeks, depending on length of service. There are also numerous language improvements.

Union Negotiating Committee: Chris Beer, Peggy Sue Bullock, Donna Miriguay, Union Rep Paul Hardwick and Eastern Regional Director Dan Lacroix.

Workers at the **Loeb Fallingbrook** ratified their first collective agreement on October 12, 2004.

The approximately 150-member bargaining unit secured wage increases, benefits and general contract language ensuring job security, seniority and other impor-



tant policies and procedures to benefit union members.

Full and part-time workers at the end rate of their classifications receive an increase of 25 cents per hour retroactive to July 4, 2004. In addition, those scheduled to work on Sunday receive an hourly shift premium of \$1.60. Hourly shift premiums also include 95 cents per hour for Night Crew and 75 cents per hour for both Lead Hands and those working Courtesy Cash.

Health & Welfare coverage includes sick pay, Life Insurance and AD&D of \$12,500, Short- and Long-term Disability (full-time only) and Extended Health Care for full-time and their families and part-time (employees only). In addition, the company agrees to introduce and make contributions to the CCWIPP, as of December 1, 2007, to give workers a pension plan.

Company contributions to the UFCW Trusteed Dental Plan increase over the course of the contract term. Full-time receive \$150 per 24-month period toward vision care and \$500 per 60-month period toward hearing aids. Full-time members receive \$55 per year toward safety shoes and part-time receive \$45.

Contract language covers grievance and arbitration procedures and time limits and guaranteed vacation entitlement (between two and five weeks with pay) relevant to length of service. In addition, there is language outlining union representation, a Health & Safety committee, seniority, job classifications, hours of work and bereavement leave entitlement.

Union Negotiating Committee: Brad Baird, Laurie Burke, Josée Christoff, Michel Corbeil and Eastern Regional Director **Dan Lacroix**.

Members at the **Loeb Hazeldean** grocery store ratified a new collective agreement on August 30, 2004, that will see them converted to a Super C later this year.

Highlights include wage increases totalling \$1.40 per hour to the end rates over the term of the agreement with an additional lump sum payment in the first year. Company contributions to the CCWIPP and dental plan increase. New language now gives part-time staff the opportunity to work up to 32 hours per week and allows more part-timers to qualify for group insurance coverage.

Union Negotiating Committee: Sue Lamothe, Ralf Schacknat, Union Rep **Simon Baker** and Eastern Regional Director **Dan Lacroix**.

Norseman Plastics workers secure new contract

On August 29, 2004, members at the **Norseman Plastics** facility in **Toronto** ratified a three-year agreement with general wage increases of \$1 per hour with the first retroactive to April 1, 2004.

The employer will increase its contributions to the CCWIPP to provide a retirement benefit. Monthly company contributions to the workers' Health & Welfare Fund also rise.

The safety shoe allowance rises to \$90 annually. Language improvements ensure layoffs are made in reverse order of seniority, by shift, and that overtime is shared among workers as equitably as possible. Improved language applies to leaves of absence and vacation carry-over.

Union Negotiating Committee: Dansukh Ghandi, Raghbir Singh, Dhirajlal Vegda and Union Rep **Paul Jokhu**.

Toronto Pizza Pizza workers ratify

On October 5, 2004, members at **Pizza Pizza** in **Toronto** ratified a new one-year collective agreement. Highlights include wage increases of 20 cents per hour and improved language throughout.

Union Negotiating Committee: Kerry Gore, Sophie Kurek and Union Rep **Paul Jokhu**.

Three-year contract for Rainy Lake Hotel staff

Members at the **Rainy Lake Hotel** in **Fort Frances** secured a three-year collective agreement at a ratification vote held August 18, 2004.

Highlights include wage increases totalling 70 cents per hour for workers classified as Schedule "A" and "B." Contributions to the UFCW Dental Plan (Southern Ontario) increase.

All workers gain an extra floater holiday per year and those with 20 years of service will receive the greater of six weeks paid vacation or 12 per cent of their annual earnings.

Union Negotiating Committee: Rita Katona, Theresa Robinson and North West Regional Director **Shawn Haggerty**.

Ramada workers in Sudbury secure new contract

On August 24, 2004, members at **Sudbury's Ramada Inn** voted in favour of a three-year agreement, which provides shift premium increases and annual wage boosts of 2 per cent plus two extra floating holidays per year.

There are improvements to bereavement leave, the number of uniforms for each member, time available for filing grievances and hours-of-work language. In addition, the employer agrees to supply parking for all workers.

Union Negotiating Committee: Elaine Conley, Richard Linekar, Linda Teskey and Union Rep **Tim Deelstra**.

Three-year agreement at Union Pro Sports Wear

Members at **Toronto's Union Pro Sports Wear** ratified a three-year collective agreement on September 15, 2004.

Highlights include annual wage increases for all workers of 3 per cent. Health & Welfare contributions also rise by 3 per cent per year. New language covers arbitration time limits.

Westfort Foods workers ratify new contract

At a ratification meeting on August 9, 2004, members at **Westfort Foods Inc.** in **Thunder Bay** voted for a new three-year agreement.

Contract highlights include across-the-board wage increases for all scales totalling 65 cents per hour. Part-time workers with 10 plus years of continuous service receive vacation pay at 8 per cent of their annual earnings. Eye glass and contact lens coverage rises to \$200 and the safety shoe allowance to \$50. Improved language relates to seniority and call-ins.

Union Negotiating Committee: Kelly Revell, Marjorie Olynik and Union Rep **Colby Flank**.





Volume III, Issue 2,
November 30, 2004

News

Health & Safety

Noise: A resounding threat in the workplace

Hearing is a precious gift. Without it, leading a full and productive life can be more challenging. People with hearing impairments may also experience low self-esteem, depression or sometimes physical problems as well.

Exposure to noise can lead to hearing loss. Reliable sources estimate that more than one million Canadian workers are exposed to noise in the workplace. But what is noise? Noise is any unwanted or unpleasant sound. The difference between sound and noise is in the ears of the listener.

Take construction workers for instance. The stressful, annoying sounds of bulldozers demolishing everything in their paths is extremely noticeable and inescapable.

Fortunately, with the help of technology, noise can be adequately controlled. Where technology cannot control the problem, however, hearing protection, such as ear muffs and ear plugs can be used as a last result to reduce noise exposure and hearing damage.

The harm caused by noise depends on the intensity and length of exposure. Frequency or pitch can also impact hearing impairment because high-pitched sounds are more damaging than low-pitched ones.

Sound intensity is measured in decibels (dB). Normal conversation takes place at about 60dB. The National Institute for Occupational Safety and Health (NIOSH) estimates that over-exposure to noise at 100dB will result in 56 of 100 workers suffering hearing loss. At 90dB, 29 workers out of 100 will incur hearing loss. Even at 80dB three out of 100 will suffer.

So what are the health effects of noise? Noise damages hearing and causes stress. Hearing loss can impair work performance, social activities and the ability to understand spoken sounds, especially in group situations. It also masks warnings of approaching dangers.

There are three ways noise can harm the ear: It can cause instant damage (acoustic trauma), numb the ear temporarily (temporary threshold shift), or cause permanent damage over a period of time (permanent threshold shift).

In Ontario, legislation addressing noise can be found in the Regulation for Industrial Establishments (Section 139). According to section

139(2), control measures must be put in place to reduce the sound level of any worker exposed to 90dB or higher.

How Can You Control Noise Exposure?

At the Source: The best way of preventing noise-induced hearing loss is to eliminate noise hazards at the source.

Along the Path: Controls along the path include the following:

- separating workers from the noise source;
- using sound-absorptive materials such as acoustic tiles;
- using mufflers to reduce noise from machines like air compressors; and
- erecting enclosures, or barriers around workstations and control rooms.

At the Worker: This control method includes administrative and maintenance provisions as well as personal protective equipment (PPE).

PPE is, in many cases, the only protection that a worker has against noise hazards. If it must be used, the equipment must work, be comfortable, and must *not* create other health or safety problems. Hearing protection, whether it's ear-muffs or earplugs, must be adequate for the noise hazard and is only effective if it is used properly and maintained according to manufacturers recommendations.



This noise article is reprinted courtesy of the Workers Health & Safety Centre.

Numerous *new* on-line courses are available and they are *free* to Locals 175 & 633 members and their families.

Many of these cover health & safety topics.

Please refer to the back page for a listing of these courses, or visit our Web site or call the Training & Education Centre for more details:

905.564.2500 or 1.800.728.8902



**Give yourself
the gift that keeps on giving –
a good education!**



**January – May 2005
Internet Distance Education Program
(IDEP) Schedule**

January 4, 2005 – February 1, 2005

Internet 101
ABCs of Computing
Hours of Work (NEW) *
Introduction to Health & Safety – Part I
Labour History – Part I
Microsoft Word I
Metal Working Fluids (NEW) *
Microsoft Excel I
Microsoft Project (NEW)

February 1, 2005 – March 1, 2005

Health & Safety – Part II
Labour History – Part II (NEW)
Machine Guarding (NEW) *
Microsoft Access I
Microsoft Excel II
Microsoft Outlook
Microsoft Visio (NEW)
Microsoft Word II
WHMIS – 10 hour (NEW)

March 1, 2005 – April 5, 2005

ABCs of Computing
AIDS Awareness (NEW) *
Microsoft Windows
Heat & Cold Stress (NEW) *
Infectious Diseases (NEW) *
Internet 101
Introduction to Health & Safety – Part I
Introduction to the Union & Stewardship
Microsoft PowerPoint
Web Design – Making a Web Page with HTML

April 5, 2005 – May 3, 2005

Hazards of Mould (NEW) *
Introduction to Health & Safety – Part II
Microsoft Access II

Microsoft Excel I
Microsoft Project
Microsoft Word I
Multiple Chemical Sensitivity (NEW) *

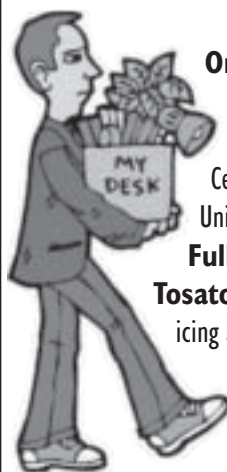
Pre-register for courses via the Web. Go to <http://www.ufcw175.com/HTML/preregister.htm> and register for your course today!

Courses marked with an asterisk (*) are credited through Mohawk College.

Upon completing 3 (*) asterisk-marked courses, you will receive 10 hours credit through Mohawk College.



IMPORTANT REMINDER



On Dec. 7, 2004, the Central West

Region (formerly located in Mississauga) moved to the Hamilton Office. Now based in Hamilton are: Central West Regional Director, **Harry Sutton** and Union Reps **Joe DeMelo, Linval Dixon, Chris Fuller, Rick Hogue, Dan Serbin** and **Kelly Tosato**.

Union Rep **Fernando Reis**, who has both servicing and legal department responsibilities will remain in the Mississauga Provincial Office. Contact numbers for the Central West Region, in the **Hamilton Office**, are (905) 545-8354, 1-800-567-2125 or fax (905) 545-8355 or e-mail: hamilton@ufcw175.com.

The **Benefits Department** (formerly located in the Hamilton Office) has moved to the **Mississauga Provincial Office**. Now based in Mississauga are Benefits Coordinator **Herb MacDonald**, Benefits Reps **Sherree Backus** and **Emmanuelle Lopez-Tambasco**. Contact numbers for the **Benefits Department**, in the **Mississauga Provincial Office**, are: (905) 821-8329, 1-800-565-8329 or fax (905) 821-7144 or e-mail: benefits@ufcw175.com.

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