

Spotlight on Injured Workers

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First Aid vs Health Care

Seeking first aid does not always equal a WSIB claim but if symptoms persist the injury could become more severe and necessitate a claim. Seeking a hot or cold pack, band aid or pain-killer from the company nurse or visiting the company doctor **WILL NOT** initiate a WSIB claim.

But if the symptoms persist and **YOU** believe that the injury, illness or condition is work-related, then you must tell your treating doctor, supervisor or employer that you believe the pain, swelling, weakness or the injury you are seeking treatment for is from duties performed at work.

It is your legal right to report any and all workplace accidents and injuries. No one can tell you not to file a claim. You have the right and should be treated by your own health care professional. Claims must be filed with the WSIB as soon as possible, but no later than 6 months from the date of injury or diagnosis.



Claims Suppression - What You Need To Know

Right or wrong, employers are concerned about their premiums and how much they are paying for injuries or lost time that occurs at the workplace. Your Union and the Workers' Compensation department want all members to know that they **CANNOT** be punished or discouraged from filing a WSIB claim. It is your legal right to report any and all workplace accidents or injuries and no one can tell you not to file a claim.

What to look out for? Claim suppression can be disguised as a "48 Hour Watch" or incentive programs that are tied to the number of reported injuries, production quality or health and safety; be careful.

Examples could be:

- stretching out first aid treatment over days instead of properly reporting to the WSIB.
- expecting workers to follow up with supervisors for modifications or with their complaints of persistent symptoms instead of reporting to WSIB.
- assuming that everyone experiences pain at work and it will simply go away.
- being provided a bonus (financial or material) for less absenteeism or less reported injuries.

ALL injuries must be reported especially those that are work related. The employer is required to report work related injuries within 3 days to the WSIB if the worker – requires health care, loses time from work or earns less than regular hours. They have up to 7 days to report if the worker only needed modified work at full pay or only required first aid.

Your health and safety is of great importance. Claims are processed quicker if there is **NO** delay in seeking medical attention and reporting injury or illness. It is through reporting workplace injuries and illnesses that we can address the hazards in the workplace and be proactive about prevention.

If your employer asks you to "wait and see":

- if minor first aid will resolve your issues.
- if modified work fixes the problem instead of reporting.
- or you are asked to delay following up with medical professionals or your supervisor.

You should know that all of these delays could hurt your chances for a future WSIB claim. If you feel your injury or condition requires a doctor, regardless of what your employer says, go see them!