



NIDMAR Announces New Board Members



NIDMAR and the Pacific Coast University for Workplace Health Sciences (PCU-WHS) are pleased to announce the appointment of four new directors, listed here alphabetically:

- *Karen Cooling, Health, Safety and Environmental Representative, Communications, Energy and Paperworkers Union of Canada*
- *Ken Georgetti, President, Canadian Labour Congress*
- *Steve Horvath, President and CEO, Canadian Centre for Occupational Health and Safety (CCOHS)*
- *Dean Winsor, Vice President Human Resources, Teck Resources Limited*

This Bulletin provides details on the impressive leadership skills and large scale institutional expertise these new directors bring to the future of NIDMAR and the Pacific Coast University for Workplace Health Sciences (PCU-WHS).

Karen Cooling, Health, Safety and Environmental Representative, Communications, Energy and Paperworkers Union of Canada

Cooling began her career in the pulp and paper sector in Gold River but for the past 10 years, she has been based in Vancouver, and brings a range of experience. "My contribution is education. I am a labour educator trained in adult education," Cooling said. "I recently completed a Master's degree through Royal Roads University in environmental education and communications." Cooling said the additional training is geared towards dealing with the challenges facing the CEP membership.

"What I'm hoping it does – simply – is make me better at my job. We represent a significant number of industrial workers in forestry and in the energy sector. My responsibilities with the union are education and communications, and it does make sense having a background in environmental studies, given the challenges those industries are facing."

The CEP was created in 1992 through the merger of three unions: the Canadian Paperworkers Union, the Communication and Electrical Workers of Canada, and the Energy and Chemical Workers Union. The union has grown to include workers in the print and electronic media. Energy workers worked at oil refineries, tar sands and on pipelines; communications workers were mostly at Bell, MTS and Sasktel. The National Association of Broadcast Employees and Technicians (NABET) joined afterwards, representing television workers at BCTV and CTV, and southern Ontario newspaper groups.

Cooling believes PCU-WHS has a major role to play in training the professionals tasked with re-integrating people into the workplace and retaining their skills and experience. "It only makes sense to allow people who are injured on the job to find their best way forward. It doesn't make sense for people to be un-included," Cooling said.

Steve Horvath, President and CEO, Canadian Centre for Occupational Health and Safety (CCOHS)

In 2011, Horvath joined CCOHS, which is a not-for-profit federal department corporation dedicated to the promotion of safe and healthy working environments and prevention of work-related injuries and illnesses, after spending most of his career in engineering/operations and executive positions in the industrial sector.

Looking back over his career to date, much of it was spent promoting the growth and integration of OHS with business strategy and processes in the industrial world.

Horvath graduated from Queen's University in Kingston, Ontario, with a Bachelor of Science degree, and began a 15-year term at the global technology giant Honeywell. It was there that he first became involved in health and safety on an organizational basis at their Toronto manufacturing plant.



"I was approached by my boss saying, we've got these issues; would you be willing to look at them? It involved environmental engineering and health and safety. At that time, there wasn't a lot of expertise and resources available from an engineering perspective," Horvath explained, adding that OHS was largely a human resources function, operating on a claims management basis, and the concept of engineering safety systems was a relatively new field in many industries. "I looked at it from an engineering and prevention perspective, and we reduced lost time accidents by 92 percent," he said.

Seeking to increase his knowledge, Horvath acquired an Industrial Hygiene Certificate through the department of Public Health in the Faculty of Medicine at the University of Toronto. He also completed the Advanced Management Program at Harvard University. Along the way, he also served as a director of a number of private and public organizations, including seven years on the board (and one year as chair) of the Industrial Accident Prevention Association (IAPA). The experience and the professional contacts he acquired helped him make the decision to leave the private sector to lead CCOHS.

"That's where a lot of people got to know me. At the time, IAPA (now WSPS) was one of the largest OHS associations in the world; we had 121,000 member firms. It was an opportunity to network with a lot of individuals, employers and other stakeholders in the field."

Horvath's appointment to the Board comes on the heels of an agreement between CCOHS and NIDMAR in which the two agencies will create new educational opportunities. Horvath said the partnership is in line with the growing trend in which employers are seeking candidates with certification and/or degrees in specialized fields. That trend towards formal education applies in all technical fields, whether you are talking about engineering or disability management, he added.

"Employers need to know that employees have achieved up to a consistent, world-class standard, so a formal degree program is going to become a lot more critical," he said, adding that PCU-WHS is in an excellent position to serve that burgeoning need. Horvath said universities like PCU-WHS fill an important niche for workers seeking to acquire specialized education.

Ken Georgetti, President, Canadian Labour Congress

Ken Georgetti was elected president of the Canadian Labour Congress in 1999, after serving 13 years as president of the BC Federation of Labour. He currently serves on the Trade Union Advisory Committee of the Organization for Economic Cooperation and Development (OECD), which monitors employment and workplace issues worldwide.

Georgetti said employers worldwide are finally beginning to see the business case for devoting resources towards sick and injured workers. "We recently finished a successful launch of a CSA-type standard for mental health and how to deal with mental health issues, which is really good progress."

"Employers are beginning to realize that there are issues of cost, but there are also issues of efficiency. People that are injured on the job can still be productive employees. They may have to do



different work, but pushing them off into the system costs a lot of money and it's just not economically efficient."

Georgetti said the modern workplace has become far more stressful, creating a new set of pressures on workers. "We are finding more and more health issues resulting from that 'leaner-and-meaner' strategy where people are expected to take up the slack on the reduction to the workforce. They want to do the same amount of work, but do it with less people. We are finding workplace stress, depression and other issues that are coming to the fore, especially in high-output production-line kind of industries.

As president of United Steelworkers Local 480 in the early 1980s, Georgetti negotiated the first-ever collective agreement incorporating return to work provisions at the giant Cominco operation in Trail, BC. He met NIDMAR founder Wolfgang Zimmermann in the early 1990s, and has maintained a close association with NIDMAR.

Georgetti said he believes NIDMAR, with its growing international outreach, has a major role to play in protecting workers worldwide. "We can develop professionals that can not only help people get better treatment for their injuries, but also become productive members of society again, to feel good about themselves and what they do. And the employer gets a loyal workforce. Everybody in this equation wins. These are the kinds of things, as a negotiator, you look for all the time. To train professionals to put people back into jobs they can do is everybody's gain and nobody's loss."

Georgetti was named to the Order of British Columbia in 1998, and was made a member of the Order of Canada in 2000.

Dean Winsor, Vice President, Human Resources, Teck Resources Limited

Dean Winsor was appointed Vice President, Human Resources in November 2012. He has more than 24 years of operations and corporate experience in the mining industry in the areas of human resources and procurement.

Dean holds an MBA from Simon Fraser University and a Supply Chain Management Professional Designation from the Purchasing Management Association of Canada. He currently sits on the board of the Canadian Mineral Industry Education Foundation and the Mining Industry Human Resource Council.

In his new role as a member of the Teck senior executive, Dean has global responsibility for all HR functions within the company. Those include compensation, attraction, employee development, succession planning, and executive compensation governance.

Another key element of his HR role, and most pertinent to his appointment to the NIDMAR and PCU-WHS Boards, is setting policy for disability management and return to work. He said he plans to be an active Board participant as the University moves towards its first academic year.