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Gary Doer



Mark Hancock



Steve Jackson

New Appointments to Board of Governors

Pacific Coast University for Workplace Health Sciences (PCU-WHS) is very pleased to announce three new appointments to its Board of Governors: Former Manitoba Premier and Canadian Ambassador to the United States Gary Doer, Canadian Union of Public Employees (CUPE) National President Mark Hancock, and Special Advisor to the President and CEO and Vice President Workplace Health & Safety Services for the Ontario Workplace Safety & Insurance Board Steve Jackson. Here is more on their leadership expertise and how each of their notable professional backgrounds and passionate commitment to workplace health and safety will bring insightful perspectives to our Board.

A Vision for Change

A workplace tragedy was the catalyst for ground-breaking new legislation **Gary Doer** introduced when he was first elected premier of Manitoba.

When he was still an MLA, Doer was deeply affected by the death of a 27-year-old miner who fell from a steep underground area that didn't have a berm in place as a safety measure. One year later, a similar accident took place in another Manitoba town.

"The situation in Manitoba at the time was that a precaution to build berms as an order would not be sent from one mine site to another, and if we had a death or injury in one, the policy to prevent that from happening in another mine site was not carried forward, resulting in a loss of life. I was determined to have policies that were both morally sound and over the long haul economically beneficial."

"We brought in legislation that provided for safety orders to not be site specific, but much broader and industry relevant. It seemed to me we had to have a much larger scope of how similar tragedies could be prevented and not think in a narrow and unhealthy way for workers. At the end of the day, the buck stops for workplace safety and health with the provincial government. We had lots of scientific advice about what to do and how to do it, but the principle is very simple: you can use a measure to prevent risk and you incorporate that into your laws, your business plans and your workplace."

Doer believes that the importance of strong disability management programs and workplace health and safety is only going to increase. "I believe workplace health and safety has health benefits to workers and economic benefits to employers, and I completely subscribe to the University's vision. I also believe it is in the employers' best interest in Canada to have those policies implemented where possible, and I have a lot of respect for the people who approached me to be on the Board of Governors. I'm just going to be as constructive as I possibly can."

Personal Experience Shapes Commitment

"It was an accident that never should have happened. We didn't know if he was going to live or die."

CUPE National President **Mark Hancock** will never forget the day he got the call a co-worker had been injured on the job. Hancock was working as a road paver for the City of Port Coquitlam 25 years ago, when the management and crew were told the Mayor was coming by the city works yard for a surprise inspection. In the ensuing rush to clean up the works yard ahead of the visit, a young woman driving a truck accidentally backed into another truck while two men were standing between the vehicles. One man managed to jump out of the way, but Hancock's good friend Ron wasn't so lucky. By the time Hancock arrived minutes later at the works yard, Ron was just being wheeled into an ambulance.

"His pelvis was crushed and he had severe damage to major organs including his spleen. He was in hospital for many months, and rehab after that. It was a long, long road for Ron to come



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back to work and he wasn't able to go back to his job in general labour, but he ended up as a surveyor's assistant."

After the accident, the young woman driving the truck was suspended by the City of Port Coquitlam. The union, opposed to the decision, took the City to arbitration for health and safety violations. For Hancock, the tragedy gave him a lifelong respect for the importance of health and safety in the workplace.

"The real benefit at the end of the day was that we created an enhanced health and safety committee with senior union and management as members, and I sat on it as President of the Local. We instituted driver training, the city built a brand new works yard, and we made sure it was a safer workplace."

Hancock hopes to be able to leverage the relationships he's developed over 30 plus years within the labour movement to develop awareness about the programs offered at PCU-WHS. "At our CUPE convention last November in Vancouver we declared 2016 the year of health and safety and we started some new educational awareness programs. I talked about health and safety at all our provincial conventions and we have dedicated conferences to health and safety going on across the country. I'm really happy with how our union has taken that on."

"There's also definitely a huge culture change with Justin Trudeau as Prime Minister, as now we're meeting with all kinds of deputies and there's been positive change, so I think people advocating for what the University offers and the potential of it can only grow."

Building on the Momentum

With more than 30 years of employment at the Workplace Safety and Insurance Board (WSIB) of Ontario, **Steve Jackson** brings a tremendous depth of experience in human resources and workplace health and safety to the Board.

"Out of my 30 year working career, I would say 25 of them have been in the field of human resources, and another three of them I've been in a senior management role with respect to health and safety. I think when you bring those various experiences to the table with not only my work at the WSIB but also my participation in volunteer organizations, I think I can bring a different perspective to the table other than being just an expert on return to work."

Jackson is also an active member of the Workforce Advisory Committee associated with the Mental Health Commission of Canada.

"Workplace health and safety is a subject that is certainly spoken about within organizations, and employers and trade unions have put it on the table and it's something everyone should be conscious of. I think what we need to continue to work on is the stigma associated with injured workers and people with mental health challenges. I think people get labelled with that title and I think that in itself inhibits their ability to return to work in a safe and meaningful manner."

He says there have been strides made in improving workplace health and safety but there is still much more to be done to increase awareness. "It's beyond my lifetime, but I would love a day to come when we're almost out of business because there are no more workplace injuries, but as long as we do, we all need to push forward in positive and constructive ways to prevent illness, injuries and traumatic fatalities."

Jackson is looking forward to helping the University achieve its goals. "I think where we will find value is our ability to be agile and to evolve with the world and tangibly show business the value proposition of good health and safety because businesses relate to dollars and cents, and ensure we tell our story in such a way that they can buy into it."