



Oral Presentation

Submission from the Canadian Nuclear Workers Council

In the Matter of

Bruce Power Inc. – Bruce A and B Nuclear Generating Station

Request for a ten-year renewal of its Nuclear Power Reactor Operating Licence for the Bruce A and B Nuclear Generating Station

Commission Public Hearing – Part 2

May 28-31, 2018

Exposé oral

Mémoire du Conseil Canadien des Travailleurs du Nucléaire

À l'égard de

Bruce Power Inc. - Centrale nucléaire de Bruce A et Bruce B

Demande de renouvellement, pour une période de dix ans, de son permis d'exploitation d'un réacteur nucléaire de puissance à la centrale nucléaire de Bruce A et Bruce B

Audience publique de la Commission – Partie 2

28-31 mai 2018



CANADIAN
NUCLEAR
WORKERS' COUNCIL

SUBMISSION TO THE

CANADIAN NUCLEAR SAFETY COMMISSION

FOR

BRUCE POWER INC, OPERATING LICENSE RENEWAL FOR
BRUCE A & B NUCLEAR POWER STATIONS

APRIL 16, 201

Members of the Commission:

The Canadian Nuclear Workers Council (CNWC) is an organization that is comprised of Unions that represent workers in Canada's Nuclear Industry. **The CNWC is the collective voice of the Unions in Canada's Nuclear Industries.**

The CNWC member Unions at the Bruce Power site are:

- Power Workers Union (PWU)
- Society of United Professionals (SUP)
- Ontario Building and Construction Trades Council of Ontario (OBCTCO)

The local labour council, the Grey Bruce labour Council (GBLC) is also a member of the CNWC.

The PWU & SUP represent the operational day to day regular staff at the Bruce Site. These two unions represent approximately 3700 workers at the site which is over 90% of the regular workforce.

The OBCTCO is a council of unions of the Construction and Building Trades Unions. These unions are on site for projects and outages. The number of workers will vary on a day to day basis. At the time of writing there were approximately 50 workers on site from the OBCTCO. This number will rise to several thousand during outages and during the upcoming refurbishment projects.

Our member Unions as well as the GBLC have also provided submissions in support of the relicense of the facility. The CNWC will attempt to not duplicate these submissions.

The CNWC has in consultation with our member Unions reviewed the Submissions from Bruce Power and the CNSC Staff related to the request for the license renewal of the facility for a 10 year period.

The CNWC will comment on the following areas of the reports.

- Worker Conventional Safety
- Radiation safety
- Environment
- Public Perceptions
- Term of License
- Conclusions

WORKER SAFETY - Conventional

The Nuclear Industry in Canada is a highly unionized sector. Unions place the health and safety of their members at the top of their agenda.

Workplace Health & Safety is legislated by provincial and federal statutes. It is very common in nuclear facilities' that the unions negotiate many provisions for health & safety which well exceed the minimum stated in legislation. This is the case at Bruce Power.

There is a very extensive worker health & safety program at Bruce Power which involves the onsite unions. These provisions are covered extensively in the submission from the Power Workers Union & the Society of United Professionals so we will not repeat them here.

The OBCTCO has a Health & Safety Trades Committee which is separate from the operations Joint Health and Safety Committees (JHSC). The OBCTCO Union workers as indicated above come and go so they do work at other job sites. These workers will indicate that worker safety is a very high priority at Bruce Power and it is one of the safest worksites that they work at.

The CNWC has always maintained that a Unionized worksite is a much safer worksite versus a non-union worksite. This fact was disputed at a CNSC hearing in Saskatchewan last year where we suggest that the Commissioners were provided with false information by the Saskatchewan Labour's Chief Safety Inspector, Mr. Kaskin. Due to the statement made at that hearing we are restating our position and providing data that supports our position that a unionized worksite is safer than a non-unionized site.

Attached is a list of studies that support our position. We draw your attention to one study in particular which was conducted in Ontario in which the CNWC member Union OCBCTO was involved, a summary of the study is attached which provides a link to the actual study.

In general these studies found the following:

- Unionized workers receive more safety training.
- Unionized workers have fewer injuries requiring time off work.
- Unionized workplace enables unions to better identify & proactively manage workplace hazards that lead to injuries.
- More incidents/accidents are reported on unionized sites.
- Unionized workers are encouraged to report injuries, including those that do not require time away from work.

The CNWC believes that worker safety is a very high priority with the Bruce Power Board of Directors. We are reassured in this belief as one of the Board members, Don

MacKinnon, is the past president of our member Union the PWU. Mr. Mackinnon was/is a champion of worker health and safety.

There is a very strong safety culture at Bruce Power which is very noticeable during plant tours and in discussion with workers from the site.

The Unions provide a thorough oversight for worker safety. It should be comforting to the Commission & the public that workers carry out their duties in a very safe environment. If workers are safe then the public will be safe.

The CNWC fully supports the CNSC Staff's conclusion - CNSC staff determined that Bruce Power continued to implement and maintain a conventional health and safety program at Bruce A and B in accordance with CNSC requirements.

RADIATION SAFETY

The onsite Unions are actively involved with the Employer in regards to radiation safety. Radiological concerns can be raised by the JHSC and also by the Joint Radiation Committee (JCRP). Over the years the parties have been successful in putting many measures in place to reduce radiation exposures.

The PWU & SUP will provide more details in this regard in their submissions to the Commission

The CNWC fully supports the CNSC Staff's conclusion that Bruce Power exceeds regulatory requirements for conventional safety and radiological safety for workers.

ENVIRONMENT

Workers and their unions are naturally concerned with environmental issues. Any issues that are of a concern will be brought to the attention of the employer by workers or their union.

TERM OF LICENSE

The CNWC supports the CNSC Staff's recommendation to issue a ten year license. In the past the CNWC was opposed to the continuing increasing license terms. We now believe that with the introduction of the annual NPP CNSC Staff's reviews that a ten year license will suffice.

PUBLIC PERCEPTION & SUPPORT

The Grey Bruce Labour Council, are also members of the public. This organization has attended a tour of the Bruce Site on several occasions the latest being in October 2017. These delegates were able to witness the operation of the facility and get their questions answered. The GBLC is in contact with several organizations and members of the public. They are the CNWC's eyes in the community. They inform us that there is a high level of support for the relicensing of Bruce Power among the local residence in the vicinity & beyond the site.

At the day 2 hearing, the GBLC President, will be assisting with the CNWC oral presentation and will be available for any questions you may have in regards to the GBLC.

The CNWC has outreach programs where we dialogue with labour organizations in regards to nuclear power issues. The CNWC also has been involved with several MPs & MPP lobbies in the past two years as well as coordinating tours and briefing sessions for Ontario MPs and candidates for the upcoming Ontario election. We have found that these people are generally supportive of the nuclear industry in Canada and specifically in Ontario.

The CNWC being a Labour Organization respects dissenting views and debate. However, we suggest that some of the dissenting groups distribute misinformation which creates concerns.

During our activities we hear the public's concerns. Our message to them is "**make your decision on nuclear power issues on facts and not on emotion**". In many incidences we find that after people get their questions answered they are supportive.

The CNWC believes the silent majority of the public are supportive of the Bruce Power License renewal.

The CNWC has taken the lead for several local supportive organizations for an on line petition in support of the Bruce Power's License Renewal. The results of the petition will be include with our presentation for the Day 2 hearing

The CNWC commends Bruce Power for its outreach programs in the community. It is clear that the public is engaged.

UNION COLLABORATION

As you have heard from Bruce Power there is a high level of collaboration between the management staff of nuclear facilities in Canada. This information sharing has many benefits and is supported by the CNWC. The CNWC member Unions also collaborate on issue especially worker safety issues of which we believe benefits to the workers, the CNSC, and the industry.

CONCLUSIONS

The Bruce Site is a very safe place to work. The Unions and their members are highly trained and dedicated to safe operation of the facility.

The CNWC can assure the commission and the public that any issue that concerns public safety or worker safety will be addressed immediately.

It goes without saying that the continuing operation of Bruce Power is very good for the local and the Ontario economy as well as the environment.

The CNWC is in full support of Bruce Power Inc's application for a 10 year Operating license Renewal for the Bruce A & B Nuclear Power Stations.

Respectfully submitted

David Shier
National Director

STUDIES RE UNIONIZED WORK SITE SAFETY VS NON UNIONIZED WORK SITE SAFETY INDICATING UNIONIZED SITES HAVE BETTER WORKER SAFETY

1. The role and effectiveness of safety representatives in influencing workplace health and safety

Prepared by Cardiff University for the Health and Safety Executive 2005

Executive summary

There is a wealth of evidence of the benefits of trade unions to health and safety that has been produced over the past 20 years, both in the UK and abroad. In 1995 a group of researchers analysed the relationship between worker representation and industrial injuries in British Manufacturing. It found that those **employers who had trade union health and safety committees had half the injury rate of those employers who managed safety without unions** or joint arrangements¹. Several other analysis of the same figures have all concluded that the arrangements that lead to the highest injury rates are where management deals with Occupational Health and Safety without consultation². In 2004 a further analysis of the data confirmed that “the general conclusion that health and safety should not be left to management should be supported.”³

In 2007 the same authors once again found lower injury rates in workplaces with trade union representation the effects were deemed to be significant, by contrast the effect of management alone deciding on health and safety was not significant.⁴

A study of 1998 figures also confirmed that “unions gravitate towards accident prone workplaces and react by reducing injury rates”. This study showed that where there is a **union presence the workplace injury rate is 24% lower than where there is no union presence**.⁵ More recently a study of manual workers published in 2008 confirmed that workers in unionised workplaces were less likely to have a fatal injury. ⁶

But it is not only injuries that trade unions help reduce. It is also ill-health. Another study in 2000 found that “The proportion of employees who are trade union members has a positive and significant association on both injury and illness rates.” It went on to say that “the arrangements associated with trade unions...lower the odds of injury and illness when compared with arrangements that merely inform employees of OHS issues”. ⁷

1 Reilly, Paci and Holl “unions, safety committees and workplace injuries” BJIR Vol. 33, 1995 2 Beaumont and Harris, Occupational health & Safety, 23, 1993, Millward et al, Workplace Industrial relations in Transition, 1992. 3 Nichols, Walters and Tasiran, Working Paper Series No 48, School of Social Sciences, Cardiff, 2004. 4 Nichols, Walters

and Tasiran,, Trade Unions mediation and industrial safety, Journal of Industrial Relations 2007. 5 Litwin, Trade Unions and Industrial Injury in GB, LSE, 2000 6 Grazier “Compensating wage differentials for risk of death in Great Britain, Swansea University, 2007 7 Robinson and Smallman, The Healthy Workplace? Judge Institute of Management Studies, 2000

In September 2013 a study of 31 industrialised countries showed that “**Union density is the most important external determinant of workplace psychosocial safety** climate, health and GDP. It concluded “eroding unionism may not be good for worker health or the economy either”. 8

In 2003 the Health and Safety Executive (HSE) ran a number of pilots where trade union appointed “Worker Safety Advisors” went in to non-unionised organisations. The report into the pilot showed that over 75% of employers said they had made changes as a result and almost 70% of workers had seen an increase in the awareness of health & safety.⁹

In January 2007 the DTI (now BIS) published a report which concluded that safety reps at 2004 prices save society between £181m and £578m each year as a result of lost time reduction from occupational injuries and work-related illnesses of between 286,000 and 616,000 days.¹⁰ In 2016, a further analysis¹¹ of figures from the Workplace Employment Relations Survey calculated the savings delivered by unions across the economy fell in a range between £476m and £1,250m at 2014 prices. Prevention of workplace injuries and work-related ill-health contributed over half of the overall union-related savings (£219m£725m a year).

There is also a lot of evidence from outside the UK. In Ireland a group of academics looked at the construction industry in both Northern Ireland and the Irish republic. It concluded. “the strongest relationship with safety compliance is the presence of a safety representative”¹² Throughout Europe there is evidence of the effect that unions can have, which is why the European Commission introduced a directive which says that all EU countries must introduce regulations to ensure that employers consult on health and safety.

In France for instance a 2005 survey found that workers with a health and safety committee were twice as likely to have been given training in health and safety in the previous 12 months, or to have received written safety instructions. They were also more likely to be provided with protective equipment.¹³

In Canada a study by the Canadian Ministries of Labor found that union supported health and safety committees have “a significant impact on reducing injury rates”,¹⁴ while a report by the Ontario Workplace Health and Safety Agency found “78-79% of unionised workplaces reported high compliance with health and safety legislation with only 54-61% of nonunionised workplaces reporting such compliance.”¹⁵

8 Dollard and Naser, Social Science and Medicine, Volume 92, September 2013, Pages 114–123 9 <http://www.hse.gov.uk/research/rrhtm/rr144.htm> 10 Workplace representatives: A review of their facilities and facility time, DTI 2007 11 Gall, The benefits of paid time off for trade union representatives, TUC 2016. 12 <http://www.niso.ie/documents/conbehav.pdf>

13 DARES Ministere de Travail, des relations sociales et de la Solidarite, Paris 2005 14 Canadian Ministries of Labour 1993 – quoted in Hazards magazine 15 Ontario Workplace Health and Safety Agency studies 1994 and 1996

Another Canadian study, published in September 2015 showed unionised construction workers are significantly less likely than their non-unionised counterparts to be seriously injured on the job. The report examined Workplace Safety and Insurance Board claims data from more than 40,000 construction firms. It found that workers with unionised firms reported 23 per cent fewer injuries that required time off than those at non-union shops. Unionised workers were also 17 per cent less likely to experience muscle, tendon, and nerve injuries that affect mobility. They were almost 30 per cent less likely to suffer critical injuries — defined as those that place workers’ lives in jeopardy¹⁶.

In the USA, a 1991 study found that unions dramatically increased enforcement of the Occupational Safety and Health Act in the manufacturing sector. A more recent study in New Jersey found that the greater the level of worker involvement in safety committees the fewer the injuries and illnesses reported.¹⁷

Safety Representatives have also been shown to have a major effect in changing the safety culture in Australia,¹⁸ and unionised workplaces in Australia are three times more likely to have a Safety Committee, and twice as likely to have undergone a management safety audit in the previous year than non-unionised workplaces. However it is not only academic researchers who have said that the union effect works.

The Health and Safety Executive’s 2009 strategy stated “There is strong evidence that unionised workplaces and those with health and safety representatives are safer and healthier as a result.

In 1995, the World Bank said "Trade unions can play an important role in enforcing health and safety standards. Individual workers may find it too costly to obtain information on health and safety risks on their own, and they usually want to avoid antagonizing their employers by insisting that standards be respected.”

¹⁶ Amick et al. Protecting Construction Worker Health and Safety in Ontario, JOEM, 2015 ¹⁷ Eaton and Nocerino. Industrial relations, 2000 ¹⁸ Beaumont and Harris, Occupational Health and Safety 23, 1993

https://www.prospect.org.uk/at-work/health-and-safety/key-information/union-effect?_ts=1

https://www.tuc.org.uk/sites/default/files/Union%20effect%202015%20%28pdf%29_0.pdf

<https://orca.cf.ac.uk/71292/1/rr363.pdf>

2 Health conditions and job hazards: union and non-union jobs / Worrall JD; Butler RJ. 1983. *(Article)*

9 p.: tables: 12 references.

1. Health hazards.
2. Unionized workers.
3. Non-unionized workers.

Blue-collar union members are more likely than non-union blue-collar workers to report health conditions caused by job accidents and by bad working conditions caused by noise, smoke, heat and dust. Union members are also more likely to be found in industries with higher injury rates. Age and marital status are positively associated and being female and education are negatively associated with a self-reported job related health condition.

XF 10207

3, Is union fatality rate higher than non-union? / Krizan W; Bradford H. *(Article)*

2 p.: figure.

1. Fatalities.
2. Unionized workers.
3. Non-unionized workers.
4. Construction industry.
5. United States.

The National Center for Construction Education and Research, a new non-union group commissioned a study regarding union and non-union fatalities over a nine year period. The study, based on 5964 fatalities investigated between 1985 and 1993 examined the impact of union affiliation, geography, industry specialty, and contractor size and worker age. Union fatalities were found to be 20-57% higher than non-union fatalities over the nine year period. Employees working at small construction firms clearly are at greater risk of death. The percentage of falls during roofing activities for non-union contractors was nearly twice that of union contractors and the percentage of falls during steel erection was nearly triple that for non-union firms. This report has received criticism from organizations such as the Center to Protect Workers' Rights.

XF 12226

4. Perceived safety climate, job demands, and co-worker support among union and non-union injured construction workers / Gillen, M; Baltz D; Gassel M; Kirsch L; Vaccaro D.

2002. *(Article)*

19 p.: table: 60 references.

1. Construction workers.
2. Occupational injuries.
3. Unionized workers.
4. Safety culture.

This study evaluated injured construction workers' perceptions of workplace safety climate, psychological job demands, decision latitude, and co-worker support, and the relationship of these variables to the injury severity sustained by the workers. Injury severity was assessed using the Health Assessment Questionnaire (HAQ), which evaluates functional limitations. Worker perceptions of workplace variables were determined by two instruments: (a) the Safety Climate Measure for Construction Sites and (b) the Job Content Questionnaire (JCQ). The overall model explained 23% of the variance in injury severity, with unique contributions provided by union status, the Safety Climate Score, and Psychological Job Demands. A

positive significant correlation was found between injury severity and the Safety Climate Scores and between the Safety Climate Scores and union status. There were statistically significant differences between union and non-union workers' responses regarding perceived safety climate on 5 of the 10 safety climate items. Union workers were more likely than non-union workers to: (a) perceive their supervisors as caring about their safety; (b) be made aware of dangerous work practices; (c) have received safety instructions when hired; (d) have regular job safety meetings; and (e) perceive that taking risks was not a part of their job. However, with regard to the 49-item JCQ, which includes Co-worker Support, the responses between union and non-union workers were very similar, indicating an overall high degree of job satisfaction. However, workers who experienced their workplace as more safe also perceived the level of management and co-worker support as being higher.

XF 2827

Study: Unionized Construction Firms in Ontario Report Fewer Critical Workplace Injuries and Lost Work Days than Non-Union Firms

First peer-reviewed Canadian study to investigate union safety effect in Ontario's construction industry

TORONTO, September 1, 2015 – A groundbreaking new study by the Institute for Work & Health, published online today in the Journal of Occupational and Environmental Medicine, reports evidence that unionized construction firms in Ontario are safer than non-union firms. The study, which examined Workplace Safety and Insurance Board (WSIB) claims data between 2006 and 2012 from more than 40,000 construction firms across Ontario, shows that unionized workers reported 23 per cent fewer injuries requiring time off work than non-union workers. This is the first peer-reviewed Canadian study to examine the occupational health and safety benefits of unions in Ontario's industrial, commercial and institutional (ICI) construction sector.

In particular, workers at unionized firms were 17 per cent less likely to experience musculoskeletal injuries (injuries or disorders affecting mobility, especially muscles, tendons and nerves) and 29 per cent less likely to suffer critical injuries (injuries with the potential to place workers' lives in jeopardy) while on the job.

Despite filing fewer claims resulting in critical injuries and time off work, unionized workers did report a greater total number of "no lost time" claims – incidents that did not result in lost wages, productivity, or disability or impairment.

"These findings suggest that unionized workers are encouraged to report injuries, including injuries that don't require time away from the job," says Institute for Work & Health Senior Scientist Dr. Ben Amick, co-lead investigator on the study with fellow Senior Scientist Dr. Sheilah Hogg-Johnson. "At the same time, these reporting practices enable construction unions to better identify and proactively manage workplace hazards that lead to injury."

When researchers eliminated the effects a firm's size has on its overall rate of workplace injuries – larger firms typically have greater resources to devote to workplace health and safety programs – unionized firms still reported 14 per cent fewer injuries requiring time off work, and eight per cent fewer musculoskeletal injuries. (Data for critical injuries could not be measured when controlling for firm size.)

In the journal article, the scientists discuss other factors that might explain the union safety effect. These include more robust specialized apprenticeship, upgrade and safety training requirements for union members; programs and practices that more effectively identify and reduce construction work hazards; a safety net that allows union workers to report accidents without fear of repercussions; ongoing skills training programs that provide a foundation for safer skilled work throughout one's career; and a more effective role for unions in influencing government regulations designed to improve workplace health and safety.

“Creating safe and healthy workplaces continues to be a core value of the unionized construction industry in Ontario,” says Sean Strickland, Chief Executive Officer of the Ontario Construction Secretariat. “This first-of-its-kind study shows that the union safety effect is having a tangible impact in Ontario’s ICI construction sector and through our investments in safety, specialized training and apprenticeship programs the unionized construction sector in Ontario is showing its commitment to being a leader in worksite safety and productivity.”

The study by the Institute, which was funded by the Ontario Construction Secretariat (OCS), was published online ahead of print in the Journal of Occupational and Environmental Medicine. Altogether, seven years of injury claims data for unionized and non-unionized firms employing more than 1.5 million full-time-equivalent workers were analyzed for this study. The study can be found at: [\[insert hyperlink\]](#).

About the Ontario Construction Secretariat (OCS)

OCS was formed in 1993 as a joint labour/management organization representing 25 unionized construction trades and their contractor partners in Ontario’s industrial, commercial and institutional (ICI) construction sector. Its mandate is to enhance Ontario’s ICI construction industry by developing relationships, facilitating dialogue, providing value-added research, disseminating important information to client groups and promoting the value of ICI unionized construction across Ontario and beyond. Visit the OCS online at <http://www.iciconstruction.com>

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