



Establishing a
Workplace
Domestic Violence
Prevention
Program
Union Perspective

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October 16th, 2012

Presentation Overview

- Background
- Labour Relations
- Education
- Women's Advocate Program
- Workplace Strategies

Background

- Auto sector in the '80s
- Definition of violence
- Workplace Factors
- Health Effects
- Impact in the workplace

Labour Relations

- '93 negotiations with GM, Ford and Chrysler.
- Established the rights for workers to refuse work in the event of sexual, racial or religious harassment.
- Established a training program for all CAW members.
- Established the Women's Advocate Program.

Education

- Concept that violence is “part of the job”.
- Responsibilities
- Health effects
 - Acute
 - Chronic
- Right to Refuse

Women's Advocate Program

Women who can listen and help when a woman is:

- Facing violence or abuse in her relationship.
- Experiencing sexual harassment in the workplace.
- In need of community resources.

Women's Advocate Program

- Assist women workers to gain access to community services and to workplace committees with other issues faced by women workers.
- Advocates are trained “in depth” to recognize signs to make appropriate referrals and work with the employer to consider safety planning for the workplace, if necessary.

Women's Advocate Program

- This referral program is jointly run with a trained female management support person for the Advocate from the bargaining unit.
- The Advocate is not a counsellor and refers women to appropriate support for their issues.

Workplace Strategies

- Understanding intimate violence issues
- Women's Advocate Program
 - 1993; 20 Advocates + alternates
 - 2012; 222 Advocates
- Supplemental Language
- Workplace Safety
- Joint Response Team
- Leave of Absences

Thank You!

