

Day of Mourning BC Schools Project



PROJECT DESCRIPTION

The Day of Mourning (DOM) was officially recognized in 1991 when Parliament passed the *Mourning Act*. Now endorsed by government, labour and employers, the day commemorates those workers who were killed or injured on the job. The goal: education of our youth on workplace safety to help reduce young worker injuries and fatalities.

WHY A SPECIAL DAY OF MOURNING PROJECT FOR SCHOOLS?

Many students and young people lack knowledge of the dangers of work and their rights as workers and as a consequence, are the most vulnerable group in the workforce as they are statistically more likely to suffer injury or death at the workplace.

- Workers in BC can enter the workplace as young as 12 years of age
- In BC, an average of 27 young workers have time-loss injuries every day.
- Every week, seven young workers are permanently disabled in BC

This year, a partnership of the BC Labour Heritage Centre, the BC Federation of Labour, BC Teachers' Federation, and WorkSafe BC has taken an important step to actively encourage more schools to participate in the Day of Mourning. This project has been endorsed by the BC Schools Trustees Association, the BC Principals' and Vice-Principals' Association, and CUPE BC.

Through a school event, a "teachable moment" can be created to honour the injured and fallen as well as to promote student awareness of their rights to a safe workplace. Our specific goal is to reduce the number of deaths and injuries amongst young workers.

WHAT RESOURCES ARE PROVIDED TO HELP?

An easy-to-introduce program has been created for secondary students to help schools achieve these objectives. The cost-free print or digital package includes: scripts, posters, student postcards, a video for students and a list of suggested student activities including student daily announcements, principle announcements, a moment of silence, and other curriculum.

Project details and sign-up information can be found at:
labourheritagecentre.ca/DOMschoolsproject

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WHAT IS THE FORMAT FOR COMMEMORATION IN SCHOOLS?

Mourning Week Announcements: Student council representatives make a daily announcement regarding the Day of Mourning every morning during school PA announcements for the five school days leading up to April 28. The announcements will come from a suggested prepared script introducing and developing young worker safety through use related statistics, actual accounts of injured young workers, all leading to the Day of Mourning.

Day of Mourning Moment of Silence: The school principal will make a short announcement over the PA on April 28th regarding the Day of Mourning and its origins, then will lead a school wide moment of silence.

WHAT OTHER SUGGESTED/RECOMMENDED ACTIVITIES ARE INCLUDED IN THE PACKAGE SENT TO SCHOOLS

1. Special Video: A special video has been commissioned for this event
2. Workplace Safety factsheet for teacher-led discussion
3. Suggested scripts for principal and student council-led announcements
4. Two different posters (20 copies each) for displays
5. "Alive After 5" resource booklet—10 copies per school
6. DOM Postcards and Decals for students to take home

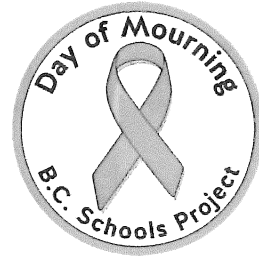
USEFUL WEBSITE REFERENCES

- "Resources For Young Workers By Group—Educators," (Worksafe BC)
<http://www2.worksafebc.com/Topics/YoungWorker/Resources-Educators.asp>
- *Workers Mourning Day Act*, S.C. 1991 c.15, Assented to 1991-02-01
<http://laws-lois.justice.gc.ca/eng/acts/W-11.5/page-1.html>

Help make sure that every young worker comes home safe by joining the "Count My School In" Campaign starting January 29, 2016.

Project details and sign-up information can be found at:
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Procedure for School Commemoration of the National Day of Mourning (DOM) for Workers Killed and Injured on the Job

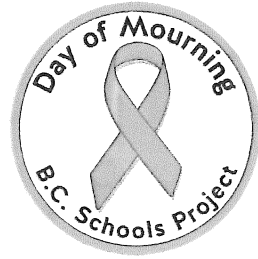
DOM Materials:

- Item 1: POSTER DOM Victims – 20 per school
- Item 2: POSTER DOM Mourning—20 per school
- Item 3: Procedure Sheet (this document)—1 per school
- Items 4 & 5: PA Announcements (for student readings) & Principals' Script (for reading on DOM- April 28) – one document—1 per school
- Item 6: Fact Sheet
- Item 7: Cover memo—1 per school
- Item 8: Postcards (Rack Cards)—1 per student
- Item 9: DOM Decals – 1 per student
- Item 10: Alive After 5 Booklets – 10 per school

7 Step Suggested Procedure:

1. Enlist the help of student volunteers. Suggested groups you can target are student clubs, student council or leadership classes.
2. Have student volunteers put up posters around the school.
3. Five school days prior to April 28th (or the next closest school day), have a student volunteer make a daily announcement reading from the script provided during the morning PA announcements, to inform and raise awareness of the NDM.
4. Have volunteers prior to NDM, create a Young Worker Safety Information Display, containing visuals and statistics about youth worker safety in BC.
5. On DOM, in the morning before classes, have volunteers set up display in main school entry point (an entry way or main foyer). Student volunteers will be wearing orange ribbons, will hand out orange sticker ribbons to students and answer any questions about the significance of the NDM as students enter the school.
6. Info Sheets, an orange ribbon for the teacher, and a roll of orange ribbon stickers will be distributed to 1st Block teachers before class. Teachers will then spend the first 10 minutes of the first class, handing out stickers, explaining NDM, explaining the proper

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behaviour for the moment of silence, and will read aloud and discuss info sheet provided.

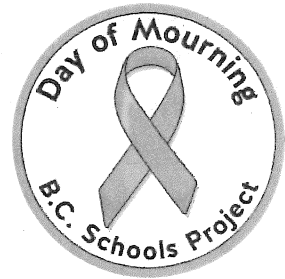
7. During morning PA announcements the Principal will lead a school wide moment of silence, reading from the provided script.

Other Suggested Activities:

- Student lead workshops on worker safety and the NDM
- Essay, short fiction or poetry contest on the topic of "Tragedy at Work".
- Video Contest: "Create a public service announcement promoting work place safety for young people."
- Invite BCFed "Alive After 5" speakers to your classroom.
- Invite speakers who have suffered a work place injury or lost a loved one to speak in class or a school assembly.
- Use the Labour History Project Resources at teachbc.bctf.ca to assist in teaching the history of labour rights in the Social Studies classroom.

ITEM 6: FACT SHEET

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Shocking Workplace Statistics

- In 2015, 122 B.C. workers died from work related injury or illness
- An average of 1100 workers die in Canada each year from work related injury and illness
- 1/3 of all workplace injuries occur to young workers.
- Young workers are statistically more likely than any other group to be injured on the job.
- From 2010-2014 there were 32,000 B.C. young workers injured and 29 work-related deaths.
- Young males aged 15-24 are twice as likely to get injured on the job.
- Highest rate of injury occurs in the hospitality and construction industry.

(Source: WorkSafeBC)

How to Stay Safe

The following legal rights and responsibilities apply to every worker and employer in BC:

- **You have the right to KNOW** – Your employer must tell you about work place dangers and give you safety training.
- **You have the RIGHT to REFUSE UNSAFE WORK** – You can refuse to do any work you think reasonably might endanger yourself or others.
- **You have the RIGHT to be FREE FROM RETALIATION** – Employers can't fine you, punish you or fire you for refusing unsafe work or complaining about unsafe working conditions to WCB or your Union.
- **You have the RIGHT to REPORT** – If you report unsafe working conditions to your boss and no action is taken, you have the right to report those conditions to WCB or your Union.

- Employers are **RESPONSIBLE** to make sure the work place is as safe as reasonably possible.
- Workers are **RESPONSIBLE** for reporting anything that may be a hazard to themselves or another worker.
- Employers are **RESPONSIBLE** for providing proper safety equipment
- Workers are **RESPONSIBLE** for using all provided safety equipment.
- Workers and Employers are **RESPONSIBLE** for following all safety rules and regulations.

How to Stay Safe

Injury isn't part of your job description. Know your rights. If you're unsure, ask question – it could save your life.

Your rights

- **You have the right to know** – You have the right to know how to protect yourself from hazards at work. So, if you don't know how to do something, raise your hand by asking your supervisor (or boss) for help.
- **You have the right to speak up** – You have the right to speak up at work about safety concerns. If you're unsure about something, ask questions or tell your boss or supervisor. If you report unsafe working conditions to your supervisor and no action is taken, you have the right to report those conditions to WorkSafeBC or your Union.
- **You have the right to refuse unsafe work** – You have the right to refuse unsafe work. So, if you're asked to do something dangerous, raise your hand by telling your boss (or supervisor) you won't do it. Your employer can't fine or punish you for refusing or identifying unsafe work.

You and your employer both have responsibilities when it comes to workplace health and safety.

- Employers are responsible for providing a safe and healthy workplace and providing proper safety equipment and training
- Workers are responsible for using all provided safety equipment and for reporting anything that may be a hazard to themselves or another worker
- Workers and Employers are responsible for following all safety rules and regulations

For more rights and regulations visit:

<http://www2.worksafebc.com/publications/OHSRegulation/Home.asp>

For more details on specific resources on [Young Workers: Your Rights and Responsibilities](#)

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Principal's Script, April 28th

Good morning, this is *name of principal here* speaking.

Today, April 28, is the National Day of Mourning for Workers Killed and Injured on the Job. On this day in Canada we remember all those who have died or have been hurt while working. These tragic deaths and injuries happen to people who are mothers, fathers, sisters and brothers. They happen to friends and family members. They happen to both the very mature and young.

The group of people most likely to be hurt on the job are people like you – young people, young workers, eager to do a good job, possibly less experienced, possibly less aware of the risks of work. I know many of the students here have part time jobs and I also know that many of you soon will have full time jobs. I'm hoping that by observing the Day of Mourning today, you all will remain conscious of your own safety at both the jobs you hold today or will hold in the near future. I hope that you insist your employers give you safety training, that you will follow safety procedures and that you will always exercise your right to refuse unsafe work.

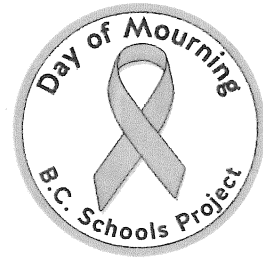
Shortly we will observe a moment of silence to honour those who have died on the job. In Canada, for last year alone, over 1000 people have died due to work related injury. I ask that during our moment of silence that you sit still, that you quietly think of these people who have been lost while just trying to provide for themselves and their families, and that you think of your own families and loved ones, and how important your own safety is to them.

We will now observe a moment of silence in remembrance of those we have died working....

[Wait 30 secs – 1 min]

That concludes our moment of silence. Thank you for observing with me the National Day of Mourning for Workers Injured and Killed on the Job today.

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Daily Morning PA Announcements Script – To be read by student volunteers

(Day 1)

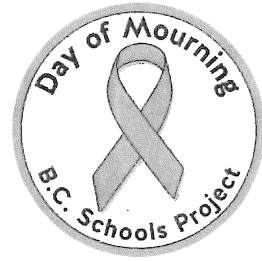
Did you know that an average of 900 people in Canada die each year on the job or from work related illness? Did you know that the group of workers most likely to be injured or killed on the job are young workers?

April 28th is The National Day of Mourning for Workers Killed and Injured on the Job. A day when we recognize and remember all those who have lost their lives just trying to provide for themselves and their families.

Many students at this school have part time jobs, and all of us one day will have full time careers. As young workers we should protect ourselves from workplace dangers by knowing the safety procedures at work and by knowing our rights. Remember: Everyone has the right to refuse unsafe work.

Next week on Thursday, April 28th, remember those who have been injured or have died at work. *Please, mourn them, but don't be one of the mourned – stay safe at work.*

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(Day 2)

Last year 173 B.C. workers died, now 173 families mourn.

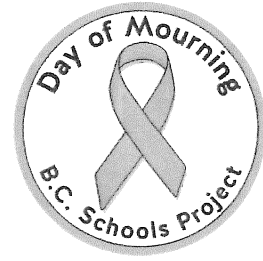
April 28th is The National Day of Mourning for Workers Killed and Injured on the Job. A day when we recognize and remember all those who have lost their lives just trying to provide for themselves and their families.

Young and new workers run a greater risk of being hurt on the job than any other group. Did you know that in BC, an average of 27 young workers are injured at work every day? Or that every week seven young workers are permanently disabled at work in BC?

Many students at this school have part time jobs, and all of us one day will have full time careers. As young workers we should protect ourselves from workplace dangers by knowing the safety procedures at work and by knowing our rights. Remember: Everyone has the right to refuse unsafe work.

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(Day 3)

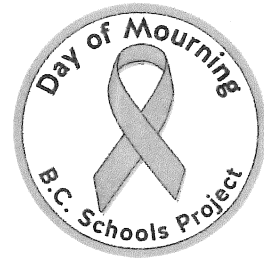
An average of four workers die each day on the job in Canada. Four families that said goodbye to their loved ones when they left for work in the morning, four families that were never able to welcome them home at the end of the day again.

This Thursday, April 28th, is The National Day of Mourning for Workers Killed and Injured on the Job. A day when we recognize and remember all those who have lost their lives just trying to provide for themselves and their families.

Many students at this school have part time jobs, and all of us one day will have full time careers. Young workers like us are statistically the most likely to be hurt on the job. Don't be a statistic: insist on safety training, use safety equipment at work, and always exercise your right to refuse unsafe work.

On Thursday, April 28th, remember those who have been injured or have died at work. *Please, mourn them, but don't be one of the mourned – stay safe at work.*

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(Day 4)

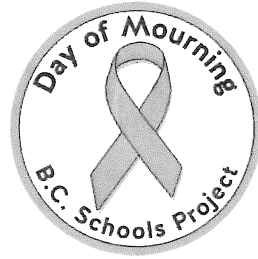
In 2013, 6 540 young workers were injured on the job in BC. Young worker injuries represent a third of the total work place injuries in BC.

This Thursday, April 28th, is The National Day of Mourning for Workers Killed and Injured on the Job. A day when we recognize and remember all those who have lost their lives just trying to provide for themselves and their families.

Many students at this school have part time jobs, and all of us one day will have full time careers. As young workers we should protect ourselves from workplace dangers by knowing the safety procedures at work and by knowing our rights. Remember: Everyone has the right to refuse unsafe work.

On Thursday, April 28th, remember those who have been injured or have died at work. *Please, mourn them, but don't be one of the mourned – stay safe at work.*

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(Day 5)

Did you know that young workers are highly vulnerable to workplace injury? Young males, in particular, face a 48 percent higher risk of injury than the overall working population.

Tomorrow, April 28th, is The National Day of Mourning for Workers Killed and Injured on the Job. It is a day when we recognize and remember all those who have lost their lives just trying to provide for themselves and their families.

Many students at this school have part time jobs, and all of us one day will have full time careers. As young workers we should protect ourselves from workplace dangers by knowing the safety procedures at work and by knowing our rights. Remember: Everyone has the right to refuse unsafe work.

Tomorrow, Thursday, April 28th, remember those who have been injured or have died at work. *Please, mourn them, but don't be one of the mourned – stay safe at work.*