

PRACTICE GUIDE FOR WHEN YOU HAVE A WORK ACCIDENT OR A PROFESSIONAL DISEASE

HOW TO PROPERLY START YOUR DOSSIER?

Avoid delays – fill in your forms as soon as possible, even if there is no work stoppage

- ⇒ Early implication of a Union Steward
- ⇒ Judicious choice of a clinic and a treating Physician..

WORKER'S CLAIM.

- ⇒ Write down **ALL** sites of pain, severe or not
- ⇒ Be sure to get a diagnosis for all sites of pain (medical certificate). You will describe the accident in your own words.
- ⇒ Describe the precise movement which started the pain.

Describe the elements which caused a **sudden an unforeseen event**: stuck, rusty, too tight, defective, broken, unusual, out of place, heavier than usual.

Describe the environment:

- Restrained space
- Impossible to see
- Out of my reach
- Badly placed, bad posture
- Unstable position, shaking
- Off balance, slippery
- Wet floor, puddle of oil
- Objects in the way

Work accident: a sudden and unforeseen event attributable to any cause, which happens to a person because of or during his or her work, which causes a professional injury.

DECLARATION OF THE INJURED PERSON

Advise your immediate superior at once, before leaving the establishment, or if not, as soon as possible, (Article 265) and the employer must facilitate the communication of this notice (Article 266).

Choice of a health care professional.

The worker has the right to the professional health care of their choice

Choice of the establishment.

The worker has the right to treatment at the health care establishment of their choice.

The worker may require the help of his Union Steward or his Union Representative, or of the person mandated to act in his place (Article 279)

Professional disease

- Number of hours of daily exposure
- How long the worker has been exposed
- Number of movements per hour, (or the number of pieces).
- Is the rhythm impossible?
- As far as rotation, does it consist of the same gesture?
- Exposure to force, loads to be manipulated.
- Postures soutenues ou prolongées.
- Prolonged or sustained posture.
- Schedule, overtime.

Environment: temperature

State of stress

State of tools and reason

Vibrations

Medical certificate

- First visit
- Need to revisit in the first weeks
- The diagnosis
- Relation
- Stopping work VS working

The doctor shall **NEVER** take the initiative of a **TEMPORARY ASSIGNMENT**.
(Article 179)

If you don't have a family doctor, we suggest these clinics which are specialized in work accidents. They will take care of your CSST forms.

Centre CMI de médecine industrielle

(450) 442-1018 / (514) 747-9936

(450) 773-7073

Yamaska: 5425 boul. Laurier
Bureau 101
St-Hyacinthe, Québec J2S 3V6

Montréal: 601, Adoncour
bureau 101
Longueuil, Québec
J4G 2M6

Saint-Laurent: 300 boul. Marcel-Laurin
Bureau 102
Saint-Laurent, Québec
H4M 2L4



In case of muscular, bone or articular injuries for MRI, the CMI clinics will take care of everything.

Centre de réadaptation physique HTB

5180, Queen-Mary, bureau 200
Montréal, Québec H3W 3E7
(514) 481-1181 Fax : (514) 481-1141

The worker has the right to the professional health care of their choice

Temporary assignment procedure

Before proceeding with a temporary assignment, the employer must obtain the autorisation of the Physician who is treating the worker, after having met the following conditions:

1. The employer, before the assignment, must furnish the worker and his or her Doctor a complete description of the work station and the tasks to be performed. He must note the amount of work, the hours and the expected length of the assignment.
 2. The proposed work must be a normal productive activity which directly fulfils the needs of the business
 3. The treating Physician must determine if three conditions are met with regards to the proposed work,
 - a) the worker is reasonably able to accomplish the work
 - b) The work doesn't involve any danger taking the injury into account
 - c) The work is favorable to the worker's rehabilitation.
 4. He or she will continue to collect their salary as if they were working at their regular jobs.
- If the employer doesn't respect the terms of the temporary assignment, advise your union.
 - The refusal of a temporary assignment by the treating Physician, cannot be contested either by the employer or the C.S.S.T. In spite of the opinion of the treating doctor, the Worker may be considered to not be able to accomplish the proposed work. In such a case, consult your union without delay. There is no obligation to do the proposed work. As long as a final decision hasn't been reached.