

International Student Workers Health and Safety Project

Occupational Health and Safety

Workers Rights

Ergonomics

Pathways to Permanency

Access to Benefits, Service

Navigation Supports, and More

U of M International Student Centre; Friday, May 9th, 2025

ohcmb.ca

Land Acknowledgement

We acknowledge that we are gathered on Treaty 1 Territory and that Manitoba is located on the territories of the Anishinaabeg, Anishinewuk, Dakota Oyate, Denesuline, and Nehethowuk Nations and on the National Homeland of the Red River Métis Nation. We acknowledge that northern Manitoba includes territories of the Inuit.

As we gather on Treaty One territory, we recognize Treaty 3 Territory, in particular Shoal Lake 40 First Nation, the source of Winnipeg's clean drinking water. We also acknowledge Treaty 5 territory, including Nelson River which provides us with access to most of our electricity.

The Occupational Health Centre acknowledges the devastating, lasting and ongoing impacts of settler colonialism on Indigenous peoples and a deep lack of action toward truth and reconciliation. OHC has embarked on a process of learning about Indigenous peoples' history and culture and our role as settlers with our staff, board, and volunteers under the guidance of Knowledge Keeper, Clayton Sandy.

We commit ourselves to active accountability, truth, justice, equity, and reconciliation.

Agenda

- About the MFL Occupational Health Centre
 - Cross Cultural Community Development Program (CCCCDP)
 - International Student Workers' Health and Safety Program (ISWP)
- Psychological Health and Safety
- Sprains and Strains
- What to do if you are injured at work*
- Resources

About Me

- Hafiz Jatto
 - Grew up in Benin City, Nigeria.
 - Moved to Winnipeg in August 2015 ~ 10 years ago!
 - Graduated from U of M in Spring 2022
 - Migrant Worker Project Coordinator @ MANSO
 - Newcomer Welcome and Inclusion Policy, Special Projects and Initiatives Lead @ City of Winnipeg
 - International Student Workers Project Coordinator @ MFL OHC



OHC, Then and Now...

- Formed from activism with the MFL, in response to the lack of impartial occupational health care for workers.
- Opened in 1983 at the corner of Sherbrook & Westminster
- **Vision**
 - Healthy workers, healthy workplaces, healthy communities
- **Mission**
 - Deliver services and programs that enhance the capacity of workers, workplaces and communities to protect their health and safety.
- **Values**
 - Worker Centered | Inclusive | Health Equity | Integrity

Programs



OHC's 2023-2026 Strategic Plan focuses on four Strategic Directions:

STRATEGIC DIRECTION #1

Strengthening the Organization

GOALS

- Promote Organizational Sustainability
- Strengthen Core Business Operations
- Improve Governance Structures
- Support Staff Development

STRATEGIC DIRECTION #2

Widen OHC's Sphere of Influence

GOALS

- Increase Partnerships and Collaborations
- Raise OHC's Public Profile
- Grow Public Awareness of Mission
- Increase Influence over Government Policy

STRATEGIC DIRECTION #3

Enhance Programs and Services

GOALS

- Increase Outreach
- Develop and Enhance Programs and Services
- Prioritize Key Populations
- Explore New Program and Service Delivery Methods

STRATEGIC DIRECTION #4

Engage in Meaningful Equity Work

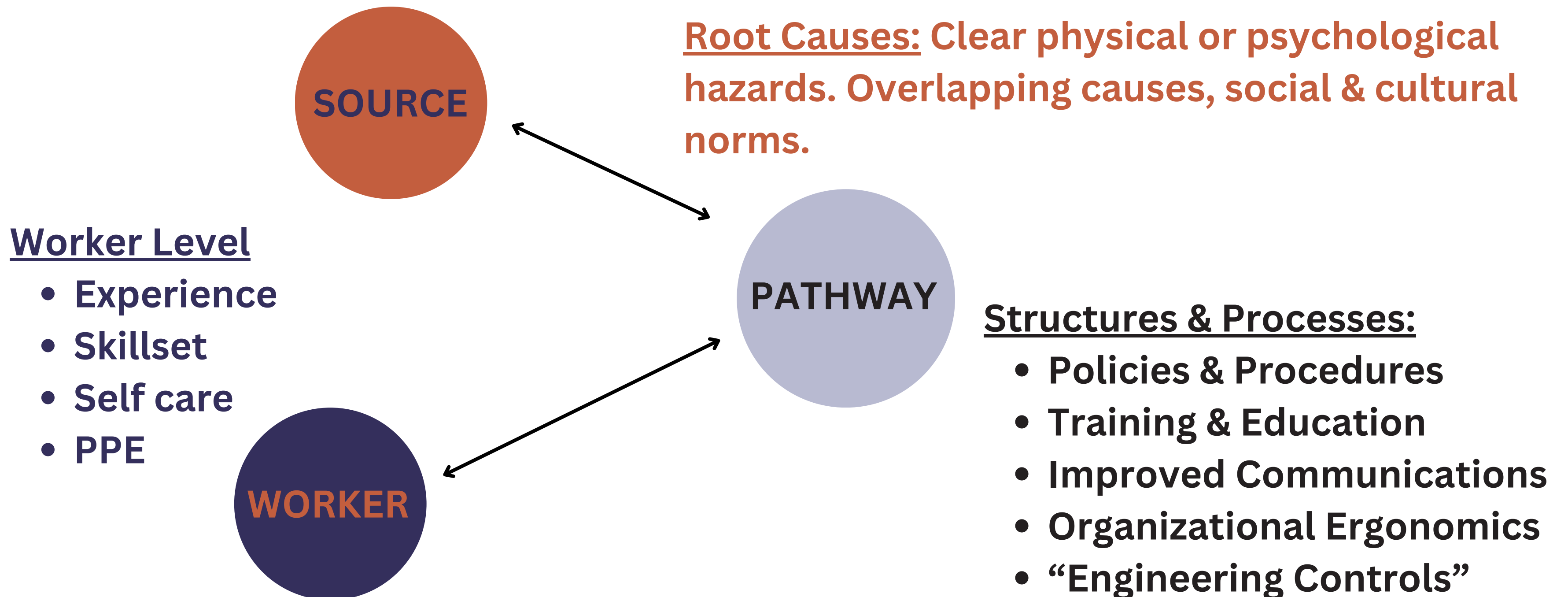
GOALS

- Strengthen Connections to Newcomer, Indigenous and BIPOC Communities
- Advance toward the TRC Calls to Action and the MMIWG2S Calls to Justice
- Ensure Programs and Services Integrate an Equity & Cultural Safety lens
- Weave Equity Work into OHC

Occupational Health and Safety at Work

- What is OHS?
- What are the four (3+1) Health and Safety Rights according to the Canada Labour code?
- What makes it difficult for Newcomer workers to assert their health and safety rights in the workplace?
- Coronavirus (SARS-CoV-2)
 - Long COVID

The Occupational Health and Safety Framework



Workplace safety rights and responsibilities among Manitoba newcomers



Watch the Video
“The Incident”

<https://www.youtube.com/watch?v=QiSNcQgHb>

International Students in the Workplace

- Between 2018 and 2022, Manitoba issued an average of about 20,000 study permits to International Students.
- If you hold a **valid study permit**, you *may* be able to work while studying, without applying for a separate work permit.
- The specific criteria for each of these work opportunities are outlined by Immigration, Refugees, and Citizenship Canada, and subject to change.
 - ex. 24 hr/wk cap on off campus work (September 2024)
 - Some students in certain programs are exempted from working.

International Students in the Workplace

- According to research by the Institute for Work and Health, Newcomers in Canada face a higher risk of work-related injuries and illnesses, compared to Canadian-born workers;
- Factors inside and outside of the workplace contribute to inform the quality of work that is available to Newcomers, and their risk of injury;
- 50% of recent immigrants to Canada are overqualified for the roles they currently hold;
- Some employers report that they struggle to provide newcomers with Occupational Health and Safety training and support.

Harassment

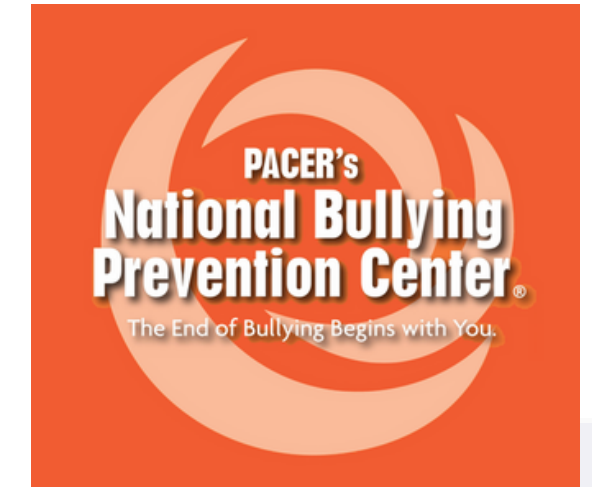
- Manitoba Human Rights Code identifies two (2) types of harassment
 - ***Human Rights-based***
 - Based on the group to which the individual belongs, or appears to. Including; Race, Gender, Sexual Orientation, among others.
 - ***Bullying***
 - Severe, repeated conduct that adversely affects a worker's psychological or physical well-being if it could cause a worker to be humiliated or intimidated.
 - A single occurrence may be considered if shown to have a lasting, harmful effect on the worker.

Harassment Includes

- ACTIONS
 - Touching, Pushing
- COMMENTS
 - Jokes, Name Calling
- DISPLAYS
 - Posters, Cartoons, Digital Screen Displays
- WRITTEN COMMUNICATION
 - Notes, Emails, Text Messages

Conflict

- Disagreement or argument in which both sides express their views;
- Equal power between those involved;
- Generally stop and change behavior when they realize it is hurting someone.



Bullying

- Goal is to hurt, harm, or humiliate
- Person bullying has more power*
- Continue behavior when they realize it is hurting someone.

*"Power" can mean the person bullying is older, bigger, stronger, or more popular.

Who is responsible to prevent and STOP Workplace Bullying

Source

Target

Observer

Person with authority

What can the employer do?

Targeted Training

Improved Policies & Practices

Building a Culture of Accountability

Sexual Harrasment - Definition

- Manitoba Human Rights Code defines Sexual Harassment as:
 - Harassment based on sex or creating or permitting a sexualized or sexually charged, negative work atmosphere
- Objectionable and unwelcome sexual advances.
- Unnecessary physical contact (touching, patting, pinching)
- Sexual remarks or jokes
- Demanding sexual favours
- Asking and talking about a person's sexual life
- Persisting in asking for a date
- Sexually suggestive letters, emails or text messages

Sexual Assault

- Any unwanted sexual activity
- If someone grabs another person's breasts, genitals or bum without permission or consent
- If someone forces another person to kiss or touch them
- If someone forces another person to have anal, oral or vaginal intercourse or to participate in any other type of sexual activity without permission or consent

Sexual Assault is a crime under the Criminal Code of Canada

Psychological Health and Safety at Work

Some *Guiding Principles...*

- A shared responsibility;
- Employers have certain legal requirements they must meet and uphold;
- Cornerstone of mutually respectful workplaces;
- Individual, as well as, collective health and wellness matter;
- Demonstrated & visual leadership commitment;
- Engagement & Participation is paramount;
- Not a one-time initiative, an organizational change process;
- Builds on existing quality improvement practices.

Signs of Psychologically Unsafe Work

- Longer Absences
- Hiding Stress >>> Burnout
- Failure to Achieve Targets
- Unresolved Conflict
- The Good Ones Quit
- Grievances Are Up
- Problems with return-to-Work

Healthy Workplace Factors

- Psychological Support
- Psychological Protection
- Physical Protection (PPE)
- Civility & Respect
- Recognition & Reward
- Balance
- Organizational Culture
- Psychological Job Fit
- Involvement & Influence
- Clear Leadership & Expectations
- Growth & Development
- Workload Management
- Engagement

National CSA Standard: Workplace Psychological Health & Safety

Disability
Management

Employee
Accommodation

Effective
Policies

Good Workload
Management

Return to
Work



Manager
Training

Engagement
Activities

Effective
EAP Usage

Mental Health
First Aid

Strategic
Planning

Staff
Education

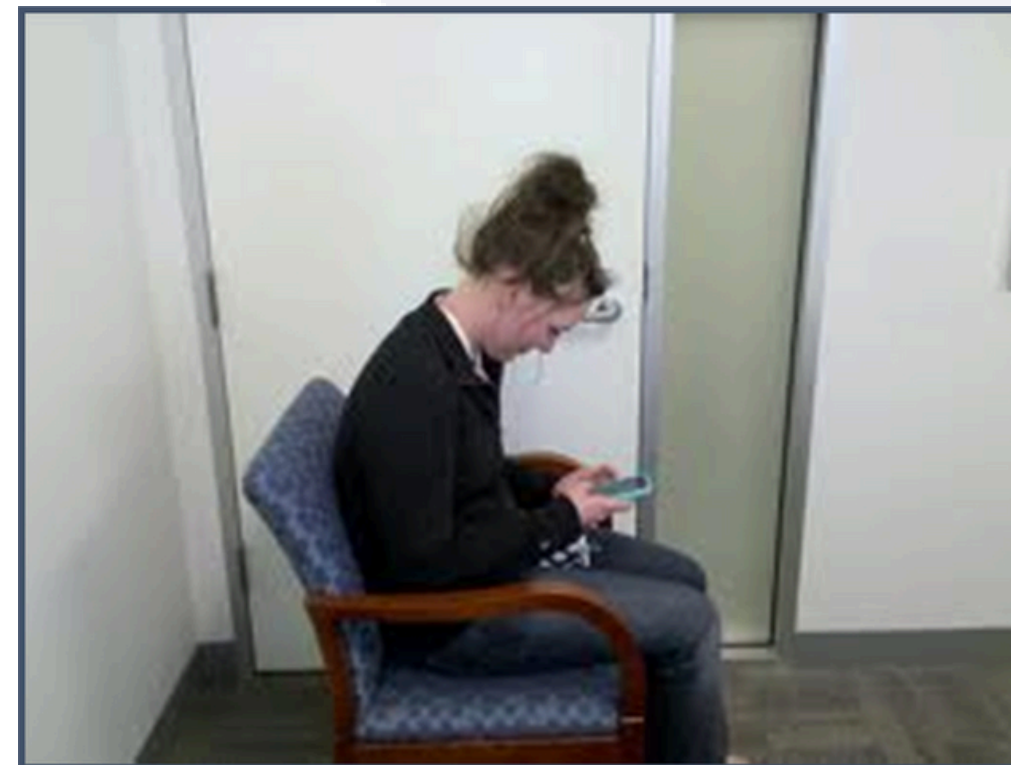
Change
Management

Tertiary

Secondary

Primary

Strains and Sprains

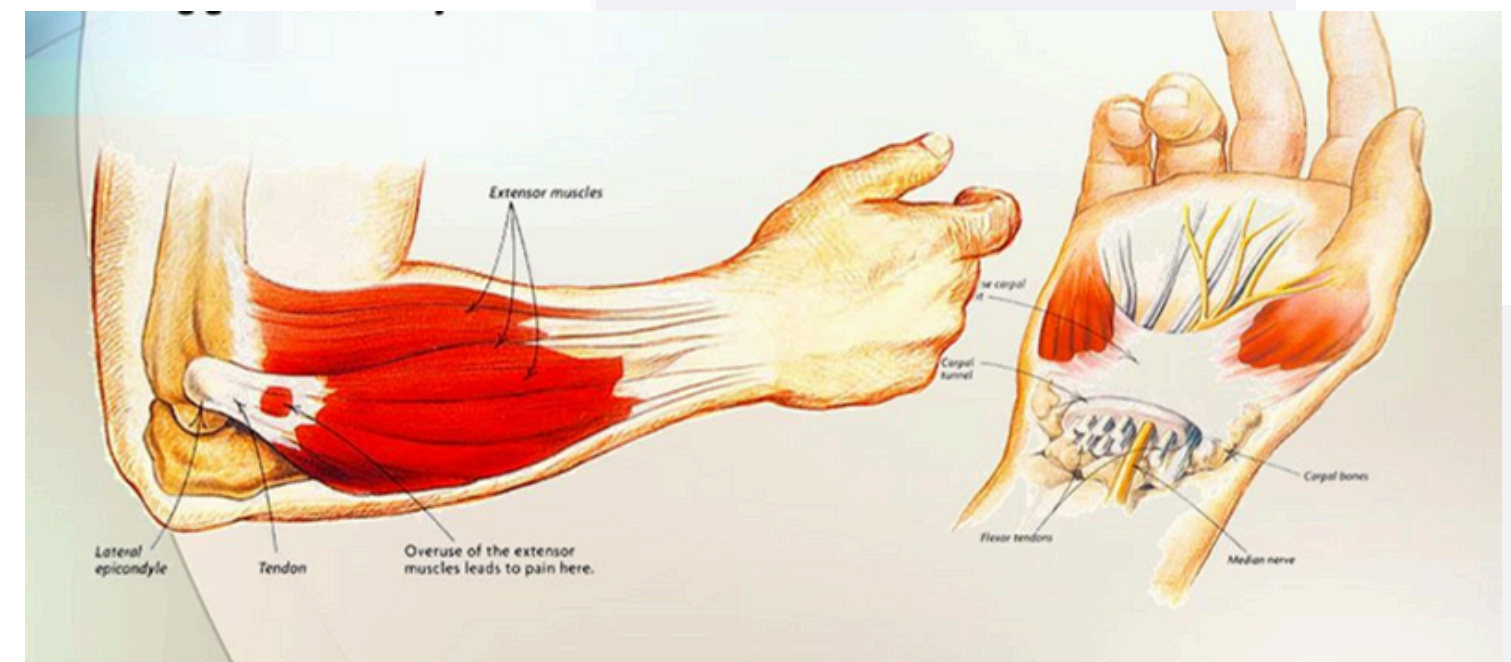


Signs and Symptoms of a Repetitive Strain Injury

- Pain or Discomfort
- Swelling and Inflammation
- Numbness and Tingling
- Stiffness or decreased movement
- Symptoms worsen with time

Common Names:

repetitive strain injury (RSI), repetitive motion injury, cumulative trauma disorder (CTD), sprains and strains, overuse injury



Wear and Tear can look and feel different!

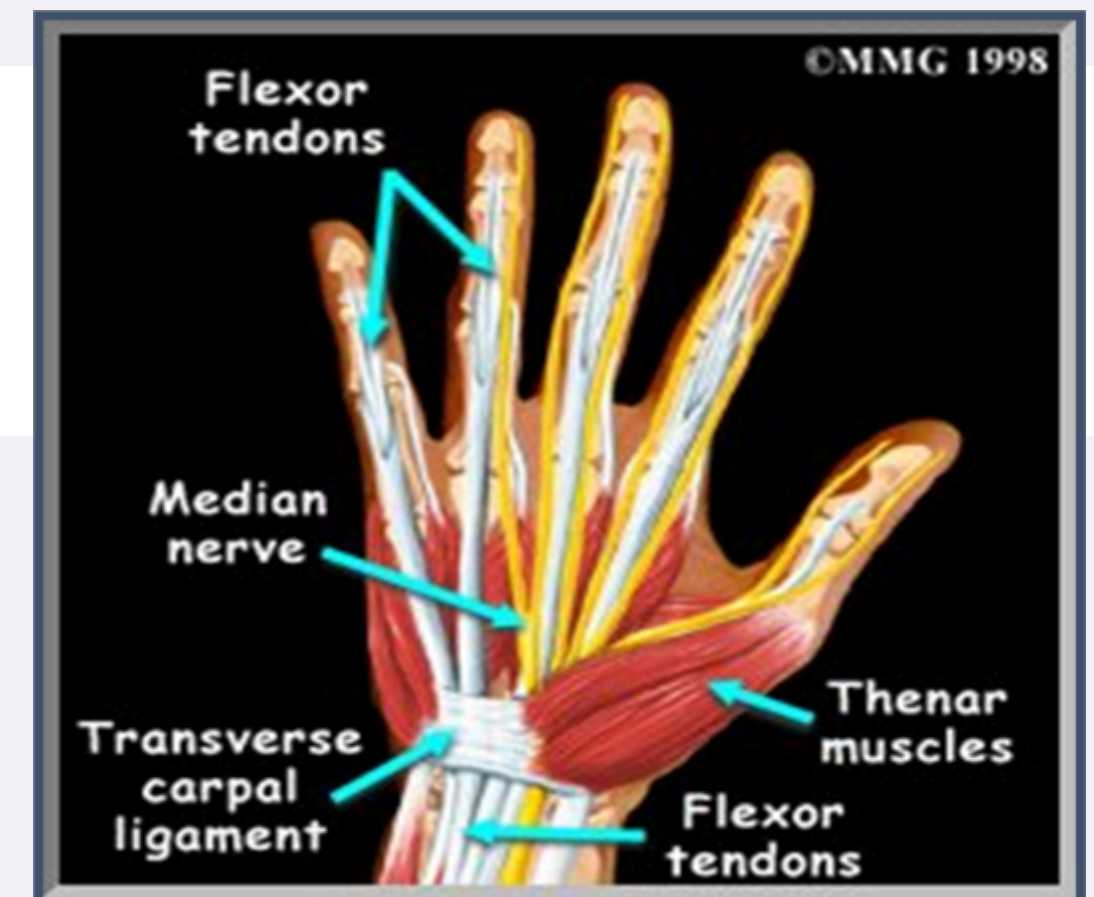


Ergonomic Principles

1. Keep Elbows in Close to the Body
2. Avoid rounding the lower back
3. Reduce Stress in the Hands

Solution Options

- Provide, position, maintain equipment
- Develop and implement safe work procedures
- Implement work schedules - rest/recovery periods, changes to workload or other
- Provide personal protective equipment



Accessing Healthcare and other Resources in Manitoba

Emergency - Life threatening, need immediate care at your location

- Call **911**

Non-Emergencies - Accessing health information, and urgent care clinic or medical professional

- Winnipeg - (204) 788-8200
- Outside Perimeter - 1-888-315-9257
- **211** Manitoba

Health Care Rights

- Document everything!
- Ask questions and get answers
- Get a second opinion
- Ask your doctor about their experience and training
- Be informed before giving consent
- See your health information
- Get help if you need it
- Talk to your healthcare team about what you want
- Explicitly express your concerns to them
- If you get hurt while getting healthcare, you have the right to know what happened

Health Care in Manitoba

- In Canada & Manitoba, the health care system is publicly funded.
- Manitoba Health Card covers basic medical care
- Some costs are **not** covered with a Health Card
- Some people are eligible for additional supports:
 - Canada Dental Benefit, Canada Child Benefit, Pharmacare, Health Baby Prenatal Benefit.

Since September 2018, International Students in Manitoba have been ineligible for public health insurance. Active, enrolled students may be eligible for a PSI sponsored private insurance plan, included in their tuition fees.

Where to go for medical care in Manitoba

- Health Links Information Line
- Family Doctor
- Walk-in Connected Care Clinic (WICCC)
- Walk-in Clinics
- Urgent Care
- Emergency
- Pharmacy (limited services)

Health Links / Info Sante

- Free telephone health info line
staffed by nurses 24/7;
- Provides health information & directs
you to the type of care you need;
- Available in 110 languages!

Call (204) 788-8200 or 1 (888) 315-9257

Family Doctor

- Consistent care over time
- Maintains your health record, manages your medical conditions & medications
 - e.g. diabetes, asthma, blood pressure
- Offers complete physical examinations
- Provides routine immunizations
- Refers you to a specialist when needed
- Appointments are required

How to Find a Family Doctor

- Call Family Doctor Finder: (204) 786-7111 or toll-free 1-866-690-8260
- Or register online at:
 - www.gov.mb.ca/health/familydoctor
- When registering include:
 - Your Canadian phone number;
 - Email;
 - If you need an interpreter

No Family Doctor/Can't Get an Appointment

- Walk-in Connected Care Clinics (WICCC)
- Walk-In Clinics
- Urgent Care - Open 24/7
- Winnipeg Minor Injury Clinics - for musculoskeletal injuries or conditions.
 - Pan Am Minor Injury Clinic
 - Corydon Minor Injury & Illness Clinic
- Visit www.myrightcare.ca online

Urgent Care Centres

- Three (3) locations in Winnipeg;
- No appointment necessary
- For non-life threatening medical concerns requiring immediate care
- There is usually a long wait time
- People are seen based on priority of their condition.

Emergency Departments: open 24/7

- Serious conditions that require emergency department treatment
 - Heart attack or stroke
 - Major trauma (e.g. car accident)
 - Severe head injury
 - Amputation
 - Sexual assault / domestic violence
 - Severe bleeding or any time a person is unconscious
- Patients are seen based on how critical their issue is
 - Long waits are common - the less severe the condition, the longer the wait

Emergency Departments

- Call 911, or attend nearest emergency department
 - Outside of Winnipeg, 911 will direct you to the nearest emergency department
- In Winnipeg: 4 Emergency Departments
 - Health Sciences Centre Emergency: 700 William Ave.
 - Children's Hospital Emergency: 700 William Ave.
 - St. Boniface Hospital: 409 Tache Ave.
 - Grace Hospital: 300 Booth Dr.



Mental Health Emergencies

If you or someone you know is thinking about suicide, call or text 9-8-8.

FREE Support is available 24 hours a day, 7 days a week

- Mental Health Emergencies (Winnipeg):
 - Call (204) 940-1781 or attend Crisis Response Centre
 - Located at 817 Bannatyne Ave.
 - Mobile Crisis Unit can speak directly to the person in crisis by phone (or attend residence / location of person as able*)
- Team of mental health professionals 24/7:
 - Assist individuals in Winnipeg region experiencing mental health crisis in need of immediate help e.g. suicidal, hallucinations



FREE Mental Health Support Lines

If you or someone you know is thinking about suicide, call or text 9-8-8.

Reason to Live- <https://reasontolive.ca/>

FREE Support is available 24 hours a day, 7 days a week

More Resources to help you:

- Klinik Crisis Line - Winnipeg - (204) 786-8686
- Domestic Violence - 1 (877) 977-0007 or text (204) 792-5302 or (204) 805-6682
- Manitoba Suicide Prevention - 1 (877) 435-7170
- Sexual Assault - (204) 786-8631
- Manitoba Farm, Rural and Northern Support Services - 1 (866) 367-3276

Reproductive Health & Services

- In Canada, individuals have the right to make choices about their sexual and reproductive health.
- Law supports their rights to:
 - Have same-sex relations, partners & marriages
 - Identify as being gay, lesbian, bisexual, transgender or any other self identification
 - Choose whether or not to become pregnant
 - Terminate a pregnancy (abortion)
 - Divorce or end a relationship
 - Zero tolerance against domestic abuse / violence

Prenatal, Pregnancy Support, and Post Partum Care

- Medical care during your pregnancy is free in Manitoba
 - You can choose a doctor or a midwife for prenatal care
- Prenatal Care:
 - 1 visit per month 12-28 weeks
 - every 2 weeks 28- 36 weeks
 - once per week until you give birth
- Healthy Baby and Healthy Start groups:
 - Prenatal
 - Birth to 1 year
 - Healthy Baby Prenatal Benefit
- Hospital stay after delivery is ~ 1-3 days
- Routine medical follow-up with the doctor or midwife after birth, up to 2 weeks for babies, and 6 weeks for birthing parents.
- Public Health Nurses offer a home visit in the first week after-birth.

Interim Federal Health programs (IFHP)

Overseas Coverage:

If you have been chosen to resettle in Canada as a refugee, or are eligible under the Economic Mobility Pathways Pilot, the Interim Federal Health Program (IFHP) will cover some of your pre-departure medical services.

In-Canada IFHP Coverage:

Provides limited, temporary coverage of health-care benefits to people who are not eligible for provincial or territorial health insurance, including resettled refugees, refugee claimants, in-Canada protected persons, and certain other groups.

Pathways to Permanency

In Manitoba, the primary pathway to permanent residency for international students is through the "International Education Stream" (IES) under the Manitoba Provincial Nominee Program (MPNP), which offers three specific pathways:

1. The Career Employment Pathway;
2. The Graduate Internship Pathway; and
3. The International Student Entrepreneur Pilot

These programs prioritize graduates from Manitoba Post Secondary Institutions (PSIs); International students who graduated in another province of Canada are not eligible under this stream, but may be eligible under the Skilled Worker in Manitoba Pathway.

International Student Workers Health and Safety Summary

All workers have the right to a safe and healthy workplace - it's the law.

- Employer Responsibilities
 - Provide information, safety equipment, training and a safe environment for workers to do their job well.
- Employee Rights
 - Right to Know: Know about Hazards at work
 - Right to Participate: Participate in health & safety matters
 - Right to Refuse: Refuse unsafe work
 - Right to Protection (from Reprisal): Right to be protected of their health and safety



Workplace Health & Safety Resources

Where to go for information

1. Occupational Health Centre
2. Manitoba Workplace Safety and Health branch **204-957-SAFE (7233)**
3. Manitoba Federation of Labour
4. Workers' Compensation Board
5. Worker Adviser Office
6. Community Unemployed Help Centre
7. Primary Care Service provider(Family Physician....)



Contact Information

- **Occupational Health Centre**

- 167 Sherbrook St, Winnipeg, MB R3C 2B6.
- (204) 949-0811 | <https://ohcmb.ca/contact/>

- **University of Manitoba International Centre**

- Room 541 UMSU University Centre, 65 Chancellor's Circle, University of Manitoba (Fort Garry campus), Winnipeg, MB R3T 2N2.
- 204-474-8501 | international@umanitoba.ca