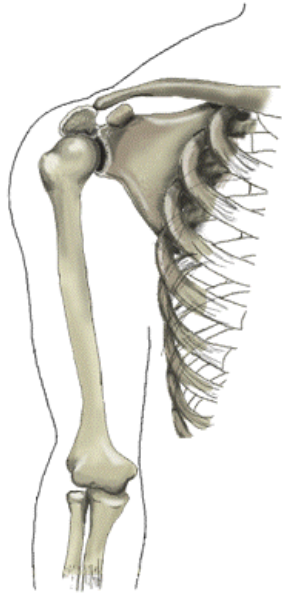


# Protect Your Shoulders... You Can't Work With Your Teeth!

## Whose Shoulders Are At Risk of Injury?

Regardless of where we work, whether it be in auto, truck and bus assembly, parts plants, railways, aerospace, telecommunications, electronics assembly, foundries, fisheries and processing, airlines, offices, retail stores, mining, transportation, hotels and restaurants and health care... **all** workers are at risk from shoulder injuries.



## How Do Your Shoulders Work?

Your shoulders are a delicate structure that allows flexibility or range of motion. They are also an **engineering nightmare**. Because the shoulder has no structural support, its integrity is entirely a function of the health of the ligaments that bind it together and the strength of the muscles that provide its movement.



## Why Do Your Shoulders Hurt?

Your shoulders hurt because of the poor ergonomic design of your workplace. This includes poor physical design of the workstation, layout, tools, equipment, parts, materials, environment and poor work organization. Many job designs have not considered different design requirements that exist for size, gender, dexterity, culture, nor limited abilities. In fact, most jobs are designed for healthy young males 18-24 years old.

## BEWARE!

Your work can damage the shoulder's ligaments, muscles or the protective bursae (fluid filled sacs). The result can be pain, weakness or loss of motion. You can hurt these structures in a number of ways;

- ✓ Carrying or lifting heavy loads
- ✓ Working in awkward postures eg. working overhead
- ✓ Working with the elbows at a distance from the body
- ✓ Working with the elbows above shoulder level
- ✓ Engaging in repetitive movements
- ✓ Exposure to vibrations
- ✓ Pulling heavy awkward loads

## SIGNS & SYMPTOMS OF TROUBLE

- Pain, numbness and/or tingling
  - Reduced range of motion
  - Swelling and/or inflammation
- DON'T IGNORE THE SYMPTOMS!**



## The CAW and Ergonomics:

Ergonomics is the science involved in designing work so that it accommodates the worker. As a union, the CAW is at the forefront in the field of ergonomics by;

- ✓ Working with health and safety and ergonomics committees to convince employers to change the workplace, work station, tools and work organization to prevent injuries
- ✓ Bargaining ergonomic language in our contracts
- ✓ Bargaining ergonomic expertise at the National, Regional and plant levels
- ✓ Bargaining paid time away from the job to give our bodies and minds the rest they need and deserve
- ✓ Designing and providing ergonomic training for our reps and membership
- ✓ Leading the push for Ergonomic Regulations both provincially and nationally.

## How to Learn More:

You can learn more about shoulders or Ergonomics by contacting:

CAW Health and Safety Department  
205 Placer Court, Toronto, Ontario  
M2H 3H9

Tel: (416) 495-6558 or 1-800-268-5763

Fax: (416) 495-3785

[www.caw.ca/whatwedo/health&safety](http://www.caw.ca/whatwedo/health&safety)

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