

Eco-social Synergies: Legal Challenges at the Intersection of the Environmental and Employment Realms

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PANEL 1. The Environmental and Labour Encounters from a Legal Perspective

ABSTRACT

Navigating Heat Stress in the World of Work: An Analysis of Canadian Collective Bargaining Agreements

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This article explores workplace efforts to mitigate heat stress through collective bargaining. Using content analysis, this study narrows 40,000 Canadian collective bargaining agreements to 299 that incorporate heat stress clauses, from 1987 to 2025. These clauses are measured against variables such as time period, jurisdiction, industry, employee count, and union affiliation, to provide a comprehensive view of where, when, and among which actors such tools were adopted. While the acute physical and health implications of heat stress on workers, especially in outdoor labour, are acknowledged, the article further delves into socio-legal dimensions, emphasizing the pivotal role of collective bargaining in navigating the intertwined pathways of occupational safety, environmental challenges, and worker rights. The analysis reveals not only the evolving recognition of heat stress in labour practices but also underscores the necessity for comprehensive, adaptive, and protective strategies in safeguarding worker well-being amidst the escalating threats of a changing climate.