

When A Board Officer Arrives

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A WORKERS PERSPECTIVE



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International Labour Office Statement

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- Promote and maintain the highest degree of physical, mental & social well being of workers;
- Prevent ill-health working conditions;
- Protect workers from factors adverse to health in employment;
- Place and maintain workers in environments adapted to physiological & psychological conditions.





Workers Rights- The 4 'R' 's

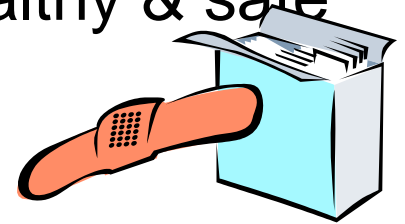
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- **RIGHT TO KNOW:** emergency & First Aid procedures, job hazards, training opportunities;
- **RIGHT TO PARTICIPATE:** Joint H&S Committees, workplace inspections, tailgate meetings, WSBC inspections;
- **RIGHT TO REFUSE UNSAFE WORK:** If you have reason to believe the work or working conditions are unsafe, you can refuse until it has been fixed;
- **RIGHT TO NO DISCRIMINATION:** Sec.150 speaks to a worker being protected for bringing forward safety

Workplace Health & Safety Programs

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- An effective program is one where everyone knows their rights and responsibilities from the top down.
- **Employer:** Responsibility to provide a healthy & safe workplace (Div. 3, Sec. 115)
- **Supervisor:** Be knowledgeable about the regs applicable to the work being carried out (Div. 3, Sec. 117)
- **Workers:** Work in a safe manner, use PPE's, report unsafe conditions (Div. 3, Sec. 116)



What do all Workers need to know?

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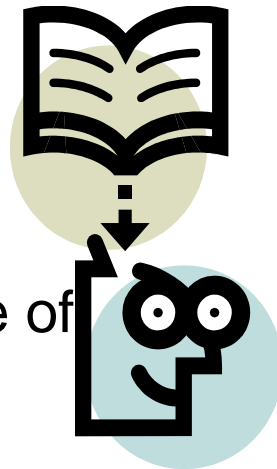
- To know your OH&S Policy Statement – where in the workplace is it posted and what does it say;
- How to report incident/accidents and seek First Aid;
- How to make suggestions for a safe workplace and report safety issues;
- How to connect to your H&S Rep or Committee member;
- **Section 116 (g)** “cooperate with the Board, Officers of the Board and any other persons carrying out a duty under this part or the regulations”.



Worker Responsibilities - Education

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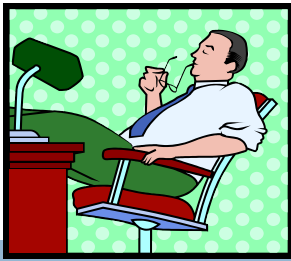
- Know and follow Health & Safety requirement;
- Work safely – using the PPE provided for the job;
- Immediately report any unsafe condition so it can be corrected;
- Report your injuries to the First Aid Attendant;
- Ask for training if you are asked to operate a new piece of equipment or tool;
- This is your workplace, and safety should be paramount for everyone. Take the initiative to make positive suggestions.



Internal Responsibility System (IRS)

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- The Internal Responsibility System is suppose to encourage voluntary compliance;
- It assumes that Employers will obey the Act (WCA) & Regulations in good faith;
- WSBC Inspectors are an important link in enforcing the Act and Regulations;
- Inspectors expect both parties to work out differences between them, before they intervene or mediate.



Smooth Operations

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- The key to an effective and safe workplace starts with commitment to safety from management at the top;
- Workers should receive orientation & training in safe work procedures and know where to get info;
- Senior Management provides resources, training & time for Joint Committee activities & removes barriers so anyone can participate;
- All workers are to use reasonable care, or be 'due diligent' in carrying out their work.

Board Officer Authority & Role

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- **Div. 11 Sec. 179** gives the Board Officers authorization to conduct inspections in all workplaces.
- **Div. 11 Sec. 182** allows an Officer to be accompanied by an Employer Rep and 'a Worker Rep, or if there is no Worker Rep, or the Worker Rep is not reasonably available, a reasonably available worker selected by the Officer as a Representative, are entitled to accompany the Officer on the inspection'.



Board Officer Authority & Role

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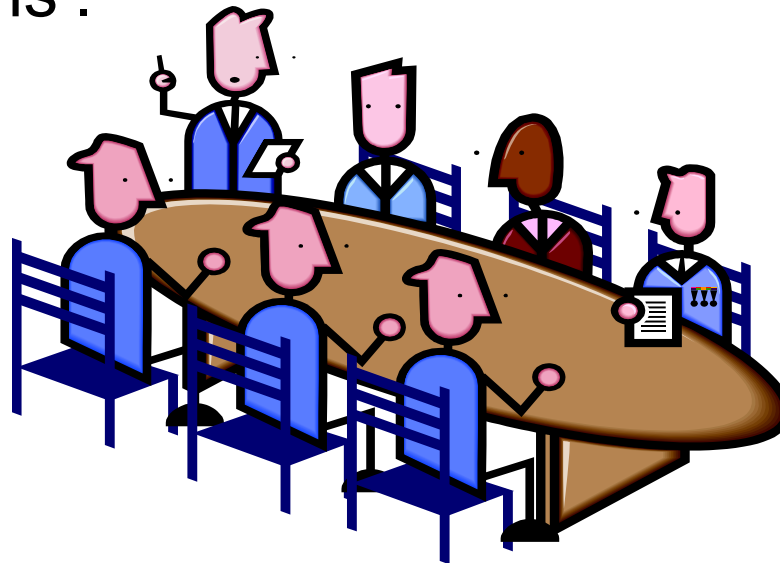
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- **Sec. 182** also goes on to say that an Employer can object to have a Worker Rep present if it 'unduly impedes production'. The Employer may only object to one person on this ground.
- If a worker accompanies the Officer, the time spent is time worked, and the worker should be paid for that time.
- All workers must ensure that they don't interfere with, or provide false information to an Officer

What about the Joint Committee?

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- **Part 3 Div 4 Sec. 130** Talks about the Committees duties.
 - ▣ (i) 'to participate in inspections, investigations and inquiries as provided in this part and the regulations'.



Don't know your Officer



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- You might be new to H&S, or the Joint Committee, or just never had the opportunity to meet the Officer that has been around for a while.
- First thing, is that you want to find out who that is. If you have a good relationship with your Employer, ask them or call WorkSafeBC and give them your work location.
- Call the Officer, introduce yourself and ask if the next time they are coming if they could let you know so you can make yourself available.

Don't know your Officer? con't.

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- Most officers, once they know that there is a new member, will try and give as much guidance and information as possible. You do need to remember that they need to be unbiased in the process and not favor the one side over the other.

Discriminatory Action (Sec. 150)

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- Any act or omission by an Employer or Union that adversely affects a worker with respect to any term or condition of employment + ...
- Suspension, lay-off or dismissal,
- Demotion or loss of opportunity for promotion,
- Transfer of duties, change of location of workplace, reduction of wages or change in working hours,
- Coercion or intimidation,
- Imposing any discipline, reprimand or other penalty
- Discontinuation or elimination of workers' job



Questions???

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□ Any Questions

