



" AN INJURY TO ONE IS AN INJURY TO ALL "

***WHEN A BOARD OFFICER
ARRIVES AT YOUR WORKPLACE***

A WORKERS PERSPECTIVE

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CUPE BC OH&S COMMITTEE***

INTERNATIONAL LABOUR OFFICE STATEMENT (ILO)

- Promote & 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 & maintain workers in environments adapted to physiological & psychological conditions



EFFECTIVE OH&S PROGRAMS



- A program works when everyone knows their rights and responsibilities
- EMPLOYERS: to provide a healthy & safe workplace
- SUPERVISORS: to ensure work procedures are carried out properly
- WORKERS: to follow work procedures, report unsafe conditions & refuse unsafe work

KNOW YOUR WORKPLACE



ALL WORKERS NEED TO KNOW:

- OH&S Policy Statement – where is it posted & what it states
- Who sits on the Joint Committee
- Where Minutes, Inspection reports & Orders are posted
- How to report to 1st Aid
- Where to find MSDS records
- How to make suggestions & report safety issues

WORKER RESPONSIBILITIES



- Know & follow health & safety requirements
- Ask for training if you don't know how to do something
- Work safely – wear P.P.E. provided
- Correct or immediately report any unsafe condition
- Report injuries to the 1st Aid Attendant
- Take initiative, make positive suggestions

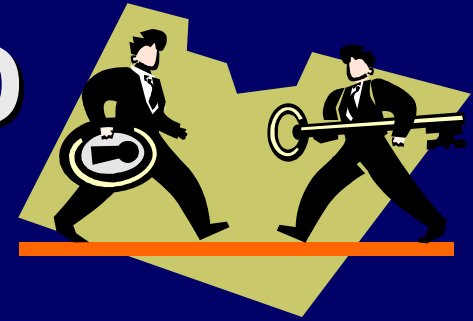
WORKERS' RIGHTS

THE 3 R'S



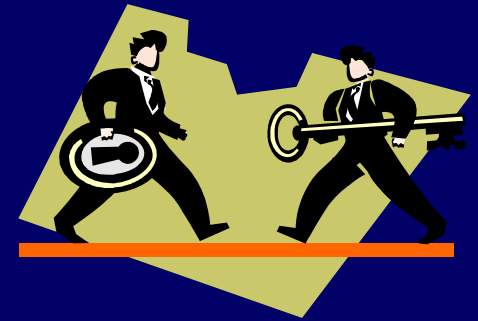
- RIGHT TO KNOW: job hazards, training, emergency & 1st Aid procedures
- RIGHT TO PARTICIPATE: Joint Committees, inspections, meetings, WSBC officer inspections
- RIGHT TO REFUSE: Unsafe work and unsafe working conditions
- RIGHTS become meaningless if they are not enforced

A WELL MANAGED WORKPLACE



- The Key to an effective safety program starts with top-down leadership
- Workers receive orientation & training in safe work procedures
- Workers must be instructed on & demonstrate work tasks
- Senior Management provides resources, training & time for joint committee activities
- Management supports Joint Committee involvement i.e. Language, Shift Work & Literacy barriers are addressed so all workers can participate

A WELL MANAGED WORKPLACE



- Senior Management provides resources, training & time for joint committee activities
- All Workers act with reasonable care or due diligence
- Workload, high unemployment & threat of layoffs can effect worker participation
- A safe and health workplace is a well managed workplace

INTERNAL RESPONSIBILITY SYSTEM



- The Internal Responsibility System encourages voluntary compliance
- Assumes employers will obey the Act & Regulations in good faith
- WSBC Inspectors are an important link in enforcing the Act and Regulations
- Inspectors expect both parties to work out differences

ROLE OF WORKSAFE BC



WORKSAFE BC INSPECTORS:

- Are an important link in the chain of enforcing OH&S laws

- Are Independent decision-makers

- Administer both sides of the system:
 - Benefits, services for injured workers
 - Assessment & Collection of employer payments

- Promote Accident Prevention

COOPERATION



- A Worker may accompany the WSBC Officer on the inspection
- Workers know their workplaces better than anyone else
- Workers are obligated to provide Positive Cooperation during the Inspection
- Workers must answer questions honestly
- Workers are protected from “**discriminatory action**”

DISCRIMINATION AGAINST WORKERS IS PROHIBITED

DISCRIMINATION INCLUDES:



- 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 in wages or change in working hours,
- Coercion or intimidation,
- Imposing any discipline, reprimand or other penalty
- Discontinuation or elimination of workers' job

WORKING TOGETHER



- Safety on the Job is Everyone's business.....

Thank you

