

# Safety at work

## FACILITIES TENTATIVE AGREEMENT



Stronger measures to tackle workload, and protect workers from psychological harm

### Joint Occupational Health and Safety Committees (JOHSC)

JOHSC members will be able to access relief coverage for committee duties which now include psychological health and safety. New language confirms compensation for preparing for meetings, performing JOHSC duties, and participating in education. The employer will reimburse education costs.

### Psychological health and safety

The national Psychological Health and Safety Standard is being implemented to protect workers from psychological harm. This will help prevent psychological harm at work and means JOHSC members can now identify psychological health and safety hazards and participate in related inspections and investigations to make recommendations for psychologically healthy and safe workplaces.

### Workload

New language sets out prioritization of work for workload issues, including the ability to request a written process for work prioritization in direct patient care areas.

Regional workload committees have an expanded scope to find solutions, including new language allowing the employer to create regular positions, add hours to regular part-time positions and create float or vacation relief positions.

### More highlights

- Providing violence prevention refresher training
- More input on care planning for an aggressive patient or resident
- Stronger reporting procedures on harassment from patients and visitors
- Addressing sexual and domestic violence in the workplace
- Continuing the musculoskeletal injury prevention project
- More Enhanced Disability Management Program (EDMP) stewards
- Workload relief with more than 9 million additional staffing hours

**Read the complete comprehensive report**



The HEU Provincial Executive and the FBA Bargaining Committee recommend you **VOTE YES** to the tentative agreement.

Online voting happens from 8 a.m. Oct. 5 - 8 p.m. Oct. 12 Pacific time