HOW HEU SUPPORTS WORKER REPS

Becoming a worker representative might seem challenging, but you're never alone.

HEU provides:

- Workshops such as OHS Introduction for JOHS Committee Members, Workplace Stress Roundtable, and Mental Health First Aid.
- Webinars on OHS Topics such as reporting incidents and refusing unsafe work.
- Mentorship and guidance from experienced shop stewards and HEU OHS and Servicing Representatives.
- Resources on the HEU website to help you succeed.

Are you ready to make a difference?



Strong worker representation is essential to maintaining a safe, healthy and proactive occupational health and safety work environment for everyone.

To learn more about becoming a worker representative on a JOHSC contact your local, or the HEU OHS department at:

ohs@heu.org
Or call +1 855-456-7236
+1 604-456-7236

JOHSC

Learn more about JOHS Committees
www.heu.org/johs-committees

HELP IMPROVE HEALTH AND SAFETY AT YOUR WORKPLACE

Join your Joint Occupational Health and Safety Committee



As a JOHS Committee member you can:

- Make a positive difference at your workplace
- Advocate for your co-workers
- Access OHS education

Find out how to become a leader in health and safety at your workplace.

What is a JOHS Committee?

A joint occupational health and safety committee (JOHSC) is a group of employer and worker representatives who work together to improve workplace health and safety.

Any HEU member can express interest in becoming a worker representative. It doesn't matter how long you've been with the union or how much experience you have.

There is no requirement to have prior OHS education before being appointed to the JOHSC.

Worker representatives are appointed by the local executive in accordance with the *Workers Compensation Act* and union established procedures.

The work of JOHSC members is completed on employer-paid time.

Duties of a JOHS Committee

The duties and functions of the JOHSC are outlined in the *Workers Compensation Act*, the OHS Regulation, and WCB policy. Your collective agreement may have additional JOHSC duties and functions. These duties include:

- **Identify unhealthy or unsafe** situations and advise on ways to fix them
- **Address complaints** about health and safety quickly
- **Consult with workers** and the employer on OHS matters
- **Make recommendations** to improve workplace health and safety
- **Recommend education and training** and monitor its effectiveness
- **Advise the employer** on programs and policies required under the regulation
- **Advise the employe**r on workplace changes that affect health and safety
- **Ensure inspections and investigations** are done as required
- **Participate** in inspections, investigations, inquiries, risk assessments, the refusal of unsafe work process, and more
- **Consult or participate** in other duties as provided in the OHS regulation, WCB policy, and collective agreements

The role of a worker representative

A worker representative ensures that workers' voices are represented and that health and safety improvements are based on real life work experiences.

WORKER REPRESENTATIVES:

- **Listen to co-workers:**
  Actively gather concerns, ideas for solutions, and feedback from coworkers at all stages of the resolution process.
- **Research hazards:**
  Learn about the work of HEU members and the hazards they report. Investigate the science and legal requirements behind them to build a strong case for change.
- **Advocate for HEU members:**
  Are assertive and proactive in ensuring co-worker concerns are clearly communicated to the employer. Focus on solutions rather than finding blame.
- **Build relationships:**
  Form connections based on trust and mutual respect with workers throughout the workplace and with other representatives on the JOHSC.