



OH&S STEWARDS BULLETIN

The structure of your JOHS committee

HEU's OH&S department has recently received a lot of inquiries about the JOHS committee structure, particularly when it comes to management and union representation on the committee and at the meetings. For clarity, the *WCB Act* states the following:

Membership of joint committee

127 A joint committee for a workplace must be established in accordance with the following:

- (a) it must have at least 4 members or, if a greater number of members is required by regulation, that greater number;
- (b) it must consist of worker representatives and employer representatives;
- (c) at least half the members must be worker representatives;**
- (d) it must have 2 co-chairs, one selected by the worker representatives and the other selected by the employer representatives.

Over the next three months (October through December), please email HEU's OH&S reps to let them know if, at any of your meetings, there are more employer representatives than union representatives. *Note: this includes all unions at the work site, not just HEU reps.* For example: if there are four employer reps and two reps from HEU and one each from BCNU and HSA, then at least half the members are worker representatives and there is no violation.

HEU also wants to know if JOHS meetings are cancelled and not rescheduled in a timely manner, which seems to be an ongoing issue. The *WCB Act* is clear on how often committees must meet:

Joint committee procedure

- 131** (1) Subject to this Part and the regulations, a joint committee must establish its own rules of procedure, including rules respecting how it is to perform its duties and functions.
- (2) A joint committee must meet regularly at least once each month, unless another schedule is permitted or required by regulation or order.**