

Phase 1
Job Aid for Management
Health and Safety Committees

CWA	AFSCME
<p>Article 31. Section 4: To facilitate the development and active maintenance of safety management programs, Health and Safety Committees (hereinafter referred to as "HSC") are established. The Employer shall appoint a reasonable and equal number of management employees and the Union shall select an equal number of employees to an HSC in each agency of the Employer where there are employees covered by this Agreement. HSCs shall meet regularly at reasonable intervals based on the tasks needing to be accomplished and employee members shall attend on paid status. The Union and the Employer shall each designate one (1) of their respective members to serve as co-chair to the HSC. The agency HSC shall:</p> <ul style="list-style-type: none"> A. Recommend safety and health standards specific to each agency's operations; B. Review agency loss control information to ensure adequate measures are being taken to prevent recurrence of the same or similar losses; C. Establish guidelines designed to minimize employee risk of becoming harmed by prisoner, client, or patient violence or abuse; D. Be briefed, upon request, by Employer representatives undertaking workplace redesign and seek remedies for workplaces with inadequate heating, ventilation, cooling, air quality, and workspace; E. Implement emergency evacuations plans; and F. Consider ways to promote good mental health in the workplace. <p>Upon mutual agreement the Agency Labor-Management Committee may serve as the Health and Safety Committee.</p>	<p>Article 34. Section 2: To facilitate the development and active maintenance of safety management programs, Health and Safety Committees (hereinafter referred to as "HSC") are established. The Agency Labor Management Committee may serve as the HSC by mutual agreement of the parties. The Employer and the Union shall appoint a reasonable and equal number of management and union selected employees to an HSC in each agency of the Employer where there are employees covered by this Agreement. Additional HSCs may be established within an agency's remote location(s)/facility upon mutual agreement of the parties. HSCs shall meet regularly at reasonable intervals based on the tasks needing to be accomplished and employee members shall attend on paid status. The agency HSC shall:</p> <ul style="list-style-type: none"> A. Recommend safety and health standards specific to each agency's operations; B. Review agency loss control information to ensure adequate measures are being taken to prevent recurrence of the same or similar losses; C. Establish guidelines designed to minimize employee risk of becoming harmed by prisoner, client, or patient violence or abuse; and D. Be briefed, upon request, by Employer representatives undertaking workplace redesign and seek remedies for workplaces with inadequate heating, ventilation, cooling, air quality, and workspace.