



1, 2, 3, GO...

For an action plan in health and safety

WORK PLAN FOR SETTING UP A HEALTH AND SAFETY COMMITTEE

As the “Guide to setting up a health and safety committee” indicates, this is the start of a major offensive on safety and prevention work. It’s an ambitious work plan that will draw on all of us in the private and public sectors.

This action plan is aimed at establishing more than 300 joint health and safety committees. In the last round of bargaining in the public sector, new provisions on preventive work in health and safety were added, including the obligation to establish joint committees. With this plan, we want to update and consolidate these new provisions and at the same time include the private sectors. There are no borders when it comes to our members’ health.

To ensure follow-up on the action plan and the co-ordination of our action, it is important to define roles clearly.

Role at the national level

The FSSS will ensure co-ordination and follow-up on the action plan. It will collect information and do status reports on health and safety committees. It will provide support through training and by creating tools and holding events. It will also provide technical support and see to maintaining and developing ties, notably with the Association paritaire en santé et sécurité (ASSTSAS). It will also report back to decision-making bodies on the implementation of the action plan.

Role at the regional level

The regions’ role in the action plan is vital, because they are a way for unions to overcome their isolation. They provide a forum for discussion and debate that allows unions to share their experiences and develop their, and consequently our, expertise in health and safety. They will monitor the work closely with a view to identifying recalcitrant employers and see to developing a strategy for denouncing them.

Role at the local level

Organizations at the local level have a leading role to play. Their job is to use their structures – the executive, union council and other committees – to make the health and safety committee can become a dynamic reality. They should raise the issues of health and safety and prevention at all levels. They have to give themselves a work plan for health and safety.

Action plan

Union strategies ...

As soon as it adopted, the plan for establishing committees will be set in motion, to be completed by January 15, 2010 at the latest (see the form letter).

The plan includes: a first phase involving negotiations to create the committee and determine representation, the frequency of meetings, leave and the application of the terms of reference.

The union staff representative should meet with the union and establish a strategy in preparation for these negotiations.

To do this, a standard model is provided – “Terms of reference and operating procedures” – as minimum ground rules for the proper workings of the committee (see the guide).

Many questions may arise, given the large number of unions. These are the ground rules that should guide us in this process:

- ✓ The committee to be established is a joint committee under the FSSS-CSN collective agreement.
- ✓ It is desirable for it to include as many FSSS classes of personnel and sectors as possible.
- ✓ We don't think that committees that are currently working satisfactorily should necessarily change their how they work, but they do have the possibility of adjusting their terms of reference, which are set out in the collective agreement.
- ✓ Leave for the committee is provided for under clause 7.13 of the collective agreement for the public sector.
- ✓ The committee must agree on a method of inspection. You are therefore asked to plan for a union representative on the sub-committee that will do inspections; this will allow for leave under clause 7.13.

The tools ...

- ✦ We think it would be a good idea for everyone to share a common starting point and to use the “1, 2, 3, GO...” guide.
- ✦ The health and safety committee should use the CSST's “Guide de prévention en milieu de travail” (Guide to prevention in the workplace).
- ✦ For local executives, it is imperative that health and safety committee delegates receive the appropriate training (see the calendars of training on the FSSS web site).
- ✦ Where a committee is already operational, the same training criteria apply. As well, the *Inspection calendar* can be a practical tool for implementing the prevention plan.

In conclusion, we think that this approach will result in fewer work-related accidents in the short and medium term, and consequently a better quality of life for all.