

## TWU POLICIES

### SAFETY AND HEALTH POLICY

1. **Safety and Health Creed**

**"THE DEMANDS OF THE SERVICE OR THE IMPORTANCE OF THE JOB ARE NEVER SO GREAT THAT WE CANNOT DO THE JOB SAFELY."**

If the job is NOT safe, in the opinion of the person doing the job, it should not be done by ANY person until it is safe.

2. **Right to Refuse**

The right to refuse work that may be injurious to one's health and/or safety is the right of all members.

3. **Right to Know**

Members shall have the right to know what is in a substance or in the working environment before starting a job.

4. **Accident Investigation**

The "union member" referred to in the Collective Agreement shall be the TWU District Committee Co-Chairperson or his/her appointee. Read Letter of Agreement on Accident Investigation contained in the Collective Agreement book.

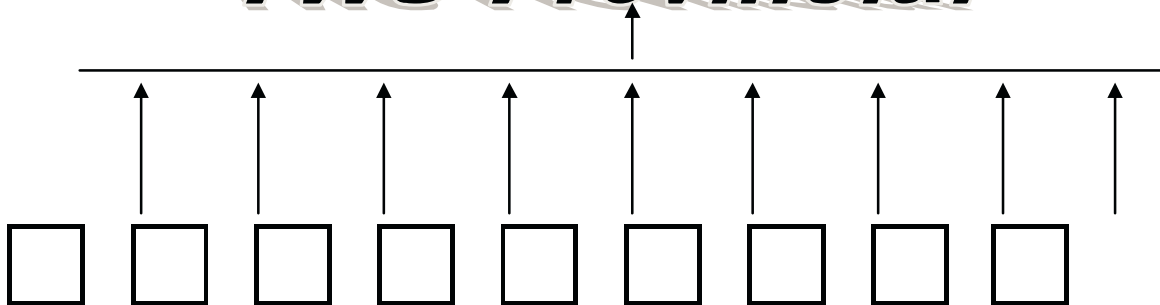
5. **Joint Safety and Health Program Structure**

It shall be the responsibility of all TWU members to ensure that regularly schedule worksite (Crew/Staff) Safety and Health Meetings, District Joint Safety and Health Committee Meetings, and Provincial Joint Safety and Health Meetings take place.

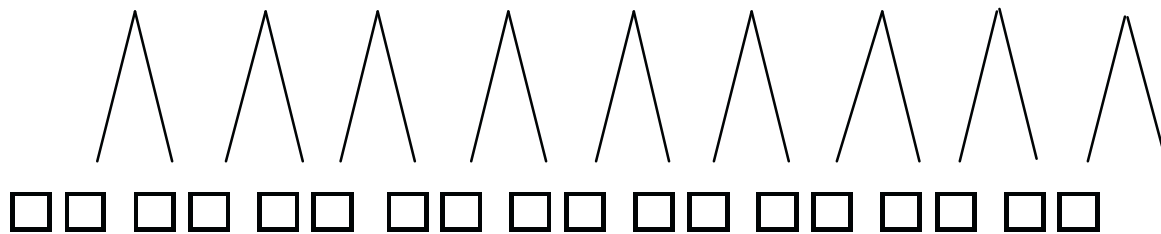
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Read the Master Section of the Collective Agreement, the new article titled "Health and Safety".

1. ***TWU Provincial***



2. *Local Safety & Health Committees*



3. *Work Site Safety & Health Lessons*

1. Meets with the Company eight (8) times a year.
2. Meets with the Company monthly.
3. Plant have Safety lessons monthly.  
Traffic and Clerical have Safety lessons quarterly (minimum).

6. **Hazardous Substances**

It is the responsibility of the Committee to promote the health and safety of workers; therefore, the Committee agrees with promoting workers' health by removing hazardous substances from the working environment. It is the responsibility of the Company to provide professional education about all hazards.

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7. **Testing VDTs**

That all VDTs in all TWU offices be tested annually or more frequently if required.

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8. **Stress**

The Safety and Health Committee is committed to working towards removing or reducing sources of stress in the workplace wherever possible.

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## TWU POLICIES

### 9. Health & Safety Policy Committee Fund

- (a) The TWU will establish a Health & Safety Policy Committee Fund to provide funding for the development of courses for Health & Safety Committees, paying wages and travel expenses for Policy Committee members when visiting Local Health and Safety Committees. **(Suspended for 2011)**
- (b) This fund will be maintained by a contribution of \$2.00 per member per year to a maximum of three (3) years' contribution in surplus. (March 2003) The most recent official membership count will be used to determine the numbers of members for budgeting practices. **(Suspended for 2011)** R  
Nov 02
- (c) The TWU Health & Safety Policy Committee Fund will be administered by the Business Agent responsible for the Committee with input from the Table Officers of the TWU. **(Suspended for 2011)**
- (d) All the expenses and wages for annual Safety Committee visits and Seminars will be taken out of this budget. **(Suspended for 2011)** R  
Mar 03