



Tables 1, 2, 3 and 5

Health and Safety

What are our demands?

- Ensure that the collective agreement articulates the employer's obligation to protect the health and safety of all workers employed by the employer, as stipulated in the *Canada Labour Code*. Also, establish that the union's role goes beyond just offering suggestions to the employer with regards to health and safety.
- Ensure that the employer provides adequate workplace health and safety training for all employees, as well as additional training for employees with supervisory responsibilities, health and safety representatives and for workplace and policy committee members.
- Ensure that no members are penalized financially in complying with the employer's request to undergo a medical examination.
- Ensure that the environment standards as determined by the National Policy Health and Safety Committee and those issued under the *Canada Labour Code* shall be observed at all times.
- Ensure that the employer makes reasonable provisions for the occupational safety and health of employees, will welcome suggestions on the subject from the union, and consults the union to adopt and implement reasonable procedures to prevent or reduce the risk of employment injury.

Why have we proposed this demand?

Our position on health and safety is that it is essential that the language in our collective agreement reflects and enhances the provisions of the *Canada Labour Code*. The PSAC fought and won a long, hard "Black Paper Campaign" in the 1980s to bring workers covered under the *Public Service Staff Relations Act* (PSSRA) under the protection of the *Canada Labour Code* for purposes of health and safety. However, Treasury Board collective agreements still contain woefully inadequate language that fails to reflect even the most basic protections of Part II of the *Canada Labour Code*.



BARGAINING ISSUE



Through union education programs, many union members are aware that protections exist in the *Code*. Legislation establishes the right to know, the right to participate and the right to refuse dangerous work. The collective agreement, however, is frequently the reference document of choice among rank and file union members. It is not only a contract outlining rights and obligations, but also an educational tool used by activists and leaders in the field when working with general membership.

What has been the employer's response?

The employer said no to this demand when it was tabled at the negotiating table and expressed no interest in discussing it.

