



I.A.M.A.W. LOCAL 700

HEALTH & SAFETY GUIDING PRINCIPLE

Note: These guidelines are not Contract language. Please refer to your current collective bargaining agreement and local agreements for specific health and safety language.

The Health and Safety - and the well being of our members - is a major concern and a top priority of Local 700. This series of statements is meant to both describe and guide the Union's actions in this area; what we intend to support as well as what we intend to oppose.

1. We support the mandate of the Occupational Safety and Health Act (OSHA) that it is management's responsibility to provide a safe workplace for its employees. We oppose any attempts to shift Health and Safety responsibility to our Union or its members. We support an approach to Health and Safety that goes well beyond mere compliance with minimum regulations and standards.
2. We requests all members follow all OSHA standards and company EH&S procedures. If they cannot be followed then contact your supervision and a Union Health and Safety Representative immediately.
3. All Health & Safety efforts must be weighed against their impact on employment of our members and Union Solidarity. Under no circumstances will we support activities whose goal is to reduce employment or that pit member against member.
4. The basic vehicle for joint Labor-Management efforts is to improve health and safety and eliminate injuries and illnesses through mutually agreed to health and safety committees (Volunteer Employee Teams). All Company health and safety efforts must be evaluated and, unless the Union considers it inappropriate, these Volunteer Health and Safety Teams will be coordinated through the Health and Safety Representatives and Chief Health and Safety Representative and the CBA.
5. We encourage our members to bring Health and Safety issues forward to management by submitting a (RIDII) (Report It Don't Ignore It) or utilizing the Safety Complaint Procedure in Article 26 of the CBA.
6. The Safety Complaint Procedure Article 26 of the CBA is a fundamental recourse to address Health and Safety issues, when necessary and should be used when EH&S issues are or cannot be resolved.
7. We encourage all our members, Stewards and Shop Committee to advise and provide input to the Health and Safety process. We reject and oppose any program activities that involve member on member observation, supervision or discipline.
8. We support our elected Union Health and Safety Committee members in their leadership role on the committees. They will communicate and coordinate the Union's positions and activities in Health and Safety with our members, on the shop floor.
9. We further encourage problem solving efforts as close to the shop floor as possible. This begins with the RIDII process for our members, before being brought to the Health and Safety complaint procedure.



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10. We support Management being held consistently responsible and accountable for Health and Safety in their areas. We reject the "flavor of the month" program approach to Health and Safety.
11. We reject the notion of "work and file a safety complaint" when irreversible Health and Safety hazards are the issue. We support the right of the Union Safety Representatives and the members to shut down the job (JUST STOP) when Health and Safety issues cannot be resolved or are unreasonably delayed.
12. We support and encourage the position that good Health and Safety is a good business practice. Management must see that investments of time and resources for Health and Safety not only protect our members' lives and livelihood, but also contribute to corporate business objectives.
13. We support EH&S training for our members and that the training provided by Pratt & Whitney will be based on the highest level of detail and transfer of knowledge to the member. The training will be of a format that encourages and supports adult learning. We will not support computer-based training without an instructor in the learning environment.
14. We support and encourage members' privacy concerning EH&S issues and that the company comply with these privacy/confidentiality concerns.
15. We support OSHA's position concerning Section 11(c) of the OSH Act that prohibits an employer from discriminating against an employee because the employee reports an injury, illness or reports a Health and Safety complaint to the Union or OSHA. 29 CFR 1904.36
 - a. We further support OSHA's position concerning incentive programs that discourage employees to report injuries. The Union encourages incentive programs for submitting Near Hits, reporting EH&S issues, or being on a VEHS team. (Volunteer Environmental Health and Safety)
 - b. We further support that being disciplined for an injury or violating an EH&S policy or procedure is counterproductive and it keeps employees from reporting EH&S issues.
 - i. ([Employer Safety Incentive and Disincentive Policies and Practices](#))
16. We further support the member's right under the collective bargaining agreement to call a Union representative if the company fails to respond to EH&S issues in a timely manner.