



**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

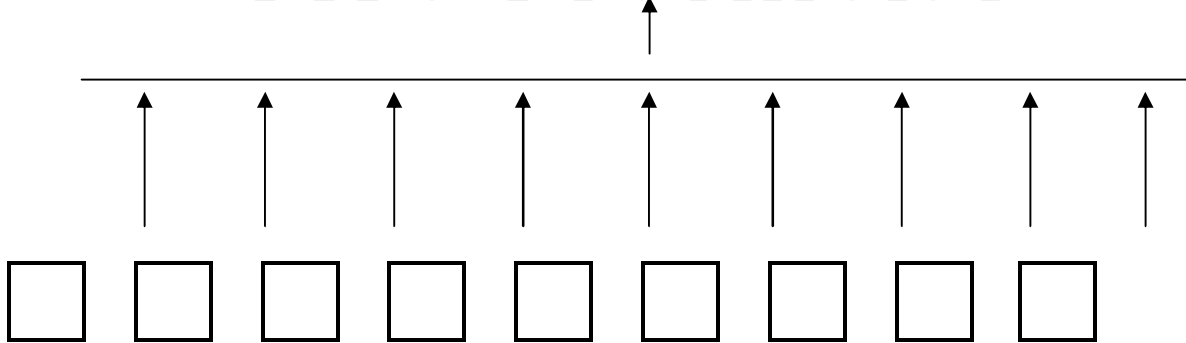
The "union member" referred to in the Collective Agreement shall be the TWU District Committee Co-Chairperson or his/her appointee. Read Letter of Agreement on Accident Investigation contained in the Collective Agreement book.

5. Joint Safety and Health Program Structure

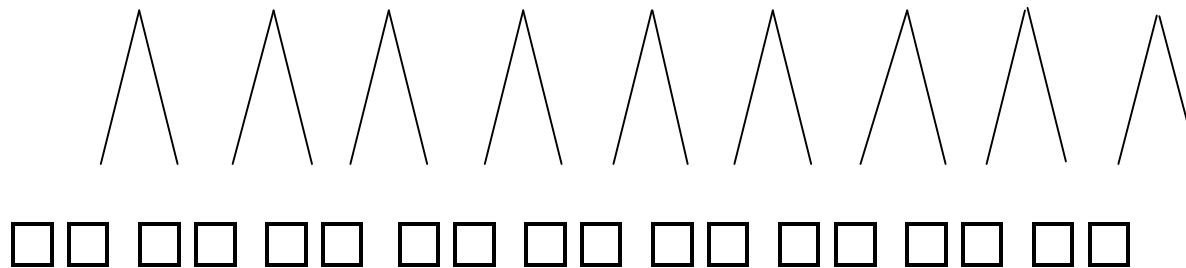
It shall be the responsibility of all TWU members to ensure that regularly schedule worksite (Crew/Staff) Safety and Health Meetings, District Joint Safety and Health Committee Meetings, and Provincial Joint Safety and Health Meetings take place. (February 2000)

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. (January 1986)

7. Testing VDTs

That all VDTs in all TWU offices be tested annually or more frequently if required. (January 1986)



8. Stress

The Safety and Health Committee is committed to working towards removing or reducing sources of stress in the workplace wherever possible. (January 1989)

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.

(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. (November 2002)

(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.

(d) All the expenses and wages for annual Safety Committee visits and Seminars will be taken out of this budget.

(March 2003)