Worker Safety Rep Checklist
Questions to Ask as a Worker Safety Representative or Safety Committee Member

There are many questions you should be asking yourself as a worker or union health and safety representative. You have a vital role in keeping your members and workplace healthy and safe. Here are some key points to help you do your job.

**TRAINING**

☐ Am I certified/trained to applicable government OHS standards?

☐ Am I aware of the industry standards related to my workplace?

☐ Who did my OHS training? Was it employer or worker-centred training? Am I competent in understanding my role?

☐ Have I been trained in all of my union’s safety training programs?

☐ Do I maintain my skills and training on a regular basis by taking refresher courses?

☐ Do I pursue additional OHS training above minimum government standards?

**GENERAL QUESTIONS**

☐ Am I improving overall health and safety conditions in the workplace?

☐ Am I raising the awareness of health and safety issues in the workplace?

☐ Am I identifying potential health and safety issues and bringing them to the employer’s attention?

☐ Am I making recommendations to the employer to address risks?

☐ Does my collective agreement contain specific health and safety language related to my role in the workplace?

☐ Is my employer cooperating with me?
Worker Safety Checklist

-Am I being consulted in regards to workplace health and safety programs or new chemicals coming into the workplace?
-Am I being given an opportunity to speak to workers who are not happy with their OHS responses from issues raised to the employer?
-Do I document everything that I do and am I given paid time to do so?
-Do I file and maintain all received documentation in a controlled and locked location?
-Am I able to access historical safety information or data from my predecessors?
-Am I giving a report on workplace safety to my local union at meetings, on line or in print?

**INSPECTIONS**

-Am I inspecting the workplace once a month? Is this a partial or full inspection? Am I writing up the reports, delivering them to the employer, making recommendations and receiving feedback?
-Am I reviewing all employer programs related to health and safety?
  - Harassment and violence programs?
  - Designated substance reviews?
  - Employee screening programs?
  - WHMIS/GHS programs?
  - COVID-19 related programs?
-Am I inspecting chemical storage across the workplace?
-Am I speaking to workers during my inspections and utilizing their intimate knowledge of their work areas while looking for hazards?
-Am I inspecting safety training matrices and completion statistics?

**JOINT OHS COMMITTEES AND MEETINGS**

-Who is my company OHS counterpart? Are they accessible? Are they honest/trustworthy? Are they trained to the correct standards?
-Am I a member a Joint Safety Committee?
-Does my workplace have a multi workplace committee or policy committee?
-Does our OHS committee have a terms of reference (ToR)?
-Am we having monthly or regular OHS meetings?
Are JH&SC member names and contact information properly posted in the workplace?

Is my employer supporting the OHS committee?

Do I get ample time for OHS meetings and all of my other health and safety related duties?

Do I get meeting preparation time paid?

Am I co-chairing the meeting?

Who sets the meeting agenda?

Who sets the time of the meeting and am I involved in meeting planning?

Are the meetings on a regular schedule?

Are copies of the meeting minutes made available to everyone?

Who writes the meeting minutes?

Do I agree with the meeting minutes in their written form?

TRANSFER OF INFORMATION - NOTIFICATION

Am I getting correct information from the employer regarding health and safety in the workplace?

Am I being informed of health and safety developments in the workplace by the employer?

Am I being consulted during any biological, chemical or physical hazard exposure testing in the workplace?

Am I given information concerning tests of equipment, machines, devices or articles?

Am I being consulted with in regards to health and safety programs like WHMIS-GHS training or designated substance programs?

Do I have copies of all reports related to health and safety occurrences in the workplace?

Do I have all copies of Ministry of Labour documentation left at the workplace after inspector visits?

Am I being notified of occupational diseases or injuries caused by accidents, fires, or workplace acts of violence?
INVESTIGATIONS

☐ Am I attending and investigating accident investigations that result in critical injuries or fatalities?

☐ Am I receiving information concerning sources of danger from workers? Am I investigating these issues and are these issues being reported to the employer? Is the employer acting on my recommendations to resolve these issues?

WORK REFUSALS

☐ Do I fully understand the work refusal procedure in my jurisdiction?

☐ Do my members fully understand the work refusal procedure?

☐ Does management understand their role in work refusal procedure?

☐ Am I attending all work refusals?

☐ Do I agree with the work refusal report and do I keep all documents related to work refusals of local union members in an accessible and transferrable file?

☐ Am I investigating alongside government inspectors investigating work refusals in my workplace?

☐ Do I have the right to a bilateral work stoppage with my certified co-committee chair? (Ontario)

For any questions related to this list, talk to your local union leadership, your National Union Representative or the National’s Health, Safety and Environment Department.