



UAW Model Health and Safety Contract Language



“Preventing disease and injury on the job is one of the most rewarding aspects of being involved in the Union. Nothing is more important than the health and safety of every worker”.

Ron Gettelfinger

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Model Health and Safety Contract Language

This document contains both model contract language that has not yet been completely negotiated and some of the best language the UAW has been able to negotiate in health and safety from a wide variety of workplaces. Once the problem areas at a workplace have been identified this document can be used to develop appropriate contractual proposals and language.

Text that is typed in italics is actual contract language that has been negotiated. Normal type indicates recommended language.

Management Commitment

The company is committed to protect the health and safety of it's employees. This goal will be accomplished by developing and implementing new and innovative programs that will be a model for the entire industry. Management has assigned responsibility for carrying out the various aspects of the health and safety program and the union will actively participate in the program's implementation.

Management Responsibility and Joint Commitment

The Company is committed to providing a safe and healthy work environment and encourages the active involvement and support of all employees. To achieve this end, the Company will:

- *establish responsibilities of all levels of management and hold them accountable for implementing programs and procedures,*
- *ensure through proper support and training that all employees are aware of hazards and accept responsibility for working safely,*
- *establish and maintain operating procedures and programs,*
- *design, construct, continuously improve, and operate facilities in a manner which encourages the elimination of work related injuries and illnesses, and*
- *ensure that all operations conduct business in compliance with applicable safety and health laws and regulations.*

The Union will actively participate in and support all aspects of the health and safety program. In order to provide for their own health and safety, employees will conduct themselves in accordance with the Company's health and safety programs and policies.

(UAW-Navistar, 1995)

Plant Health and Safety Committee

A Plant Health and Safety Committee will be established to provide overall direction and leadership. The committee will be made up of three union members, selected by the local union and three management members selected by the Plant Manager. The shop committee chairperson and the plant manager will Co-chair the committee. The committee will meet on a regular basis and minutes of the meetings will be kept.

Members of the committee will be provided access to information and data necessary to carry out their duties. Access will include but not be limited to: OSHA 101 and 200 forms, computerized injury and illness data, medical visit data, Material Safety Data Sheets, Industrial Hygiene Reports, layout and machinery drawings, photographs taken during accident

investigations, hazardous waste information, environmental records, etc. If it is determined that an employee has had a personal exposure exceeding the permissible level as set forth in 29 CFR 1910.1000, Air Contaminants or other applicable standards adopted by the company the members of the Plant Health and Safety Committee will be informed.

Union members of the committee will be paid for time spent carrying out the duties of the committee.

The responsibilities of the committee will include but not be limited to:

- (1) Review of injuries and illnesses to identify cause(s) and prevention.
- (2) Review of changes in shop rules governing safety.
- (3) Discussion of the Health and Safety Complaint Procedure.
- (4) Participation during inspections conducted by the Government or International Union Representatives.
- (5) Participation in the review of hazardous materials prior to their use in the plant.
- (6) Review and analysis of OSHA 101 and 200 forms and medical visit data.
- (7) Review of layout changes, machine modifications, and new equipment and machinery to insure that appropriate health and safety considerations have been addressed.
- (8) Conducting regular inspections, documenting deficiencies and following up on corrective action.
- (9) Developing and evaluating programs such as Fall Prevention, Noise Abatement, Ergonomics, Toxic Material Reduction, Preventive Maintenance, Lockout, etc.
- (10) Presenting problems areas and suggestions to the Plant Manager's operating staff.
- (11) Reviewing new standards and regulations and recommend appropriate changes in the work environment and plant procedures.
- (12) Monitoring compliance with government standards.
- (13) Taking an active role in reviewing, recommending and presenting local safety education and information programs and employee job-related safety training (e.g., hazard communication, lockout, confined space, new employee orientation, apprentice safety, etc.)
- (14) Taking noise measurements, air contaminant and air flow readings using company supplied noise meters, dosimeters, smoke tubes, detector tubes, velometers, etc.

Training For Members of the Health and Safety Committee

Members of the Safety Committee will receive appropriate health and safety and ergonomics training in areas such as; Accident Investigation, Noise Control, Machine Guarding, Lockout, Confined Space Entry, Toxicology, Industrial Hygiene, Ergonomics, Fall Prevention, Ventilation and the Review of New Equipment. The Co-Chairs of the Safety Committee will select and schedule at least two (2) training sessions per year. The Company will cover expenses associated with this training.

Health and Safety Complaint Procedure

The parties recognize that knowledge of health and safety hazards, good communication and prompt corrective action are fundamental to the success of this program. Supervisors and union stewards will be trained in health and safety and problem solving methods. Further, the

company will encourage employees to communicate concerns to their supervisors who have both the authority and responsibility implement changes.

If a health and safety issue cannot be resolved between an employee and supervisor, the employee may complete a Health and Safety Complaint Form and request the assistance of the Union Health and Safety or Ergonomics Representative.

Health and Safety Grievance/Complaint Procedure

District committeepersons and UAW Health and Safety Representatives will discuss health and safety issues with the appropriate members of management. Failing resolution, the issue will be reduced to writing on a health and safety grievance/complaint form. This procedure applies to ergonomics as well as health and safety issues.

Step	Union	Management	Time Limit
1	<ul style="list-style-type: none"> • District Committeeperson • Health and Safety Representative • Ergonomics Representative 	<ul style="list-style-type: none"> • General Supervisor 	2 Days
2	<ul style="list-style-type: none"> • UAW Health and Safety Representative or Ergonomics Representative 	<ul style="list-style-type: none"> • Assistant Superintendent 	3 Days
3	<ul style="list-style-type: none"> • Bargaining Chairperson • UAW Health and Safety or Ergonomics Representative 	<ul style="list-style-type: none"> • Superintendent • Safety Director 	3 Days
4	<ul style="list-style-type: none"> • Regional Service Representative • Bargaining Chairperson 	<ul style="list-style-type: none"> • Vice President of Human Relations • General Manager of Manufacturing 	Mutual Agreement
5	<ul style="list-style-type: none"> • Regional Director 	<ul style="list-style-type: none"> • Executive Vice President 	Mutual Agreement
6	Right To Strike		

Complaints in the first or second step of this procedure that are not answered within the specified time limits will be automatically moved to the next step.

Right To Strike Over Health and Safety Issues

Notwithstanding the provisions of Article 20 of the Master Agreement, the Union shall have the right, in connection with grievances alleging violations of health and safety provisions, to strike in accordance with the following procedure:

- (a) *Within sixty (60) days from the date of the written decision submitted at Step 3 of Article 5, the Union shall notify the Human Resources Manager, in writing, that it does not intend to arbitrate the grievance or grievances but that it has been authorized by a vote of its Local membership to strike concerning grievances specified in the written notice.*
- (b) *During at Least the ten working (10) days following such notice, the Company shall review such grievance or grievances with the International Union and the appropriate Local Bargaining Committee. The parties shall have the right to have their International Safety Committee members participate in such review, including the right to inspect the conditions which are the subject of grievance.*
- (c) *Upon fulfillment of the review requirement of (b) above and during the ninety (90) day period following receipt in accordance with (a) above, the Union shall have the right to strike upon five (5) days written notice from the Regional Director of the UAW*

International Union to the Vice President of Labor Relations of the Company that the International Union has authorized such strike.
(UAW/Mack Truck, 1993)

Imminent Danger

No employee shall be required to perform work which he/she reasonably believes involves a substantial probability that serious physical harm may occur. Employees who exercise this right of refusal, shall be assigned to other available work. The employee shall accept such assignment either at the higher rate of the job from which he/she was relieved or the rate of the job to which he/she is assigned, whichever is higher.
(UAW/General Dynamics, 1991)

Notification

The company agrees to notify to the union members of the Plant Health and Safety Committee and the International Union , UAW, Regional Representative of incidents such as serious injuries, chemical spills and fires. Access to the factory will be provided to the appropriate Union member(s) of the Plant Health and Safety Committee and the International Union in order to conduct an investigation.

Noise

The company is committed to eliminating hazardous noise levels and the need for personal hearing protection. This will be accomplished through the use of engineering controls. A written noise abatement plan will be developed. Equipment and machinery will be prioritized for abatement based on analysis of sound survey data, audiogram results and OSHA Recordable hearing loss cases. The Plant Health and Safety Committee and the union bargaining committee will be given an opportunity to review the plan on a periodic basis and make suggestions and recommendations.

The Company recognizes that noise induced hearing loss is a permanent and irreversible condition that significantly affects the quality of an employee's life. Management is committed to reducing noise levels in the plant. A comprehensive sound survey will be conducted at the plant to measure the sound exposures throughout the plant. The survey will identify the primary sources of noise and list feasible engineering controls to reduce exposure. The Company will develop and implement a noise abatement program. The program will include an annual listing of noise reduction projects and the specific machinery and equipment affected. The goal of the noise abatement program is to significantly reduce the number of employees required to wear hearing protection by reducing exposures to hazardous levels of noise. The Plant Health and Safety Committee will review the noise abatement program each year. The Company will establish an 80dBA specification for new machinery, equipment and powered hand tools. Deviations from the noise specification, when compliance is not feasible, will be reviewed by the Plant Health and Safety Committee. (International Truck, 2002)

The joint parties recognize that the Corporation has had a comprehensive Hearing Conservation and Noise Control Program for the purpose of continuous incremental improvements in noise reduction. In accordance with this program, each plant is required to have a Noise Control Committee. The Noise Control Committee will consist of representatives from Plant Engineering, Operations, Medical, Industrial Hygiene, Finance. Purchasing, the Local Joint Health and Safety Committee. Industrial Hygiene Technicians (where available), and others as deemed appropriate by the Plant Safety Review Board, such as certain skilled trades personnel, and/or other employees. The Noise Control Committee has the responsibility to seek input from plant personnel in identifying noise sources and potential ways to reduce noise levels.

The Noise Control Committee will

- *Ensure audiometric testing is performed for employees exposed above 85 dBA.*
- *Perform an annual evaluation of the noise abatement plan and provide recommendation for improvement to the Plant Safety Review Board.*
- *Ensure reports follow formats specified in GM Hearing Conservation and Noise Program SL 3.0.*
- *Ensure new and rebuilt equipment meet the GM Sound Level Specification SL 1.0.*
- *Identify planned maintenance items related to noise control.*

The Corporation will continue to conduct the annual noise exposure survey and provide findings to the Local Joint Health and Safety Committee and summary noise abatement program findings to the National Joint Committee on Health and Safety.

The Noise Control Committee will meet regularly, record minutes, and report quarterly to the Plant Safety Review Board regarding progress on the Noise Abatement Plan. The annual evaluation will include:

- 1. Copies of the plant's noise abatement program*
- 2. Summary of audiometric tests.*
- 3. The number of employees that experienced standard threshold shift.*
- 4. The number of employees that are required to wear hearing protection.*
- 5. The number of employees at risk of exposure at or above 85 dBA.*
- 6. The number of employees at risk of exposure above 90 dBA.*

(General Motors, 1999)

Press Guarding and No Hands In Dies

The Company is committed to the Safety and Health of all employees, regarding power press and press brake safety. During this agreement the Company will strive to achieve total compliance with a No Hands in Die policy. In addition, point of operation devices such as brake monitors, barrier guards, light guards, or simultaneous and concurrent activated two-handed controls will be utilized and maintained in working condition.

The Company is committed to protecting the safety and health of all employees who are assigned to machine operations and will insure that the operations are properly safeguarded. Advanced training in machine safeguarding will be provided for the Local Union Safety Representatives and Management Safety representatives. In addition, personnel who operate, set-up, repair, or supervise machine operations will be trained on the proper use of safeguards and safe work practices. Machinery and equipment in the plant/facility will be periodically evaluated to insure that it is properly safeguarded. Special attention will be given to those mechanical power press operations that require the operators to place a part of their body in the die area. The Company will continue its efforts to reduce the need for employees to place any part of their body in the die area. (UAW-Navistar, 1995)

Toxic Use Reduction

Effective control of hazardous materials will serve to protect the employees of _____ as well as the environment in the surrounding community. The company is committed to the continuous reduction in the use of hazardous materials. This will be accomplished through process changes and ongoing efforts to identify safer substitutes for materials currently in use.

This program will be directed by the Plant Health and Safety Committee and is expected to reduce employee exposures and protect the environment.

The Company is committed to purchase only those hazardous materials that have adequate Material Safety Data Sheets and labels. When reviewing Material Safety Data Sheets, the Company will confirm supplier provided health warnings through toxicology references. The Company is committed to proper labeling, as required by the standard, of all transfer containers used to carry hazardous materials and will make an ongoing effort to accomplish this.

Hazardous Materials Control Committee

A program for the control of hazardous materials has been developed which requires that hazardous materials be evaluated and approved prior to use by the plant Hazardous Materials Control Committee. A Union Health and Safety Representative will be a member of this committee which will meet on a regular basis and develop procedures for its operation. (UAW-Mitsubishi Manufacturing Motors of America, 1995)

Corporate Exposure Limits

International Truck and Engine Corporation has established the following corporate exposure limits:

<i>Carbon monoxide</i>	<i>35 ppm</i>
<i>Diesel exhaust particulate, as elemental carbon</i>	<i>20 µg/m³</i>
<i>Hexamethylene diisocyanate</i>	<i>5 ppb</i>
<i>Metalworking fluids</i>	
<i>Existing equipment</i>	<i>1 mg/m³</i>
<i>New equipment</i>	<i>0.5 mg/m³</i>
<i>Respirable particulate matter</i>	<i>3 mg/m³</i>
<i>Triethylamine</i>	<i>3 ppm</i>

(International Truck 2002)

Ergonomics

The company will establish a comprehensive ergonomics program. The program will include:

- 1) On-going systematic analysis of injury and illness records (Workers' Compensation claims, OSHA recordables, medical visits, Sickness and Accident records).
- 2) Utilization of early warning surveillance tools, such as symptom questionnaires.
- 3) Job analysis to identify high risk jobs.
- 4) Application of engineering controls to eliminate or reduce risk.
- 5) Worker involvement in the identification of hazards and selection of control methods.
- 6) Training for engineers, workers and supervision.
- 7) Establishment of design criteria for engineers.
- 8) Active involvement of the medical department in the identification of problems, medical evaluation, treatment, rehabilitation, record keeping and job placement of restricted workers.

The Company and the UAW have established a comprehensive ergonomics program at NUMMI. The elements of the program include Injury and Illness Analysis, Job Evaluation, Implementation of Control Measures, Medical Management and Training.

The program is administered by the Joint Safety Committee.

The Company will designate a management representative to work on ergonomics with the Union General Representative for Ergonomics.

Department/Section Ergonomics Committees are established which consist of a UAW Committeeperson, a skilled trades representative, the UAW General Representative for Ergonomics, a Company Ergonomics Representative, a UAW Coordinator of Health, Safety and Ergonomics, Manager(s), Department Engineer and the Safety Coordinator designated to perform job evaluations. The Section Manager will chair the committee. Meeting minutes will be kept.

Injury and Illness Analysis

The Company has implemented occupational injury and illness data systems. Reports are generated on a regular basis and circulated to members of management and posted in designated locations in the plant. The reports show trends, distribution by type of injury and areas highest in injury frequency. The Joint Safety Committee and Section Ergonomics Committees utilize the reports to focus efforts in areas where risk is highest and to monitor the overall effectiveness of the ergonomics program.

Job Evaluation

The Company will continue to encourage employees to report to management, orally or in writing, symptoms of ergonomic injury or ergonomic risk without fear of reprisal or discrimination.

The Union will select one qualified Safety Coordinator for each of the Department/Section Ergonomics Committees designated to conduct initial ergonomic evaluations. Evaluations will be performed under the supervision of Safety Section. Sufficient time will be allotted to insure that jobs are evaluated within two weeks of an injury or complaint. A copy of the evaluation will be provided to the Group Leader, injured team member, the Section Manager and Safety Section.

The Company has developed a computerized inventory of all production jobs on the passenger assembly line. A similar inventory will be developed for production jobs on the truck line. In the future, injuries and evaluations will be linked to specific production jobs.

Evaluations will be performed whenever:

An employee reports complaint of injury or risk of ergonomic injury;

An employee is diagnosed with an ergonomic injury;

The Company becomes knowledgeable of a ergonomic risk in a specific work activity;

There is a major model change. (Performed at the earliest stage of development and always prior to production);

A Safety Concern Activity Report form is submitted alleging an ergonomic risk.

Evaluations will be updated when an employee is newly diagnosed with a ergonomic injury, the job or operation is substantially changed or after control measures have been implemented.

The components of a worksite evaluation will include but are not limited to; 1) asking the team member which work activity may be causing the injury or symptom, 2) identifying the specific work activities that are likely contributors to the ergonomic risk, symptom, or diagnosis, 3) observation of job, 4) identification and evaluation of potential countermeasures to reduce

ergonomic risk 5) asking the employee for ideas about minimizing ergonomic risk factors and 6) a description of the feasible control measures to be implemented. Such analysis includes input from team members whose jobs will be affected by the modification.

All job evaluations including updates, will be documented. This includes evaluations performed on new jobs prior to a model change.

Upon receipt of an ergonomic job evaluation, the Group Leader will take action to implement countermeasures within 5 days. If the problem job is not resolved within 5 days, the Group Leader will report the problem job to the Assistant Manager. If the problem job is not resolved by the Assistant Manager within 5 days, it will be reported to the Manager. If the problem job is not resolved within 5 days, it will be referred to the Section Ergonomics Committee.

The UAW General Representative for Ergonomics, the UAW Coordinator of Health, Safety and Ergonomics or the management member of Safety Section will conduct an additional follow-up evaluation and track progress through the Section Ergonomics Committee.

Countermeasures

The Company will use feasible engineering controls and administrative controls to eliminate or reduce ergonomic risk. Control measures are deemed necessary when any work-related ergonomic risk causes or aggravates symptoms of an ergonomic injury, or when job activities are substantially likely to result in the development of an ergonomic injury.

Engineering controls will be utilized whenever feasible. When engineering controls are determined to be necessary, feasible administrative controls will be used as necessary to control ergonomic risk before engineering controls are implemented. Administrative controls will not be used as a substitute for engineering controls.

Control measures will be implemented in a timely manner, based on the severity of the hazard.

A master list of all ergonomic problem jobs for the facility will be maintained. Problem jobs that are not corrected within two months will be placed on the agenda for the next meeting of the Joint Safety Committee.

Training

Ergonomics training will be provided for all members of ergonomics committees. Each team member will receive a minimum of one hour of ergonomics training every two years. The training will include symptoms and consequences, risk factors (posture, force and repetition), methods to minimize risk and the importance of the reporting problem jobs, ergonomic injuries and symptoms.

Team Leaders, Group Leaders, Assistant Managers and Managers will receive a minimum of 4 hours of ergonomics training. Refresher training will be provided as necessary.

Personnel responsible for worksite evaluations will receive practical ergonomics training in the use of a basic job/risk factor checklist, problem identification, and implementation of ergonomic solutions. This training will include members of the Pilot Teams. This training will consist of at least 24 hours of classroom and hands-on problem-solving techniques. A member of the UAW Health and Safety Department Staff may assist in the development and delivery of the training.

Medical Management.

The Company maintains a system of medical management, which includes employee access to medical personnel who are trained in current procedures for evaluation and treatment of cumulative trauma disorders.

The company's medical management program includes early detection and evaluation of work-related ergonomic injuries and symptoms of ergonomic injuries.

When there is an ergonomic injury related work restriction, the medical personnel shall prepare a work status report, which clearly describes the motion of activity that is to be avoided or reduced. Employees will be placed only on jobs within their medical restrictions. An employee may request a re-evaluation of medical restrictions if a problem occurs in performing the activities of the assigned job.

The Company will provide, upon request, a copy of the medical records to the employee.

When a team members uses a medication or medical supply from a Comfort Kit for a work related condition, the Group Leader will list on a log the team member's name, date, nature of illness or injury and items taken from the kit. The Company will continue to refer team members to the medical department for appropriate medical care and OSHA log recording.

Annual Review

The Company and Union will jointly audit the entire ergonomics process each year and make recommendations for improvements to the Joint Safety Committee.

The Company will take whatever action is necessary to comply with applicable laws and regulations pertaining to employees' health, safety and ergonomics. Where the Company has reason to believe that a violation of a law or regulation is occurring or may occur, it may take whatever action is necessary to discontinue or prevent such violation.

(NUMMI, 1998)

Fall Prevention Program

The Company will establish a comprehensive Fall Prevention Program. The program will emphasize the use of engineering controls such as stairs, platforms, guard rails and manlift equipment wherever feasible. Fall hazards will be identified through the use of surveys, workplace inspections and training sessions. Hazardous jobs will be prioritized and plans for control measures will be developed and implemented. Engineers will be trained in the installation and use of fall prevention systems (stairs, platforms, etc.) and personal fall protection systems (anchorage points, harnesses, lanyards, climbing systems, etc.). Skilled Trades employees will be trained in the proper use of personal fall protection equipment.

(UAW/AutoAlliance (Ford-Mazda Joint Venture), 1994)

New/Modified Machinery and Equipment Review

The Company recognizes the importance of considering health and safety and ergonomics at the earliest stages of the design process. Management will:

1. establish purchase specifications that address areas such as noise, hazardous materials, ergonomics, lockout, ventilation, equipment safeguarding, fall prevention, electrical safety, etc.
2. train engineers and others responsible for equipment purchasing and plant layout changes. Engineers must be capable of identifying hazards associated with the performance of foreseeable tasks as well as effective methods to controls such hazards.
3. monitor effectiveness and enforce the application of specifications.
4. ensure that the joint health and safety committee is involved in the review process beginning at the concept stage.

New and Modified Machinery and Plant Rearrangement

The Company recognizes the importance of health and safety issues (such as ergonomics) being considered at the early stages of process development, process changes, plant rearrangements and machinery acquisition. The Company will develop or adopt safety and health guidelines for new machinery and equipment. The guidelines will address items such as ergonomics, noise, machine guarding and ventilation. Local Union Safety Representatives will be provided copies and an opportunity to provide suggestions for improvements. Engineers involved in such projects will be knowledgeable or receive training in ergonomics, health and safety hazard analysis, regulations and applicable consensus standards and the Company's related specifications for machinery acquisition.

The Company will provide advance notice as early as possible to the Local Union Safety Representative and Management Safety Representative of significant acquisitions of new equipment and machinery or layout changes, which may adversely affect the health and safety of employees. Notification will be provided during the pre-award quote process. A listing of new equipment and machinery acquisitions and layout changes will be presented to the Local Union Safety Representative and Management Safety Representative so they can identify equipment to be reviewed. The review will cover the design, manufacture and installation stages.

Machinery or equipment that has not been reviewed by both the Local Union Safety Representative and the Management Safety Representative because notification was not provided or they were not given the opportunity to conduct the health and safety review, will be locked out and tagged "Do Not Operate" when it arrives at the Plant/facility or PDC. The machinery or equipment will not be operated or placed into service until a joint health and safety review has taken place and determined that it is safe to do so. Special emphasis will be placed on improving communication between product and process engineers that affects the manufacturing process. (International Truck, 2002)

Personal Protective Equipment

Personal protective equipment, devices and clothing, which are required or are necessary for particular work assignments, shall be provided and furnished by the Company.

Representation

The Company recognizes a Union Health and Safety Representative for the following locations. The Union Health and Safety Representative will be appointed by the UAW International Union. In the manufacturing Locations (Hagerstown, Allentown/Macungie and Winnsboro), this will be a full time position, and the Union Health and Safety Representative will be responsible for the administration of Health and Safety Programs for all Union represented employees in their respective Local.

(UAW/Mack Truck, 1993)

Medical Services

The Company agrees to provide quality medical care for all employees and staff the Health Center during plantwide production shifts with scheduled licensed and registered nurses and physicians. Nursing support will be scheduled 24 hours per day 7 days per week. Physicians will be scheduled on both shifts.

The Company will establish and monitor quality of care measures for the Medical Department on a regular basis. The results will be made available to the Local Union. The Company further agrees to hire, within 90 days of the effective date of this contract, a recognized expert in the

field of occupational medicine, mutually agreeable to the Union, to assist in the establishment of quality measures for the evaluation of medical care.

Outside Contractor Safety Program

The Company will improve its Outside Contractor Safety Program. The Program will emphasize enforcement and training for project managers. Contractors that repeatedly violate safety guidelines will be removed from the plant property and ineligible to bid on future projects. (UAW/AutoAlliance (Ford-Mazda Joint Venture, 1994)

Industrial Hygiene Technician Program

Management in conjunction with the Local Joint Health and Safety Committee will assess the need and where required, a facility will develop and implement an air sampling plan. Such plans should be reviewed and updated on an appropriately scheduled basis. Guidance in the preparation of such plans will be provided by the National Joint Committee. Based upon the air sampling plan, an hourly employee selected by the International Union, working under the technical supervision of a GM Industrial Hygienist, may assist in the collection of air samples. Job function key elements will be established by the National Joint Committee. Reports of industrial hygiene and noise measurement surveys will be provided to the Local Health and Safety Committee and the National Joint Committee. (UAW/General Motors, 1993)

Air Sampling and Noise Monitoring Plans

Each manufacturing facility will develop and implement an air sampling and noise exposure monitoring plan. The Local Union Safety Representative and the Management Safety Representative will identify the exposures to be monitored and the frequency and areas for measurements. The plan will be evaluated and updated annually. (UAW-Navistar, 1995)

Monitoring Results

The Company agrees that in the future, employees who are monitored will be informed of the monitoring results, regardless of the level of exposure, and a copy of the monitoring results will be included in their medical file. (Navistar (used to be International Harvester), 1979)

Machining Fluid Control

As part of the industrial hygiene program, the Company will establish an internal exposure limit for soluble and synthetic coolants and cutting fluid mists of $1.5\text{mg}/\text{M}^3$. Exposure levels in excess of this limit will trigger medical surveillance for respiratory effects as well as efforts to reduce exposures through improved engineering controls. Engineering controls will include elimination of local exhaust recirculation. Regardless of exposure levels the Company will establish a preventative maintenance program for ventilation and engineering controls, including quarterly air flow measurements of ventilation systems. In addition, the Company will develop a maintenance program to monitor and record coolant additions for central coolant systems larger than 15,000 gallons, regardless of exposure levels. (UAW-Navistar, 1995)

Safety Shoe Reimbursement

The Company will provide, without cost to associates, any protective devices or safety equipment that it requires the associates to wear and/or utilize in the performance of their job duties. Replacement of such devices or equipment because of normal wear and tear, or because of damage that is determined by the Joint Health and Safety Committee to be attributable to

performing the associates' job duties, will also be without cost to associates, except for any such items or equipment lost, willfully damaged, or destroyed, with the following exceptions:

- A. *The Company will provide each associate at the time of hire with one pair of safety shoes with the exception of associates assigned to the paint shop, who will be supplied with an additional pair of "specialty" shoes, from a company-designated supplier. After the first year of employment, the Company will pay \$110.00 annually for each eligible associate toward the cost of obtaining safety footwear from a Company-designated supplier that conforms to the requirements of ANSI Z41.1-1991 Standard. The associate must provide the Company with proper documentation that the described safety footwear was purchased before such payment will be made.*

(Mitsubishi Manufacturing Motors, 2001)

Video Display Terminals

The Employer agrees that, within budgetary and operational limitations, proven ergonomic principles will be a factor in the selection of new office equipment for use with video display terminals, including VDT work stations with adjustable chairs and backrests, footrests, adjustable tables and keyboard holders. Any table or keyboard surface that is adjusted upon installation to a fixed height, shall be an appropriate height for the intended user. If adjustments are necessary, requests for the adjustment will be made within a reasonable time period, generally not to exceed fourteen (14) calendar days. The Employer shall provide glare reducing screens and wrist supports to use in conjunction with video display terminals upon employee request.

Upon request the Employer shall provide training in the proper operation and adjustment of VDTs and VDT work station equipment and the Union will encourage employees to use VDT equipment properly.

The parties agree that issues related to video display terminal operation, including VDT workstations designed to be used by more than one employee are a proper subject for discussion at Joint Health and Safety Committee Meetings. When the Department of Consumer and Industry Services makes radiation measurements on video display terminals they shall be provided to the Statewide or Departmental Health and Safety Committee upon request.

An employee whose job duties require operating a VDT on a full-time basis shall be relieved from those duties for fifteen (15) minutes for each four (4) hours worked by assigning alternate duties where possible, or as in accordance with current practice. Such relief is in addition to rest periods as provided in Article 14, Section F. (UAW Local 6000 – State of Michigan)

Working Alone

The Company recognizes the danger of having employees work alone. This danger is increased when moving machinery is involved, or where work is carried out in a confined space. Employees on production work shall not be permitted to work alone. On other work, it should be avoided, if at all possible, and in no case shall an employee work alone, except upon the recommendation of the plant/facility manager and with the approval of the safety supervisor. (Navistar, 1995)

Joint Research

The UAW-GM National Agreement provides four (4) million dollars for research, jointly selected and administered, during the life of the contract.

Joint Health and Safety Fund

The UAW-GM National Agreement provides for the establishment of a Joint Health and Safety Fund. The Company is obligated to contribute four cents for each hour a UAW member works in a General Motors Plant. The fund is jointly administered.

Liability

The International Union, UAW, Local Union ____, Union and Joint Health and Safety Committees, union officials, employees and agents shall not be liable for any work-connected injuries, disabilities or diseases which may be incurred by employees of the Company or its subsidiaries or by third parties while on Company property. This is not intended to, and does not increase the Company's liability in such cases beyond its normal exposure, if any (i.e. Workers' Compensation).

(found in many UAW contracts)

Contractor Safety Program

The Company is committed to the implementation of a Contractor Safety Program. The program includes pre-qualification, periodic site inspections and written statements confirming proper training and enforcement. Contractors that repeatedly violate guidelines will be removed from plant property and ineligible to bid on future projects. In order to be considered for future projects, the contractor will certify in writing that deficiencies have been corrected and will fully comply with all company requirements.

(Murray 1996)

Small to Medium Size Company – First Contract

Section 1. The Company shall make reasonable provisions for the health and safety of its employees. The Union agrees to cooperate to the fullest extent in the promotion of safety and in the maintenance of safe working conditions and practices. It is the responsibility of management and all employees to observe safety and health rules.

*Section 2. **Plant Health and Safety Committee.** There shall be a plant health and safety committee established consisting of three employees selected by the Union and three management representatives selected by the Company. The negotiating committee chairman and the plant manager or designees shall co-chair the committee. The committee shall meet on a regular basis, at least once every month, and minutes of the meeting shall be kept. The committee shall develop, review and recommend standards and rules regarding health and safety, review plant injuries and illnesses, review the use of hazardous materials, review major layout changes, significant machine modifications, and new equipment for health and safety considerations, participate in health and safety inspections, including air and noise measurements, develop, review and recommend health and safety programs, and monitor the health and safety complaint procedure.*

a. The Company will provide members of the committee upon request, information and data necessary to carry out their duties, including all OSHA and TOSHA forms and reports, illness and injury data, medical visit data, Material Safety Data Sheets, industrial hygiene reports, and machine drawings, photographs and reports of accidents, hazardous waste information, and environmental information.

b. The committee will be informed in the event of any serious injury or illness necessitating immediate outside medical treatment, or if any employee has had a personal exposure exceeding permissible levels as set forth in applicable federal, state, or Company standards. A Union member of the committee shall be entitled to be present at any inspection or investigation.

c. Union members of the committee shall be paid for time spent carrying out the duties of the committee.

d. Because health and safety issues often involve technical information and process, the Company shall determine and, based on input from the Plant Safety Committee, make available to the committee relevant training to enable them to perform their duties effectively.

*Section 3. **Program Development and Implementation.** The parties agree that the Plant Safety Committee will place special emphasis on the following areas: fall prevention, toxic material reduction, ergonomics, press safety, ventilation, preventive maintenance, new hire safety orientation, noise abatement, and safety review of new equipment.*

*Section 4. **Health and Safety Complaint Procedure.** In the event a health and safety issue cannot be resolved between the employee and the supervisor, the employee may file a health and safety complaint. The supervisor shall respond to the complaint within one working day. If the issue is not resolved, a Union member and a management member of the Plant Health and Safety Committee shall investigate the complaint and attempt to resolve the matter. If the matter remains unresolved, it shall be submitted to the Plant Manager and the International*

Representative of the Union. This shall be the final step of the procedure. Health and safety complaints are not subject to the grievance and arbitration procedure.

Section 5. Consistent with existing federal law, no employee shall be required to perform work which involves a substantial probability that serious physical harm may occur.

Section 6. The Company shall provide personal protective equipment, devices, or clothing which are required or are necessary for particular work assignments.

(Murray Ohio Manufacturing Corporation and UAW Local 1621 First Contract, 11/1/ 1993)

Beird Industries – UAW Local 2297 Health and Safety Language

1. *The Company and Union shall cooperate in providing a safe working environment. However, the final determination of safety, health, environmental, and property protective measures for the employees and the facility is within the sole responsibility of the Company.*
2. *The Company is committed to establishing and implementing an effective joint Health and Safety Program. The Union will appoint one bargaining unit employee from each department to serve on the Plant Wide Health and Safety Committee with the three UAW Safety Representatives and three management employees. The Plant Wide Health and Safety Committee will be co-chaired by Safety Manager and the Bargaining Chairman or their representatives. The Plant Wide Health and Safety Committee shall be empowered to monitor and oversee the Health and Safety Program which includes but is not limited to recommending standards and rules on health and safety; reviewing plant injuries and illness data; reviewing the use of hazardous materials, major layout changes, significant machine modifications, and new equipment for health and safety inspections including air and noise measurements; and helping develop fall prevention, toxic material reduction, ergonomic, press safety, ventilation, preventative maintenance, new hire safety orientation, noise abatement, electrical safety, crane safety, blood born pathogen, lock-out procedures and confined space programs in conformity with appropriate federal and state regulations.*
3. *The Plant Wide Health and Safety Committee will meet at least monthly at a time and place designated by the Joint Safety Committee consisting of the three UAW Health and Safety Representatives and Management counterparts. Minutes of each meeting will be kept, provided to the Chairman of the bargaining committee and each committee person and posted on department/bay bulletin boards. Employees will be released promptly without harassment and will be paid for the time spent in such meetings and performing safety functions.*
4. *The Company will provide the Joint Safety Committee upon request all OSHA forms and reports, material safety data sheets, industrial hygiene reports, photographs, reports of accidents, hazardous waste information, environmental information, and injury and illness data.*
5. *The Company will provide the Joint Safety Committee and Union prompt notification of any fatalities or catastrophic accidents and both parties will fully cooperate with each other, the UAW Health and Safety Department and with OSHA in any resulting investigation.*
6. *In the event an employee has a health or safety issue which can not be resolved with management, he/she may bring it to the attention of any member of the Joint Safety Committee or to a Union representative who will attempt to resolve the matter as quickly as possible. The facts will be documented on a form supplied by the Company, outlining all relevant facts. In the event the Joint Safety Committee or Union Representative determines that the recommendations did not resolve the issue, it may recommend additional action, process a grievance and/or bring the issue to the attention of the Company President who will convene a meeting with the Union President or his representative to resolve the problem.*
7. *The Joint Safety Committee will review and make recommendations for required safety training for all employees based on job hazards. Monthly safety awareness sessions will be in addition to required safety training. Employees will be allowed to participate in safety training without delay.*
8. *No employee will be required to perform work outside of minimum federal, state or company safety standards and may bring such matters to the attention of the supervisor and may request the safety representative to review the situation.*
9. *Where employees are required to wear safety glasses, the Company will furnish such glasses. For prescription glasses, the Company will provide free frames or pay 75% up to \$75.00 no more than once per year for frames selected by the employee. The Company will pay 75% of the cost of the lens, and the Company will pay for the examination and prescription. If*

an employee loses or destroys by negligence either type of safety glasses, the employee must pay the total replacement cost. The Company will replace safety glasses broken at work through no fault of the employee. Employee payment for these items can be by payroll deduction.

10. The Company will provide (or check out to employees when required) at its own expense: hard hats, safety toe boots [up to \$75 annually] hearing protection, welding sleeves, welding capes, masks and respirators, paint suits, gloves, welding hoods, rubber gloves, rubber aprons, rain suits or heat protection suits on an "as needed" basis.

11. The following items may be purchased through payroll deduction: work shoes and uniform service.

12. The Joint Safety Committee will determine the appropriate local health and safety training needed for the Safety Committee. Annual training consisting of forty (40) hour instruction identified by the Safety Committee will be provided to the Union safety representatives. Management may also attend this training.

13. When safety issues are identified by the Joint Safety Committee, an evaluation will be undertaken and, if necessary, a corrective action plan developed outlining the necessary actions and timetable required to address the issue. The Company will provide a qualified evaluation of the condition of cranes, boom welders, electrical and gas systems and develop an appropriate action plan within 60 days to address any identified safety issue with special emphasis on any item with imminent danger. A preventative maintenance program will be developed to address these items as well as roof leaks. The Company will also evaluate the air quality of the work place and develop an appropriate plan within 90 days to provide ventilation for welding, painting and sandblasting operations. The company will conduct a maintenance audit of all roof ventilation to determine how to make units operational within 6 months of the contract signing. The Company will implement proposals submitted for ventilation systems in the Sand House and Bay 18 Paint Booth within 60 days of the contract agreement. The Company will provide specific training, procedures, and equipment for work in confined spaces. The Company will assure adequate fall protection is provided, including anchor points. Electrical work will be done in compliance with all applicable Federal and Consensus standards. The Joint Health and Safety Committee will establish an ergonomic program, including training for all workers and timely evaluation of jobs with risk factors identified by the committee. The Company will control hazards associated with transporting vessels with cranes such as working near suspended loads, trip hazards, communication and visual problems between operators, and congestion. The company will consider the previous proposals for cab or remote operated cranes and report its plan to resolve this problem to the Joint Committee within 90 days of the contract signing.

14. The Company and the Union agree to allow the Union to appoint three (3) Health & Safety Representatives from the existing work force at Beard to cover the first, second, and third shifts. This job will carry the title of UAW Safety Representative. This job will carry the authority and pay rate of Lead Worker. The Company will provide an office for the UAW Safety Representatives. This office will also be used as a library for health and safety material.

15. The UAW International Representative and a representative from the UAW Health & Safety Department may be requested by the Bargaining Unit Chairman for health and safety issues.