

# YOUR SAFETY REPS AT WORK

## Understanding the Difference

### Union Steward

#### Role

- > union representative supporting members with workplace issues and grievances

#### Mandate

- > elected/appointed by members, pursuant to Policy 5.6.1/5.6.2
- > acts as the face of BCNU at the worksite level

#### Key Responsibilities

- > interprets and explains the collective agreement
- > advises members on collective agreement rights, processes, and workplace concerns
- > acts as the main link between members, union, and employer
- > supports members in meetings, investigations, and disputes
- > promotes a safe, respectful, and fair workplace
- > helps raise and resolve workplace issues through formal processes like grievances
- > encourages member engagement and participation

#### Focus

- > member advocacy and support
- > escalating unresolved concerns through union channels
- > building a sense of relationship between members and their union

*Together, both help ensure members work in safe and healthy environments.*

# YOUR SAFETY REPS AT WORK

## Understanding the Difference

### JOHS Committee Representative

#### Role

- > Joint Occupational Health and Safety (JOHS) Committee member representing workers at their worksite

#### Mandate

- > required under the *Workers Compensation Act* (British Columbia) and Occupational Health and Safety Regulation (British Columbia)
- > BCNU JOHS committee representatives are selected by the union pursuant to BCNU Policy 7.0.1.

#### Key Responsibilities

- > participates in regular JOHS committee meetings with employer representatives
- > conducts workplace inspections
- > participates in incident investigations
- > identifies hazards and recommend improvements
- > reviews workplace safety trends and prevention strategies
- > promotes a safe work environment for all staff

#### Focus

- > workplace hazard identification and prevention
- > system improvements and recommendations
- > collaborative worker-employer safety problem solving

*Together, both help ensure members work in safe and healthy environments.*