

August 28, 2019
NW19-025

To: SPEEA NW Council

From: SPEEA CR District E-8 James Roberts, Co-Sponsor: Joel Funfar (SPEEA President)

Subject: **PRE-SUBMITTED NEW BUSINESS:** NW Council - Add Safety and Wellness Committee

Background

Historically, unions' have been very supportive in helping enhance members' safety on the job. Today, SPEEA continues to support our members improved safety both on and off of the job. However, we can do a better job by forming a dedicated SPEEA NW Safety and Wellness Committee and establish active partnerships with the companies on safety and wellness!

Currently when a member's potential safety item is reported to SPEEA, the AR's, CR's and CA's take action as they deem appropriate and follow up with communications to members, CA's and the companies.

Seldom are there any discussions with the companies to verify the reports, identify root causes, identify corrective actions and implement safety improvements.

Typical company responses are: - "We have a policy that covers that safety item." "We will evaluate it and let you know."- Then later, the safety item disposition is reported: "We have evaluated this as a low injury risk item and at this time determined it does not justify the expense to make any improvements." Or: "We will keep it under future consideration..." Then nothing happens for years. It is swept under the carpet!

Today, all models are being more closely reviewed for potential safety issues and there are many members concerned with potential whistle blower retaliation by the companies.

Members have repeatedly reported potential airplane/manufacturing/or other safety concerns to their managers / safety focals and were told to: "drop it," "leave it alone,"- "someone else is already working on this," or their managers imply it is better for that person to transfer out of the group!

By establishing a dedicated SPEEA NW Safety and Wellness Committee we will better document the safety items, be the voice of the members (with an option to be anonymous to companies), investigate, report and address the important safety items directly with the members and company management to improve our members' safety.

The committee will focus on the safety areas below, where improvements are recommended.

1. Airplane Safety – No retaliation to members who report potential safety concerns
2. Manufacturing Safety - airbags, aircraft walkers, LOTO, PPE, fall protection, machinery guards
3. Office Safety
4. Building Safety
5. Personnel Safety - CPR, AED's, VDR, Emergency Employee Team, First Aid Supplies
6. Emergency Preparedness Safety - earthquake, evacuation and active shooter training
7. Health and Wellness
8. Add SPEEA website safety and wellness information and safety training links. Basic training topics include, how to report a safety concern, risk assessment process, hazard assessments, SHEARS, IRS, site services reports
9. Support companies and employee safety culture changes

Please vote yes on the motion below!

Thank you and best regards,

Jim Roberts

Motion That the SPEEA NW Council approve the creation of a dedicated standing NW Safety and Wellness Committee as outlined below.

Charter

J. The NW Safety and Wellness committee is responsible to:

Support appropriate safety policies, procedures and instructions, as well as recommend improvements to underlining safety policies and procedures, as needed.

Work with the companies to create a safety partnership to help identify, report and resolve safety concerns.

Provide NW staff CA's, CR's and AR's with appropriate safety training to better understand, assist members with their safety questions and concerns and report ongoing workplace safety issues to the NW safety and wellness committee.

Provide support and guidance in filing of reports, help in coordination, communicating and recommending the expeditious resolutions with the company.

Provide an elevated level of support to members with complex safety issues. Coordinate with members and the companies to verify, report, discuss and resolve or disposition of complex safety issues.

Prepare member survey safety questions.

Please include this revision to the "Northwest Policy and Procedure Manual", Section III: "Committees", Subsection A: "Council Committees", add as Committee J. Thank you.