

# Hazard Assessment & Your Collective Agreement

During the recently completed negotiations United Nurses of Alberta was successful in achieving new language in Article 34: Occupational Health and Safety Committee that provides your local OH&S committee representatives with greater access to hazard assessments performed in your workplace.

Employers are required to perform hazard assessment under the Alberta Occupational Health and Safety Code. UNA occupational health and safety representatives should be familiar with the requirements under the OHS Code in order to insure that their employer is in compliance.

## Article 34.07

As a result of recent negotiations\* there have been some changes to Article 34: Occupational Health and Safety including a new provision, Article 34.07.

Under the wording of Article 34.07 your employer is now required to conduct ongoing hazard assessments including pandemic, disaster or emergency response. These hazard assessments must be provided to your Occupational Health and Safety Committee for their review and input.

In addition, the assessment must include information regarding the control measures taken to eliminate and/or reduce the risk of workplace injury and illness.

### Article 34.07

The Employer shall:

- (a) conduct ongoing hazard assessments, including those for a pandemic, disaster or emergency response. Such assessments shall review:
  - (i) engineering controls,
  - (ii) administrative policies, procedures and compliance; and
  - (iii) appropriate personal protective devices and other equipment.
- (b) share information with and obtain input from the Occupational Health and Safety Committee pertaining to all hazard assessments.

## Letter of Understanding re: Occupational Health & Safety – Hazard Assessments, Administrative Policies and Procedures and Personal Protective Devices

A number of your Collective Agreements\*\* now contain a new Letter of Understanding which obligates your employer to provide your Occupational Health and Safety Committee with information regarding hazard assessments, policy and procedures for the use of latex, personal protective devices and safety-engineered sharps devices.

The wording of this Letter of Understanding is as follows:

Pursuant to Article 34: Occupational Health and Safety, within 60 days of ratification, the Employer will provide the Occupational Health and Safety Committee with copies of hazard assessments, administrative policies and procedures regarding the use of latex supplies and equipment, personal protective devices, "safety-engineered" needles and other medical sharps devices.

If your employer has not yet provided this information to the OH&S committee your Local representatives should be requesting this information to be provided to the OH&S committee members prior to or at the next meeting of the committee. The employer must provide the committee with the most recent hazard assessments. If the employer fails to comply your local should contact their LRO regarding further action.

Contact the UNA Provincial OH&S Officer regarding any questions or concerns about the material provided or if your employer has not performed the required hazard assessments.



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United Nurses of Alberta

\* Provincial Multi Employer, Alberta Cancer Board, Care West Colonel Belcher, Capital Care Group, St. Josephs, Youville Home, St. Michael's, Good Samaritan Society \*\* Provincial Multi Employer, Alberta Cancer Board, St Michael's.