

Joint Local Labor-management Safety and Health Committee Provisions in Private Sector Collective Bargaining Agreements

Clauses involving joint local safety and health committees were found in 219 (29 percent) of 744 large private sector collective bargaining agreements expiring between August 1997 and July 2007. The most common occupational health responsibility of joint local committees is to conduct ergonomic studies.

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Pain, suffering, temporary and permanent incapacitation, and the premature loss of life are the major dimensions of occupational accidents and illnesses.¹ The economic costs include workers' compensation expenditures, litigation expenses, lost productivity, and damage to property and other assets. In 1997, there were 1.7 million work-related injuries and illnesses that required recuperation away from work or restricted duties at work, or both.²

Employee safety and health committees are mechanisms that employers can use to help prevent accidents and illnesses. These committees can function as important channels in communicating with employees about safety and health issues. Safety committees also can be used to obtain active employee involvement in preventing occupational accidents and health haz-

ard exposures.

In unionized settings, some employers and unions use collective bargaining to establish formal labor-management safety and health committees. The extent to which these committees have been actuated in collective bargaining agreements is unknown. The purposes of this study are to investigate the prevalence of safety and health committees in current collective bargaining agreements and to identify the functions and operating characteristics of the committees.

Prior research

A 1976 study examined the prevalence of 26 safety and health subjects in major collective bargaining agreements. The data source was a Bureau of Labor Statistics' (BLS) file of 1,724 major collective bargaining agreements covering 1,000 or more workers.³ The con-

tracts covered 7.9 million workers, or about one-half of all workers included in collective bargaining agreements in the industries studied. The contracts were in effect during mid-1974, with most of them remaining in effect in 1975 and beyond. Safety and health committee provisions were among the 26 subjects studied.

Four hundred sixty-seven agreements contained provisions for joint labor-management safety and health committees. The number of workers covered by contracts with these provisions was 3.2 million, or 36 percent of all the workers covered by the agreements.

Following are the committee-related topics and the frequencies with which they appeared in the 467 agreements:

- units represented by the committee (29 percent)
- committee membership (20 percent)
- frequency of committee meetings (20 percent)
- compensation of committee members (14 percent)
- ex-officio assignment to the committee (5 percent)
- eligibility for committee membership (3 percent)
- term of service on the committee (2 percent)

Twenty-nine percent of the 467 agreements contained one or more clauses concerning specific roles of the committees. Following are the specified roles contained in the agreements and the frequencies of their appearance:

- advises and recommends safety rules and practices (19 percent)
- inspects and investigates conditions (14 percent)
- promotes safe working conditions (8 percent)

- implements and enforces safety rules (4 percent)
- determines safety programs and rules (3 percent)

Three percent of the contracts included prohibitions of specific committee activities.

Contemporary occupational safety and health environment

Many changes have occurred in the occupational safety and health field during the 24 years that have elapsed since the 1976 study. Increased employee involvement in safety and health issues is one of the major changes. Some of these involvement initiatives are due to legislative requirements, such as the nonmandatory employee involvement requirements in process safety management under Section 304 of the Clean Air Act.⁴ Other government action motivating management initiatives to increase employee involvement includes the Hazard Communication Standard, issued in 1983 by the U.S. Department of Labor's Occupational Safety and Health Administration. Several State laws mandate the creation of workplace safety and health committees. Oregon, for example, requires employers to establish safety committees if they have more than 10 employees; if they have fewer than 10 employees, but their lost workday rate is among the top 10 percent in the industry; or if their workers' compensation premiums are among the top 25 percent in the industry.⁵ Other States that require the establishment of employee safety and health committees include North Carolina, Florida, Alabama, and Nebraska.

Increased awareness by both employers and union representatives of workplace dangers to employee health, particularly due to biological, ergonomic, and chemical hazards, has led to increased employee involvement in reducing occupational health hazard exposures. Within the past 10 years, the growing incidence of occupational ergonomic disease, particularly due to cumulative trauma hazards, has moti-

vated some employers to fundamentally change the design of some workplaces, the methods of accomplishing work, and the selection and training of workers.

Concerns about legal liabilities ensuing from occupational injuries and illnesses, as well as the growing awareness of viable measures to prevent injuries and illnesses, have increased the perception of the value of worker involvement in maintaining a healthy workforce. These and other changes in the internal and external environment affecting worker occupational safety and health warrant a contemporary analysis of the role of joint labor-management safety and health committees in collective bargaining agreements.

The survey

The database utilized for this study is the file of approximately 1,200 private sector collective bargaining agreements currently maintained by BLS. This file includes virtually all agreements in the private sector covering 1,000 workers or more. To provide a current view of how safety and health issues are being formalized in collective bargaining agreements, only contracts expiring between August 1997 and July 2007 (the latest expiration date in the file) were included in the study. This resulted in a survey of 744 agreements. The firms in the survey represent large employers, as measured by number of employees covered by the respective labor agreements. The number of workers covered by the 744 individual agreements ranges from 650 to 215,000.

Prevalence of joint labor-management safety and health committees

Two hundred and nineteen (29 percent) of the 744 agreements contain provisions for joint local labor-management safety and health committees (joint local safety and health committees). (See table 1.) The transportation equipment industry has the largest number of workers covered by joint local safety and health committees. The industries with the second and third largest number of contracts calling for these com-

mittees are the primary metal industry and the health services industry, respectively.

Joint local safety and health committees

After a review of the various clauses pertaining to joint local safety and health committees in the 219 agreements, 23 subjects were identified for study. The 23 subjects were grouped into these four categories:

- preparing and compensating members for working on committees
- issues related to committee meetings
- committee work involving occupational health
- committee responsibilities in conducting inspections and evaluating safety and health programs

In addition to these four categories, an “other” category was included consisting of 13 subjects that appeared less frequently than the 23 provisions discussed in the four categories.

As shown in table 2, the number of contracts with joint local committees and the numbers of workers covered by the contracts vary considerably among industries. Two types of analyses are conducted to facilitate an understanding of the interactions among the industries, number of contracts, provisions, and covered workers. First, with the exception of the “other” category, the number of contracts, both overall and by industry, is reported and discussed by the specific categories of the committee clauses. Second, and also with the exception of the “other” category, the numbers of workers covered by the 23 provisions are analyzed.

Preparing and compensating committee members

Four clauses were identified and analyzed relating to the preparation and payment of members for joint local committee work. These provisions address the training of members for their work

on the committee, the payment of members for the time and other expenses related to the training needed to perform committee work, the procedures used to pay members for committee work, and the granting of permission for members to work overtime on committee work. (See table 2.)

Forty-one (19 percent) of the 219 contracts have provisions related to committee member training. Provisions for paid training time are in 114 (52 percent) of the agreements. One hundred forty-nine (68 percent) of the agreements have provisions regarding the payment of members for committee work. In a somewhat related area, 43 (20 percent) of the agreements have provisions related to members working overtime on committee work.

There are some differences among the agreements in the language used to describe these provisions. Summaries of typical contract terms are provided below to highlight the variation in focus, depth, and breadth with which these issues are treated in the agreements.

Member training. Clauses involving member training include receiving training from the employers’ representatives (such as safety personnel), conducting training for employees, and reviewing or preparing training programs for employees. Also included in clauses on this subject are committee roles in training new employees in safety and health matters and formally introducing new employees to committee members during orientation.

Paid training time. This clause includes provisions to pay committee members for time they spend getting training. Also included in this area are payments to providers of courses that enable committee members to improve their skills, thereby facilitating their contributions to committee work.

Paid committee work time. Provisions on this subject include specifying a set number of days per month or other period for which members will be paid for committee work. Typically, the number

of paid days or hours of committee member time spent on committee work increases with the number of employees at the workplace. For example, a clause may specify that 2 days per month will be granted to each committee member for every 250 employees at the workplace. These clauses also include providing transportation for committee members in the course of their committee work. Paid time usually includes time spent at committee meetings, investigating accidents, conducting inspections, and performing other committee activities.

Work overtime on committee. None of the agreements with clauses pertaining to the payment of overtime for committee work specifies the manner in which that overtime will be authorized. Typically, the wording states that any overtime work necessary for the accomplishment of committee activities shall be compensated.

Industry variations. The two provisions involving the training of committee members (member training and paid time for training) should be considered together. For example, most contracts provide for the compensation of committee members for any training they receive. In three industries—heavy construction, except building; food stores; and health services—there are contract provisions for member training, but none of the contracts has provisions for paid training. Other industries, such as textile mill products, apparel and other textile products, fabricated metal products, trucking and warehousing, and communications, have contract provisions mandating paid training for committee members, but do not discuss the nature of the training. In six industries, none of the contracts has a provision addressing either member training or payment for training committee members. This omission does not necessarily mean that the joint local committee members in those industries are not trained, but it might be expected that, if training is considered important, some provision for it would be present in the local agree-

ment. In five industries, none of the agreements has a provision regarding the compensation of members for committee work. In addition, none of the contracts in 16 industries has a clause regarding the compensation of members for committee work performed on an overtime basis.

Joint local committee meetings

Three provisions pertaining to committee meetings were identified for analysis. These provisions are the frequency of meetings, the maintenance of minutes for committee meetings, and the use of subcommittees. (See table 3.)

Meeting frequency. Committees typically have considerable latitude as to how often they meet, from as often as needed to annually. One hundred sixty-five (75 percent) of the 219 contracts have provisions regarding the frequency of committee meetings. One hundred twenty-nine (59 percent) of the contracts provide for monthly meetings. Thirteen contracts provide for quarterly meetings. More frequent meetings, such as weekly or semi-monthly, were provided for in a very small number of agreements. An equally small number of contracts provided for less frequent meetings, such as semiannually or annually. Three percent of the contracts specify meeting “periodically,” which was typically expressed in terms of meeting as needed. Fifty-four (25 percent) of the agreements did not contain any reference to the frequency of meetings for the joint local committees. The relative frequency of local committee meetings is indicative of their focus on tactical matters affecting the safety and health of workers.

Minutes of committee meetings are covered in 32 (15 percent) of the contracts. Minutes help committee members expedite and track their work. Also, minutes provide a historical account of events and, thus, can be used to research matters discussed or resolved in the past. Also, items requiring future action or placed in a pending status can be reviewed at future dates. Minutes can be used to deter-

mine which members have been assigned to handle various action items. In addition to all of these reasons, minutes are important in preventing committees from losing their momentum from one meeting to another.

Subcommittees can facilitate the work of committees if they are properly organized and the limits of authority and areas of responsibility are clearly defined. Provisions regarding the use of subcommittees are contained in 46 (21 percent) of the contracts.

Following are samples of some of the terms that appear in the contracts regarding these provisions.

Maintain minutes. Provisions involving committee minutes include the process of reporting items to be included in the minutes and the role of minutes in the committee meeting process. Clauses also specify who is responsible for preparing the minutes, the distribution of the minutes, and time limits for the preparation of the minutes. Some contracts have provisions granting union committee representatives the opportunity to review the minutes and file any exceptions to them prior to publication and distribution. Clauses on the subject also deal with the format of the minutes, including the date of the committee meeting, names of persons attending, description of items discussed, the disposition of items, and any recommendations that may be made. Some clauses also include procedures for reporting agenda items and time limits for placing items on the agenda.

Use of subcommittees. As noted above, 21 percent of the contracts have provisions regarding the use of subcommittees to advance committee work. Some clauses specify that subcommittees be used to address specific issues that need resolution within a short period. In addition, some agreements stipulate the use of permanent subcommittees to address specific issues, such as ergonomic concerns. Other specific issues for which subcommittees are used include conducting surveys, such as vision or hearing screenings.

Industry variations. None of the contracts in three industries—hotels and other lodging places; auto repair, services, and parking; and legal services—contains any of the three provisions pertaining to committee meetings: frequency of meetings, maintenance of minutes for committee meetings, or the use of subcommittees. With the exception of these three industries, all of the other industries appear to be well represented with respect to contract provisions defining the frequency of joint local committee meetings. With the exception of primary metal and transportation equipment industries, provisions regarding the maintenance of meeting minutes are rare or nonexistent in all of the other industries. In 17 of the industries, no contract has a provision on maintaining minutes of meetings. Nine other industries have only one contract that contains provisions for minutes. Seventeen of the industries do not have provisions regarding the use of subcommittees.

Occupational health responsibilities

Nine provisions related to occupational health responsibilities of safety committees were identified for analysis. (See table 4.) The nine provisions and the incidence with which they appear in the 219 agreements are:

- ergonomic evaluations/studies (46 percent)
- hazard communication (44 percent)
- working alone (40 percent)
- counseling of employees (23 percent)
- hygiene surveys (23 percent)
- review of new technology/equipment/facilities (16 percent)
- chemical and air conditions (16 percent)
- drug-free workplace involvement (13 percent)

- noise abatement (11 percent)

Following are samples of some of the terms that appear in the contracts regarding these provisions.

Ergonomic evaluations/studies. The most frequent occupational health item appearing in the agreements was a clause authorizing committee action in conducting studies of working conditions to prevent ergonomic health hazards. This clause included provisions for evaluating current ergonomic procedures and practices to determine if they are meeting their intended purposes. (Clauses that dealt with the general area of safety and health evaluations are discussed later, in a separate category on the subject.)

Hazard communication. Hazard communication was the second most frequent subject in the agreements. Clauses on this topic made specific reference to committee responsibilities related to the Hazard Communication Standard issued by the Occupational Safety and Health Administration (OSHA). The responsibilities include reviewing procedures for preparing and disseminating Material Safety Data Sheets and for training employees. The training responsibilities include informing employees about hazardous chemicals and instructing them not only how to handle and use the chemicals safely, but also how to react in the event of accidental spillage or exposure. Contract provisions dealing with chemical or air hazards, or both, not specifically referring to the Hazard Communication Standard, are included in “Chemical and air conditions” descriptions.

Working alone. Forty percent of the agreements contain clauses for joint local committee responsibilities in dealing with the issue of employees who work alone in isolated areas. The isolation could be in a vat or cramped area, such as inside the tail section of an airplane. Employees working alone in cramped areas could become lodged and unable to move or be asphyxiated due to excessive heat or lack of air. Other concerns include the danger of

working alone when handling hazardous materials, such as an employee being overcome by toxic fumes when he or she is alone cleaning a vat. Some agreements also express concern regarding the potential for assault or other forms of workplace violence against employees working alone.

Counseling of employees. Contract provisions authorizing committee responsibility in counseling employees on safety and health matters typically restrict the counseling to such subjects as the proper methods of lifting and of using protective equipment and clothing.

Hygiene surveys. Fifty contracts have clauses outlining committee responsibilities for conducting hygiene surveys. These provisions include conducting surveys for noise abatement, for ergonomic-related concerns, and for chemical or air studies, or both. Clauses were placed into this category, rather than in the “Chemical and air conditions” or “Noise abatement” categories, when the clause contained the language “hygiene survey.”

Review of new technology/facilities/equipment. There is increasing recognition of the importance of including safety and health considerations in the implementation of new technology or in the construction or renovation of facilities. Thirty-five agreements provide for safety committee involvement in reviewing new personal protective equipment or apparel. The language in some of the clauses also includes committee involvement when changes are made to protective equipment or apparel, such as extending its use or changing the rules with regard to its use. Many of the agreements with provisions on this subject cover all of these areas. Other agreements are more restrictive in that they apply to just one area, such as reviewing technology prior to its implementation. Some provisions include specific responsibilities assigned to the committee, such as reviewing employee training and job procedures that are needed to implement

new technology or equipment. Some agreements allow the committee a specified period, such as 10 days, to review changes and make any recommendations. Other agreements are silent on the length of time that the committee has to complete its review. Some agreements imply that the review is only for information purposes. Other agreements indicate that the review is part of a consultative process that gives the committee a formal means of making recommendations.

Chemical and air conditions. Contract language addressing air conditions in the workplace includes air quality, air contamination, and aerosols. Some contracts with this provision require the employer to provide the union with the names of all hazardous materials at the worksite. In some agreements, this obligation includes providing detailed information about any chemicals in the workplace, including the chemical name or trade name, or both; the dangers of working with the chemicals; and threshold limits. Provisions also include the training of employees in the proper handling of such materials, the protective equipment that should be used, and procedures to avoid unnecessary exposure. Some agreements also require employers to inform employees about any potential exposure to asbestos. Some contracts require the employer to furnish union members of the safety committee with any testing information or the results of studies that the employer may have conducted on chemicals being used in the workplace. Some contracts have provisions requiring union committee members to sign confidentiality agreements if the release of information might have an impact on the employer’s trade secrets. Clauses containing the words “hazard communication” were analyzed separately.

Drug-free workplace. Employers who have contracts with the Federal government that equal or exceed \$25,000 are required to have a drug-free workplace policy. In addition, some employers have voluntarily developed

drug-free workplace policies. Whether the policies are mandated or voluntarily initiated, the purpose is the same, namely for employees to understand the employer's intention to maintain a drug-free workplace. Some provisions assign the safety committee a role in maintaining a drug-free workplace, such as participating in drug testing procedures. Some agreements contain a clause acknowledging that both parties intend to pursue their best efforts in maintaining a drug-free workplace. Some agreements require the employer to offer rehabilitation to any employee who fails a drug test. In some agreements, specific situations are stipulated in which employers are permitted to administer drug tests to employees for cause, such as when a worker has an accident at work. Some provisions authorize committee member involvement if a drug test is found to be false.

Noise abatement. Twenty-five agreements contain clauses authorizing committee member involvement in noise abatement. Activities in this area include the conducting of screening studies or surveys of employees' hearing, the investigation of areas in which excessive noise is involved, the review of protective equipment to prevent hearing loss, and the study of the noise emission of new equipment.

Industry variations. From an industry perspective, the agreements in construction have no occupational health provisions (with the exception of one agreement involving new technology-related reviews in special trade contracting). The only occupational health clauses in the mining industry are found in one contract involving chemical and air conditions, one contract involving hazard communication, and four contract clauses involving the review of new technology/equipment/facilities. The dearth of contracts with occupational health clauses is rather surprising in view of the potential and long-recognized occupational health hazards associated with mining.

Occupational health provisions also are absent from agreements in hotels

and other lodging places; auto repair, services, and parking; motion pictures; legal services (with the sole exception being hygiene surveys); and educational services industries. Each provision is covered in at least one agreement in the rubber, primary metal, industrial machinery, electronic machinery, transportation equipment, and electric, gas, and sanitary services industries.

Evaluation- and inspection-related provisions

Seven provisions defining the evaluation-related responsibilities of committees were identified for study. These seven provisions are conducting audits, evaluations, safety studies, inspections, and investigations, and reviewing injury and illness data and workers' compensation files. (See table 5.)

About 50 percent of the contracts authorize the committees to conduct safety audits and inspections. Also, 16 percent and 12 percent, respectively, of the contracts permit committee members to conduct safety studies and safety evaluations. These data show that the joint local committees have a significant control role in protecting the safety and health of covered workers. Most committees, rather than simply functioning as conduit mechanisms for communicating with employees, have the authority to actively participate in the process of managing the safety function. To a somewhat lesser extent, the committees also have the right to receive company safety and health information, either by obtaining it independently by conducting safety studies (16 percent of the agreements) or by having the information furnished by the employer. In 15 percent of the agreements, the employer provides injury and illness data to the committee for review, and in 3 percent of the contracts, employers furnish workers' compensation files.

Following are samples of the terms that appear in the contracts regarding these provisions.

Conduct audits. The terms "analy-

ses," "audits," "evaluations," "inspections," "investigations," "studies," and "surveys" are used somewhat interchangeably in several agreements. In other agreements, there are differences in the meanings of the terms. "Audit" appears to be the term used when the committee, charged with a specific responsibility such as developing procedures, later checks to ensure that the procedures are being implemented. Some agreements stipulate that committee members shall have unlimited access to worksites for the purpose of conducting audits, investigations, studies, evaluations, and inspections. Some agreements do prohibit committee members from gaining access to privileged or confidential areas. Performing a managerial function, such as conducting audits or evaluations, may subject committee members to legal liabilities. For this reason, a number of agreements have provisions holding union committee representatives not liable for any actions of the committee.

Conduct evaluations. The term "evaluation," when used in the context of safety and health committees, is typically confined to the process of determining whether safety and health practices conform to laws and regulations. Examples would be conducting evaluations of procedures, practices, rules, and work methods for conformance with OSHA safety regulations and State laws. Also included in the contract language pertaining to conducting evaluations were reviewing safety rules, procedures, and safety promotion programs, and making recommendations for change. Some agreements further stipulate that the committee is responsible for conducting evaluations of protective clothing and equipment. Many of these clauses also contain provisions requiring that the committee be informed of any significant changes made in protective clothing and equipment.

Conduct safety studies. In a number of agreements, the term "safety studies" is used synonymously with "safety

analyses” or “safety surveys.” The term “studies” is more closely associated with committee work involving the reviewing and reporting of aggregate data, such as accident statistics or safety and health reports, and then formulating findings. “Survey” is the term typically used in safety and health screenings. For example, surveys may be conducted as part of a noise abatement program.

Conduct inspections. “Inspection” appears to be the term of preference in describing the independent actions of the committees. Presumably, committee members establish plans to conduct inspections without a specific action, such as an accident, to motivate the process. Thus, inspections would include independent and self-initiated actions to inspect work areas in order to ensure that safe and healthful conditions exist. Some agreements also include the responsibility of the committee to report findings and make recommendations to the employer for any conditions found that could endanger the lives of employees. In some contracts, the employer is required to investigate committee recommendations and report any corrective action to be taken. Also, in some agreements the committee is responsible for providing advance notice to the employer as to when union representatives will conduct inspections, so that the employer can select a management representative to accompany the inspection team.

Conduct investigations. In agreements, the term “investigation” is usually used in association with any specific events that would trigger an investigation, such as an employee complaint or a serious accident or health hazard exposure. Some agreements include the committee in the process of reviewing those situations in which an employee alleges that a condition is so unsafe that work should be discontinued. Other agreements include the committee in the process of reviewing all situations in which employees allege that unsafe or unhealthy conditions exist. This process may be

part of a safety grievance procedure or may be undertaken on an ad hoc basis. In some safety grievance procedures, one or more of the committee’s representatives is assigned to investigate the safety condition being grieved. In other contracts, the matter is referred for resolution to the committee if not resolved in the first steps of the grievance procedure. A few agreements authorize the committee to make decisions, including the closing of an operation, if the committee determines that any unsafe or unhealthy conditions warrant closure. In such situations, however, the employer may take action against the committee member or members who demand the closing, if the employer believes the closing to be arbitrary and capricious. In such cases, the committee member or members may resort to the grievance procedure, including arbitration, to have the employer’s decision reversed.

Review injury and illness data. Thirty-two agreements have a provision assigning the committee the responsibility or the right to review occupational injury and illness data. In some agreements, the employer is required to periodically furnish the committee with aggregate reports of data on accidents or illness, or both. This information usually includes copies of reports that the employer provides to government agencies. In some agreements, the employer is required to provide the committee with information about any occurrence of an injury or illness, in addition to reports of aggregate data.

Review workers’ compensation information. A small number of contracts require the employer to furnish committee members with information regarding workers’ compensation claims, such as work locations where claims are being filed, the types of claims being filed, the disposition of the claims, and related data.

Industry variations. With the exception of five industries (general building contractors; textile mill products; printing and publishing; auto repair,

services, and parking; and legal services), every industry has one or more contracts that provide for committee involvement in conducting safety and health inspections. These contracts cover 789,700 workers. Three other safety control functions that involve committees and cover large numbers of workers are the conducting of audits (covering 704,500 workers), evaluations (408,800 workers), and investigations (360,900 workers). Three industries (general building contractors; auto repair, services, and parking; and legal services) do not have any evaluation-related provisions in their contracts. A number of other industries (special trade contractors; textile mill products; lumber and wood products; printing and publishing; stone, clay, and glass products; instruments and related products; motion pictures; health services; and educational services) have only one or two of the seven evaluation-related provisions in their agreements.

Other provisions

In addition to the specific provisions discussed in the four categories above, 52 (24 percent) of the 219 agreements had one or more other provisions that occurred less frequently than the 23 specific ones. A total of 406,400 workers are covered by contracts containing one or more of the items in the “other” category. (See table 6.) These are the subjects of those provisions:

- accident prevention
- lock-out and tag-out procedures
- preventive maintenance
- setting safety and health standards
- accompanying government safety and health inspectors
- exchanging information with management
- committee member involvement in employer investigation of accident causes

- furnishing committee members with the results of employer accident investigations
- committee involvement in grievance procedures resulting from safety and health conditions
- committee review of safety and health inquiries made by employees (also furnishing the reports made from such inquiries)
- voting status of committee members, including how voting status is determined
- procedures for the election of, and terms of offices for, committee officers
- exchanging information with management on safety and health issues

Summary

This article provides an analysis of the clauses involving joint local safety and health committees in 744 private sector collective bargaining agreements expiring between August 1997 and July 2007 and covering from 650 to 215,000 workers. This population represents virtually all of the agreements covering 1,000 or more workers. Two hundred nineteen (29 percent) of the agreements contained provisions for joint local committees, covering about 1.1 million workers, or 32 percent of all workers under the 744 agreements.

Fifty-nine agreements provide that committees meet monthly, the most common frequency among the 219 agreements. The relatively frequent meeting of these committees is indicative of the focus of their work on daily plant issues. One hundred forty-nine contracts have clauses indicating the method of paying members for committee work.

The various provisions pertaining to joint local committees were categorized into four groups. The most common occupational health responsibility of joint local committees is to conduct ergonomic studies. Forty-six percent of the agreements with committees have this responsibility. The protection of employees working alone is the occupational health responsibility that covers the largest number of workers. Contracts with this provision cover 617,100 workers. Conducting inspections is the most frequent joint local committee activity in the area of evaluation-related responsibilities. Fifty-three percent of the agreements with committees conduct inspections. Agreements with provisions for committees to conduct inspections cover 789,700 workers, the largest number of workers covered by any provision related to the activities of joint local safety and health committees. ■

¹ *The workplace: America's forgotten environment* (Washington, AFL-CIO, April 1993)

² "Lost-worktime Injuries and Illnesses: Characteristics and Resulting Time Away from Work, 1997," USDL 99-102 (Bureau of Labor Statistics, Apr. 22, 1999).

³ *Major Collective Bargaining Agreements: Safety and Health Provisions*, Bulletin 1425-16 (Bureau of Labor Statistics, 1976).

⁴ Commerce Clearing House, Inc., "OSHA Compliance" in *Human Resources Management* (Chicago, Commerce Clearing House, Inc., 1998), appendix C to 91910.119, *Com-*

pliance Guidelines and Recommendations for Process Safety Management (nonmandatory).

⁵ Commerce Clearing House, Inc., "Personnel Practices/Communications" in *Human Resources Management* (Chicago, Commerce Clearing House, Inc., 1998), at §4114, *Safety committees*.

TABLE 1. Workers covered by joint local labor-management safety and health committee provisions in private sector collective bargaining contracts expiring between August 1997 and July 2007, by industry

Industry	Local	
	Number of workers	Number of contracts
Total	1,144,326	219
Mining	27,985	5
Construction	53,650	19
General building contractors	7,800	3
Heavy construction, except building	23,350	6
Special trade contractors	22,500	10
Manufacturing	754,870	131
Food and kindred products	29,750	16
Textile mill products	5,100	2
Apparel and other textile products	44,800	4
Lumber and wood products	7,200	4
Paper and allied products	14,400	12
Printing and publishing	3,325	2
Chemicals and allied products	5,760	5
Rubber and miscellaneous plastics products	7,950	5
Stone, clay, and glass products	13,800	7
Primary metal industries	88,869	23
Fabricated metal products	11,243	5
Industrial machinery and equipment	21,710	7
Electronic and other electrical equipment	52,500	12
Transportation equipment	444,613	26
Instruments and related products	3,850	1
Nonmanufacturing	307,821	64
Trucking and warehousing	35,500	3
Communications	23,397	5
Electric, gas, and sanitary services	50,292	15
Food stores	67,116	15
Hotels and other lodging places	12,000	2
Auto repair, services, and parking	1,000	1
Motion pictures	47,381	2
Health services	65,410	18
Legal services	975	1
Educational services	4,750	2

TABLE 2. Provisions affecting the preparation/payment of joint local labor-management safety and health committee members in private sector collective bargaining agreements expiring between August 1997 and July 2007, by industry

[Workers in thousands]

Industry	Member training		Paid time for training		Paid work time		Work overtime	
	Con-tracts	Work-ers	Con-tracts	Work-ers	Con-tracts	Work-ers	Con-tracts	Work-ers
Total	41	273.0	114	507.1	149	848.7	43	462.7
Mining	2	23.5	2	8.5	3	10.1	1	1.8
Construction								
General building contractors	—	—	—	—	—	—	—	—
Heavy construction, except building	1	1.5	—	—	1	1.5	—	—
Special trade contractors	—	—	—	—	1	1.2	1	3.0
Manufacturing								
Food and kindred products	2	4.1	8	14.5	11	18.8	4	6.4
Textile mill products	—	—	2	5.1	2	5.1	—	—
Apparel and other textile products	—	—	3	43.4	2	37.2	1	35.0
Lumber and wood products	1	2.2	4	7.2	4	7.2	—	—
Paper and allied products	3	2.6	11	13.4	11	13.4	4	4.4
Printing and publishing	—	—	—	—	2	3.3	—	—
Chemicals and allied products	1	.9	4	4.7	4	4.7	—	—
Rubber and miscellaneous plastics products	3	5.3	5	7.9	5	7.9	4	6.5
Stone, clay, and glass products	1	1.3	6	12.0	7	13.8	4	6.5
Primary metal industries	9	39.0	21	84.1	23	88.8	10	33.0
Fabricated metal products	—	—	4	6.2	5	11.2	2	1.8
Industrial machinery and equipment	1	2.8	7	21.7	7	21.7	4	8.5
Electronic and other electrical equipment	1	22.0	5	30.1	9	39.4	1	22.0
Transportation equipment	10	138.2	11	141.2	19	411.9	6	329.8
Instruments and related products	—	—	1	3.8	1	3.8	—	—
Nonmanufacturing								
Trucking and warehousing	—	—	3	35.5	3	35.5	—	—
Communications	—	—	4	15.7	5	23.3	—	—
Electric, gas, and sanitary services	—	—	11	30.6	13	45.6	1	4.0
Food stores	1	2.8	—	—	3	12.3	—	—
Hotels and other lodging places	—	—	—	—	1	6.5	—	—
Auto repair, services, and parking	—	—	—	—	—	—	—	—
Motion pictures	1	18.0	1	18.0	—	—	—	—
Health services	2	4.1	—	—	7	24.5	—	—
Legal services	—	—	—	—	—	—	—	—
Educational services	2	4.7	1	3.5	—	—	—	—

NOTE: Dash indicates that a provision was not found.

TABLE 3. Local labor-management safety and health committee meeting provisions in private sector collective bargaining agreements expiring between August 1997 and July 2007, by industry

[Workers in thousands]

Industry	Stipulate meeting frequency		Maintain meeting minutes		Use subcommittees	
	Contracts	Workers	Contracts	Workers	Contracts	Workers
Total	165	937.1	32	237.1	46	326.3
Mining	4	26.8	1	1.6	—	—
Construction						
General building contractors	2	5.9	—	—	—	—
Heavy construction, except building ..	4	21.1	—	—	—	—
Special trade contractors	3	11.0	—	—	—	—
Manufacturing						
Food and kindred products	16	29.7	1	1.8	—	—
Textile mill products	2	5.1	—	—	—	—
Apparel and other textile products	2	37.2	—	—	—	—
Lumber and wood products	4	7.2	—	—	3	6.2
Paper and allied products	12	14.4	1	1.5	7	8.7
Printing and publishing	2	3.3	—	—	—	—
Chemicals and allied products	4	4.7	1	1.8	—	—
Rubber and miscellaneous plastics products	4	6.5	1	2.5	3	5.6
Stone, clay, and glass products	7	13.8	—	—	3	4.7
Primary metal industries	23	88.8	13	52.0	12	62.2
Fabricated metal products	5	11.2	1	1.2	1	3.2
Industrial machinery and equipment ..	7	21.7	1	2.8	1	2.8
Electronic and other electrical equipment	9	39.4	2	24.2	1	22.0
Transportation equipment	23	433.3	8	130.1	10	179.8
Instruments and related products	1	3.8	—	—	—	—
Nonmanufacturing						
Trucking and warehousing	3	35.5	1	10.0	2	25.5
Communications	5	23.3	1	7.6	1	2.3
Electric, gas, and sanitary services ..	13	45.6	—	—	2	3.3
Food stores	4	12.1	—	—	—	—
Hotels and other lodging places	—	—	—	—	—	—
Auto repair, services, and parking	—	—	—	—	—	—
Motion pictures	1	29.3	—	—	—	—
Health services	4	5.2	—	—	—	—
Legal services	—	—	—	—	—	—
Educational services	1	1.2	—	—	—	—

NOTE: Dash indicates that a provision was not found.

TABLE 4. Joint local labor-management safety and health committee occupational health responsibilities in private sector collective bargaining agreements expiring between August 1997 and July 2007, by industry

[Workers in thousands]

Industry	Chemical and air conditions		Counseling of employees		Drug-free workplace involvement		Ergonomic evaluations/studies		Hazard communication	
	Contracts	Workers	Contracts	Workers	Contracts	Workers	Contracts	Workers	Contracts	Workers
Total	35	456.7	50	275.2	29	207.7	100	442.7	96	408.9
Mining	1	1.6	-	-	-	-	-	-	1	1.6
Construction										
General building contractors	-	-	-	-	-	-	-	-	-	-
Heavy construction, except building	-	-	-	-	-	-	-	-	-	-
Special trade contractors	-	-	-	-	-	-	-	-	-	-
Manufacturing										
Food and kindred products	-	-	4	6.4	2	2.8	7	11.5	6	10.2
Textile mill products	-	-	-	-	-	-	1	4.0	-	-
Apparel and other textile products	-	-	-	-	-	-	-	-	2	8.4
Lumber and wood products	1	2.2	-	-	-	-	1	1.0	4	7.2
Paper and allied products	2	1.5	3	3.5	-	-	10	11.5	11	13.4
Printing and publishing	-	-	-	-	-	-	1	1.3	1	2.0
Chemicals and allied products	-	-	1	1.8	1	1.8	4	4.7	2	2.9
Rubber and miscellaneous plastics products	2	3.9	2	3.9	2	3.9	3	5.5	5	7.9
Stone, clay, and glass products	1	1.8	5	10.7	-	-	5	10.7	4	6.0
Primary metal industries	13	61.3	18	71.6	12	55.7	21	85.1	21	77.3
Fabricated metal products	-	-	1	1.2	3	3.0	4	6.2	3	3.0
Industrial machinery and equipment	3	15.5	4	8.5	3	7.0	7	21.7	6	20.4
Electronic and other electrical equipment	1	22.0	1	22.0	2	25.2	5	29.6	4	31.4
Transportation equipment	7	331.5	9	136.6	3	104.3	12	149.6	13	149.4
Instruments and related products	-	-	-	-	-	-	1	3.8	-	-
Nonmanufacturing										
Trucking and warehousing	-	-	-	-	-	-	3	35.5	3	35.5
Communications	-	-	-	-	-	-	4	15.7	-	-
Electric, gas, and sanitary services	1	4.0	2	9.0	1	4.0	10	27.3	9	31.3
Food stores	1	2.8	-	-	-	-	-	-	-	-
Hotels and other lodging places	-	-	-	-	-	-	-	-	-	-
Auto repair, services, and parking	-	-	-	-	-	-	-	-	-	-
Motion pictures	-	-	-	-	-	-	-	-	-	-
Health services	2	8.6	-	-	-	-	1	18.0	1	1.0
Legal services	-	-	-	-	-	-	-	-	-	-
Educational services	-	-	-	-	-	-	-	-	-	-

See footnote at end of table.

TABLE 4. Joint local labor-management safety and health committee occupational health responsibilities in private sector collective bargaining agreements expiring between August 1997 and July 2007, by industry—Continued

[Workers in thousands]

Industry	Hygiene surveys		Noise abatement		Review new technology/equipment/facilities		Working alone	
	Con-tracts	Work-ers	Con-tracts	Work-ers	Con-tracts	Work-ers	Con-tracts	Work-ers
Total	50	286.6	25	423.2	35	474.6	87	617.1
Mining	—	—	—	—	4	20.4	—	—
Construction								
General building contractors	—	—	—	—	—	—	—	—
Heavy construction, except building	—	—	—	—	—	—	—	—
Special trade contractors	—	—	—	—	1	.9	—	—
Manufacturing								
Food and kindred products	3	5.9	1	1.5	—	—	5	8.2
Textile mill products	2	5.1	—	—	—	—	1	4.0
Apparel and other textile products	1	6.2	—	—	—	—	2	8.4
Lumber and wood products	3	6.2	—	—	1	2.2	1	2.2
Paper and allied products	7	8.5	1	.9	2	1.5	8	8.8
Printing and publishing	—	—	—	—	—	—	—	—
Chemicals and allied products	—	—	1	1.8	—	—	3	3.8
Rubber and miscellaneous plastics products	2	2.9	1	2.5	2	3.9	4	6.9
Stone, clay, and glass products	—	—	—	—	—	—	5	8.8
Primary metal industries	12	68.1	4	17.3	11	57.1	21	85.4
Fabricated metal products	—	—	3	7.2	—	—	3	3.0
Industrial machinery and equipment	3	15.0	2	13.5	2	13.5	5	18.3
Electronic and other electrical equipment	2	25.8	1	22.0	1	22.0	4	29.6
Transportation equipment	9	129.4	9	345.6	10	349.1	11	353.6
Instruments and related products	1	3.8	—	—	—	—	1	3.8
Nonmanufacturing								
Trucking and warehousing	—	—	1	10.0	—	—	3	35.3
Communications	—	—	—	—	—	—	3	12.5
Electric, gas, and sanitary services	4	8.8	1	.9	1	4.0	7	24.5
Food stores	—	—	—	—	—	—	—	—
Hotels and other lodging places	—	—	—	—	—	—	—	—
Auto repair, services, and parking	—	—	—	—	—	—	—	—
Motion pictures	—	—	—	—	—	—	—	—
Health services	—	—	—	—	—	—	—	—
Legal services	1	.9	—	—	—	—	—	—
Educational services	—	—	—	—	—	—	—	—

NOTE: Dash indicates that a provision was not found.

TABLE 5. Local labor-management safety and health committee evaluation-related responsibilities in private sector collective bargaining agreements expiring between August 1997 and July 2007, by industry

[Workers in thousands]

Industry	Conduct audits		Conduct evaluations		Conduct safety studies		Conduct inspections	
	Con-tracts	Work-ers	Con-tracts	Work-ers	Con-tracts	Work-ers	Con-tracts	Work-ers
Total	113	704.5	26	408.8	35	468.8	117	789.7
Mining	-	-	-	-	2	9.1	5	27.9
Construction								
General building contractors	-	-	-	-	-	-	-	-
Heavy construction, except building	-	-	-	-	-	-	1	1.5
Special trade contractors	-	-	-	-	-	-	1	2.0
Manufacturing								
Food and kindred products	10	18.5	1	1.3	2	3.1	11	21.1
Textile mill products	2	5.1	-	-	-	-	-	-
Apparel and other textile products	3	43.4	1	6.2	-	-	2	8.4
Lumber and wood products	4	7.2	-	-	-	-	1	2.2
Paper and allied products	9	11.4	3	2.9	3	2.5	8	8.8
Printing and publishing	1	1.3	1	2.0	-	-	-	-
Chemicals and allied products	4	4.7	-	-	-	-	3	3.8
Rubber and miscellaneous plastics products	5	7.9	2	3.9	2	3.9	4	6.9
Stone, clay, and glass products	6	12.0	-	-	-	-	7	13.8
Primary metal industries	19	72.5	7	36.0	9	45.1	18	77.0
Fabricated metal products	4	6.2	1	1.2	-	-	5	11.2
Industrial machinery and equipment	6	19.7	1	2.8	4	17.2	5	18.5
Electronic and other electrical equipment	6	32.1	2	24.2	2	23.4	5	30.9
Transportation equipment	14	366.9	7	328.3	8	335.0	17	407.6
Instruments and related products	1	3.8	-	-	-	-	1	3.8
Nonmanufacturing								
Trucking and warehousing	3	35.5	-	-	2	25.5	3	35.5
Communications	4	15.7	-	-	-	-	4	14.3
Electric, gas, and sanitary services	12	40.6	-	-	1	4.0	8	29.9
Food stores	-	-	-	-	-	-	1	2.8
Hotels and other lodging places	-	-	-	-	-	-	1	6.5
Auto repair, services, and parking	-	-	-	-	-	-	-	-
Motion pictures	-	-	-	-	-	-	2	47.3
Health services	-	-	-	-	-	-	2	3.3
Legal services	-	-	-	-	-	-	-	-
Educational services	-	-	-	-	-	-	2	4.7

See footnote at end of table.

TABLE 5. Local labor-management safety and health committee evaluation-related responsibilities in private sector collective bargaining agreements expiring between August 1997 and July 2007, by industry—Continued

[Workers in thousands]

Industry	Conduct investigations		Review injury/illness data		Review workers' compensation files	
	Contracts	Workers	Contracts	Workers	Contracts	Workers
Total	58	360.9	32	252.0	7	134.4
Mining	4	26.1	2	23.5	—	—
Construction						
General building contractors	—	—	—	—	—	—
Heavy construction, except building	1	1.5	1	1.5	—	—
Special trade contractors	—	—	—	—	—	—
Manufacturing						
Food and kindred products	5	8.6	2	3.8	1	1.3
Textile mill products	—	—	—	—	—	—
Apparel and other textile products	—	—	—	—	—	—
Lumber and wood products	—	—	—	—	—	—
Paper and allied products	3	3.2	—	—	—	—
Printing and publishing	—	—	—	—	—	—
Chemicals and allied products	2	2.7	—	—	—	—
Rubber and miscellaneous plastics products	4	6.5	—	—	1	2.5
Stone, clay, and glass products	—	—	—	—	—	—
Primary metal industries	12	55.4	16	71.7	—	—
Fabricated metal products	3	3.0	—	—	—	—
Industrial machinery and equipment	3	6.3	—	—	1	2.8
Electronic and other electrical equipment	1	22.0	1	22.0	1	22.0
Transportation equipment	12	141.2	5	111.2	2	103.7
Instruments and related products	—	—	—	—	—	—
Nonmanufacturing						
Trucking and warehousing	2	25.5	—	—	—	—
Communications	—	—	—	—	1	2.1
Electric, gas, and sanitary services	—	—	—	—	—	—
Food stores	1	2.8	1	2.8	—	—
Hotels and other lodging places	1	6.5	2	10.8	—	—
Auto repair, services, and parking	—	—	—	—	—	—
Motion pictures	2	47.3	—	—	—	—
Health services	2	2.3	—	—	—	—
Legal services	—	—	—	—	—	—
Educational services	—	—	2	4.7	—	—

NOTE: Dash indicates that a provision was not found.

TABLE 6. Number of contracts and workers covered by miscellaneous responsibilities of joint local labor-management safety and health committees in private sector collective bargaining agreements expiring between August 1997 and July 2007, by industry

[Workers in thousands]

Industry	Number of Contracts	Number of Workers
Total	52	406.4
Mining	5	27.9
Construction		
General building contractors	3	7.8
Heavy construction, except building	4	20.8
Special trade contractors	5	8.9
Manufacturing		
Food and kindred products	4	7.1
Textile mill products	—	—
Apparel and other textile products	—	—
Lumber and wood products	—	—
Paper and allied products	1	1.0
Printing and publishing	—	—
Chemicals and allied products	—	—
Rubber and miscellaneous plastics products	1	2.5
Stone, clay, and glass products	—	—
Primary metal industries	1	2.6
Fabricated metal products	—	—
Industrial machinery and equipment	—	—
Electronic and other electrical equipment	3	25.3
Transportation equipment	6	148.8
Instruments and related products	—	—
Nonmanufacturing		
Trucking and warehousing	—	—
Communications	—	—
Electric, gas, and sanitary services	—	—
Food stores	3	68.0
Hotels and other lodging places	2	10.8
Auto repair, services, and parking	—	—
Motion pictures	2	47.3
Health services	9	22.0
Legal services	1	.9
Educational services	2	4.7

NOTE: Dash indicates that a provision was not found.