

# THE BIG 3 ARE ON THE COUNTERATTACK. DON'T LET HEALTH AND SAFETY ISSUES FLY.

1

## Discuss whether you experience safety issues with your coworkers.

Start a conversation with your team or others in your area about issues that put your health and/or safety at risk. Ask others if they experience any of these common examples:

- **Roof and door seal leaks** (slippery surfaces, water near electrical equipment, sanitary concerns)
- **Ventilation and hazardous materials** (dusts, fumes, mists, vapors, gases, chemical storage, etc.)
- **Unsanitary bathrooms**
- **Defective equipment** (vehicles, hoists, racks, etc.)
- **Unmarked pinch points** (where it's possible for a body part to get caught)
- **Supervisors violating company safety rules** (e.g. using phone while driving a vehicle in the plant)

2

## Ask your union representative to file a grievance, and request a copy.

Start by asking your Committeeperson. Remember to request a remedy that gets to the root cause of the issue. You have a right to receive a copy of the grievance once it's filed!

**How do I request a remedy that gets to the root cause?** For example, if the roof is leaking, don't request a patch. Request a new roof. This gives us more room to negotiate.

**What if my Committeeperson refuses to file a grievance for a serious safety issue?** Ask the rep one level above them in the chain of command, your Shop Chairperson.

3

## When possible, ask your rep to document the issue with photo or video.

When you experience the issue, call your your Committeeperson. If it's possible to capture the issue with photo or video evidence, this will strengthen your grievance.

You should not take a photo or video yourself if you don't have photo authorization. Committeepersons and Health & Safety Reps should have special authorization to document issues.

4

## Supercharge the grievance by involving your coworkers at every step.

Approaching your Committeeperson with a group shows the issue is important to many members. You can also ask coworkers to contribute statements to the grievance as evidence.

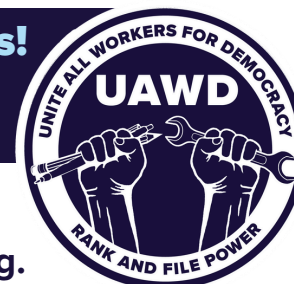
Even if you aren't a rep, you can conduct interviews on non-work time, in non-work areas. Submit the statement to your rep that filed the grievance, and have them add it. Be sure to ask these questions:

- **Who** was involved?
- **What** happened (in detail)?
- **When** did it occur?
- **Where** did it occur?
- **Why** was it a contract violation?

5

## Celebrate the victory & share how you did it with others!

Recap with your team so everyone knows what you won together. Spread the word with other teams at break, union meetings, and one-on-one.



Unite All Workers for Democracy (UAWD) is a movement of UAW members rebuilding our union's power at all levels. Learn more and join us at [uawd.org](http://uawd.org).

# HEALTH & SAFETY GRIEVANCE FACTS SHEET

**Grievant(s)** *Ask all members who are affected by the issue to sign on.*

**What happened?** *Describe in detail.*

**When did it occur?**

**Where did it occur?**

**Why was it a violation of the contract, company rules, or OSHA?** *Refer to specific contract language, company rules, and/or OSHA regulations.*

**What remedy is being requested by the grievant(s)?** *The company has an obligation to provide a safe and healthy workplace. Don't shy away from requesting a remedy that gets to the root cause of the issue.*