

Empowering workers on OSH

“OSH IS A GOOD INVESTMENT”

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Why trade union's responsibility?

- It is because we are in a position to improve working conditions at work place.
- We know better than ordinary members.
- We have better access to management
- We know the law and the regulations
- We need to be better trained on OSH
- We can make it work
- We can make law through CBA

Points to remember

- Trade unions must be treated as partners in business to solve their health and safety problems at work place
- Must be involved in OSH committees
- How do you do that?
- Have them in play an active role and involvement in OSH as their KPI too;
- Have an agenda on OSH during meetings

Do you have the right to refuse

- Kewajipan Majikan Sek 15(1)
- Adalah menjadi kewajipan majikan dan setiap orang yang bekerja sendiri untuk memastikan setakat yang boleh di praktikan, keselamatan, kesihatan dan kebajikan pekerja-pekerja di tempat kerja.
- Untuk mencapai tujuan ini, apa yang perlu / harus di lakukan?

Kewajipan Am Majikan

- Polisi yang boleh di laksanakan
- Pengadaan(provision) penyenggaraan logi
- Sistem kerja yang selamat tanpa risiko kepada kesihatan. (SOP)
- Penyediaan bagi menjamin, tiada risiko kpd. Kesihatan/ penggunaan, pengendalian, penanganan (handling), penyimpanan dan pengangkutan logi dan bahan.

Kewajipan Am Majikan

- Pengadaan Maklumat,
- Arahan,
- Latihan
- Penyeliaan
- Pengadaan dan penyenggaraan persekitaran pekerjaan
- Kemudahan bagi kebajikan mereka yang sedang bekerja.

Have a union meeting

What's the agenda

- To narrow down issues
- Prepare to negotiate
- Negotiation is not a discussion—what is it?
- It is a collective bargaining session between workers and management
- Its through collective bargaining process that many changes in the workplace can be made

Do's and Don't during meetings

- Do –keep the discussion centered on the issue involved
- Keep personalities becoming involved
- Hold meetings as scheduled. Cancel meetings only on emergency.
- Be prompt in attending meetings.
- Submit the agenda in advance to allow all parties sufficient time to investigate problems.

Do's

- In submitting the agenda, identify all items to be discussed.
- Maintain an agreed- to procedure on recording and drafting the minutes, as well as methods of distribution.
- Maintain accurate minutes – status of previous meetings adoption e.g. “completed” or “resolved” pending reasons

Don't

- Don't - start the first meeting with extremely difficult issues.
- Get used to problem - solving technique by dealing with minor problems.
- Don't allow the meetings to become “gripe” session.
- Don't deal in generalities. Be specific about the problem and its suggestion.

Legislation and enforcement

- Can we make LAWS?
- The unions can use collective bargaining to overcome some of the limitations we have in the OSH laws in Malaysia.
- Often CBA can bring improvements in the workplace much more quickly than waiting for national legislation to change, which takes a very long time.

CBA and OSH articles

- Representation of OSH committee.
- Consultations with union before any operational changes are made that could cause health and safety problems;
- Introduction of engineering control to reduce use of PPE
- Pre-employment medical check-ups etc.

CBA and OSH articles

- Periodic medical check-up;
- Adequate washing /shower facilities and work time provided
- No of Trainings for members per year
- Allocation / budget for OSH development
- Insurance for work injuries
- Facilities for women workers;

DISCUSS OCCUPATIONAL DISEASES

- Occupational musculoskeletal disorders (Low back pain, carpal tunnel syndrome, cervicobrachial disorders)
- Occupational skin disorders – irritant contact dermatitis and allergic contact dermatitis
- Noise induced hearing loss
- Occupational stress and burnout
- Pesticide poisoning (organophosphate and paraquat)

THANK YOU

ANY QUESTIONS