

# JOINT HEALTH AND SAFETY COMMITTEE FOR THE GENERAL WORKFORCE

## Myth Vs Facts

The following myth vs facts outlines common questions and misconceptions regarding the Joint Health and Safety Committee (JHSC) for the general workforce.

### 1. My company comprises 30 workers, and staffing numbers can change, sometimes less than nine workers, so we only need a worker representative, right?

Myth. Your company should count the total of full-time equivalent (FTE) workers. Per regulation, a JHSC should be created when your organization has 20 FTE workers. Check the requirements [here](#) (see WCA Div. 5 Section 31).

### 2. I'm the union rep in the JHSC, but I'm also the supervisor, shouldn't I represent the employer?

Myth. When you are on the Committee you should use the hat of a JHSC member and represent your union. Check your union agreements because this could be different.

### 3. My company has less than six months of production work with 40 workers, do we need to form a JHSC?

Fact. Employers with over a month of production/event activity should form a JHSC. Check the requirements [here](#).

### 4. I was just elected to be part of the JHSC, should I take the training immediately?

Myth. Per regulation, you have six months, after being elected or appointed, to complete the eight-hour course. Check the requirements [here](#).

### 5. My company gave me the contact(s) of the JHSC through the call sheet and I lost it. Should I take a photo next time and keep it on my phone?

Myth. You can have a photo on your phone if you want, however per regulation, your employer should post the name and department of their JHSC members (i.e., Safety Board) where all workers can view it. Check the requirement [here](#) (see WCA Div. 5 Section 44).

### 6. I was assigned to do an inspection outside of my department. Is that a JHSC responsibility?

Fact. One of the duties and functions of the JHSC member is to participate in and ensure inspections are completed in the workplace. If you are not familiar with the department, we suggest you talk with workers in that area. Check the requirement [here](#).

### 7. My company has more than four unions, should all four unions be represented in my JHSC?

Fact. It is good practice to have all unionized workers represented in the JHSC, however, we highly recommend you check the unions' agreements, because there could be relevant requirements in them.

### 8. I'm looking forward to having the authority to enforce safety rules as a JHSC member. Where do I take the infraction information when someone breaks a safety rule?

Myth. As a JHSC member, it is not part of your responsibility to enforce safety policies and rules, although it may be part of your wider role at the organization.

## 9. When I attend training or complete JHSC activities for my organization, is this time unpaid?

Myth. Training and other reasonable time spent (including preparing for JHSC meetings and fulfilling functions of the committee) should be paid. Check the requirement [here](#).

## 10. My event employs five workers year-round, then for a month we have about 2000+ workers (some are contractors, employees, or volunteers). Do we need a committee?

Depends. How the number of workers is counted in your organization can be a challenge. WorkSafeBC may be able to assist with your circumstance. Aside from a JHSC committee, there is also the opportunity for smaller organizations to have a worker health and safety representative who may be trained. (See the link [here](#).) The requirement for forming a committee is defined [here](#).

## 11. When the JHSC makes a recommendation to the employer, they must follow through - correct?

Myth. Employers have the right to decide what, if any, controls to manage identified hazards are to be implemented. The JHSC is developed to provide consultation and recommendations to employers. The employer is legally required to respond to written recommendations from the JHSC within 21 days, indicating acceptance or giving the employer reasons for not accepting, [WCA 39\(2\)](#). The requirements regarding the duties and functions of a JHSC appear [here](#).

Contact [info@actsafe.ca](mailto:info@actsafe.ca) for further questions and comments.