

# Injury and Illness Prevention Programs

## What Do Workers and Unions Need to Prevent Workplace Hazards?

### Training from the NJ Work Environment Council



“Injury and Illness Prevention Programs, known by a variety of names, are universal interventions that can substantially reduce the number and severity of workplace injuries and alleviate the associated financial burdens on U.S. workplaces. ... Most successful injury and illness prevention programs are based on a common set of key elements. These include: management leadership, worker participation, hazard identification, hazard prevention and control, education and training, and program evaluation and improvement”.

Source: <http://www.osha.gov/dsg/topics/safetyhealth/index.html>

These elements are discussed in: An Introduction to Workplace Prevention Programs

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# **Activity 1: What Do Workers and Unions Need to Prevent Workplace Hazards?**

## **Purpose**

To discuss what workers and their unions need to ensure workplace safety and health.

## Task 1:

All of you in this room have been involved with trying to make your workplace safer and healthier. Discuss examples of how you, your co-workers, and/or your union took action that successfully addressed a workplace hazard or prevented one? What was the hazard? And what was your action that got the positive result?

<u>Hazard</u>	<u>Action</u>	<u>Result</u>
1)		
2)		
3)		

Name one health and safety problem, practice or issue in your workplace that still needs resolution.

<u>Safety Issue</u>	<u>Desired Outcome</u>	<u>Why hasn't it been fixed</u>
1)		

## **Task 2:**

Our objective, both as safety and health leaders, is to have effective programs in place to prevent hazards *before* they come up and to address them when they do. For that to happen, we need an overall *Health and Safety Program* in our workplace to address both prevention and the proper response to hazards. So let's share BOTH our experiences and our imaginations to design what such a program could look like.

In your small groups, please discuss this question: If your group could design an effective Health and Safety Program for your workplace, what would it include? Make sure to consider:

- What rights workers and their union would have.
- What ability workers and their union would have to ensure that changes are really made.
- What structures would be needed to maintain ongoing prevention of hazards and effective response to hazards as they are identified?

**List what the Health and Safety Program at your workplace should include?**

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.

**A joint labor-management group and OSHA have developed proposals for Safety and Health Programs that include some of these elements. In our next activity, we are going to learn about their proposals.**