

HEALTH & SAFETY CHAMPIONS:

FREQUENTLY ASKED QUESTIONS



LMP LABOR MANAGEMENT PARTNERSHIP



1. Who can be a UBT Health and Safety Champion?

The UBT Health and Safety Champion must be a member of the unit-based team or be eligible to become a member. Non-represented employees who are UBTs members also are eligible.

The only team members who cannot serve in this role are UBT co-leads or members of a non-coalition union. (The champion role was created by the 2015 National Agreement, which covers union coalition members, their managers and physicians.) If you are unsure if you qualify, ask your UBT co-leads or UBT consultant.

There is one UBT Health and Safety Champion per team, unless otherwise determined by the region.

2. Who selects the UBT Health and Safety Champion?

The UBT Health and Safety Champion is a voluntary role. If there are no volunteers, the UBT consultant and sponsor will identify barriers and propose a plan to fill the role. Once a volunteer is recruited, the UBT consultant will update UBT Tracker to identify the person as the UBT Health and Safety Champion.





3. What are UBT Health and Safety Champions required to do?

The champions' role is to lead their peers in health and safety activities and help the team integrate those activities into their day-to-day work.

Each month, UBT Health and Safety Champions will focus their teams on a specific health or safety topic. The Office of Labor Management Partnership will provide material to help them lead monthly activities. OLMP also will host a monthly call for all UBT Health and Safety Champions to provide feedback on their work. Additional resources are available at: www.LMPpartnership.org/hschampions.

4. Will UBT Health and Safety Champions have paid release time to complete their role?

Release time will be handled the same way it is for any other UBT member.

5. What kind of training do UBT Health and Safety Champions need?

UBT Health and Safety Champions will receive an orientation kit to help them get started but do not need any special training for the role.

Monthly focus kits and calls will provide all the information champions need. For additional questions, please contact person identified in your region www.LMPpartnership.org/hschampions.

6. How are UBT Health and Safety Champions different from Total Health, Workplace Safety or other such champions?

UBT Health and Safety champions fulfill the role solely for their own unit-based teams. All other champions in a facility or service area will maintain their roles and duties. The UBT Health and Safety Champion provides one more way for teams to have a safe and healthy work environment.

7. How does the UBT Health and Safety Champion role help our team fulfill the UBT Path to Performance?

Level 1 UBTs must designate a UBT Health and Safety Champion to advance on the Path to Performance. Level 4 UBTs must have a UBT Health and Safety Champion working regularly as part of the team. Level 5 teams must demonstrate a culture of health and safety, through an active UBT Health and Safety Champion and other health-and safety-related activities.

If you have further questions, please refer to www.LMPpartnership.org/hschampions for a list of regional contacts.