

Inspection/Investigation Case Studies

You have 25 minutes to read the case study assigned to your group, answer the questions below, and be prepared to report on question #3 only.

Case Study #1: You work at Service Canada. Your workplace is routinely inspected and the inspection report from management has identified the presence of Legionnaire's Disease in the heating ventilation and air conditioning systems. Upon inquiring, you are informed that the disease is contained to a specific section of the building where a couple of staff have recently booked off sick. You don't know the cause of the illness. Property Management has released a blanket statement to all staff about a potential outbreak. Union members (including yourself) on the Joint Health and Safety Committee were not consulted or informed of the content of the statement before it was released. You contacted the employer co-chair of the Joint Health and Safety Committee who justified these actions by saying management needed to respond quickly to the situation.

- 1. What is the problem with this scenario?**

- 2. What is the role of the union Health and Safety Representative in dealing with this situation?**

- 3. What are your first steps in ensuring the union Health and Safety Representative(s) are part of the solution?**

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Case Study #2: You are a new member of the Joint Health and Safety Committee in your workplace. A recent workplace inspection uncovered the likelihood of asbestos in the building. Building renovations are scheduled to begin in 3 months and you are concerned about ensuring the safety of staff in the building during this time. You raise this at a Joint Health and Safety Committee meeting and the employer blows you off by telling you not to worry, they will put the applicable measures in place to ensure safety of all staff during renovations. When you press for details, they seem unwilling to share – arguing that they are responsible for managing the issue.

1. What is the problem with this scenario?

2. What is the role of the union Health and Safety Representative in dealing with this situation?

3. What are your first steps in ensuring the union Health and Safety Representative(s) are part of the solution?

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You have 15 minutes to read the case study assigned to your group, answer the questions below, and be prepared to report on question #3 only.

Case Study #4: You are a member of the Joint Health and Safety Committee. You work in a large warehouse with offices on the top two floors. One of your members who works at reception refers a phone call to you, as a member of the Joint Health and Safety Committee. It turns out that a former employee died recently of mesothelioma and the family contacted the Employer to see if there was asbestos in the building. When you talk to the family member, they inform you that their initial conversation with the employer triggered the promise of an investigation to see if there is asbestos in the building. The family member is calling to follow-up because they haven't heard back from the employer as to the outcome of the investigation. This is all news to you.

- 1. What is the problem with this scenario?**
- 2. What is the role of the union Health and Safety Representative in dealing with this situation?**
- 3. What are your first steps in ensuring the union Health and Safety Representative(s) are part of the solution?**