What is a JOHSC?

A joint occupational health and safety committee, or JOHSC for short, is required when there are 20 or more workers in a workplace.

The JOHSC supports the employer's duty to ensure a healthy and safe workplace. It brings employer and worker representatives together to identify and help resolve health and safety issues.

Being a worker representative on a JOHSC is one important way that HEU members can participate in health and safety at work.

JOHSC basics

- Requirements related to JOHSCs are outlined in the Workers Compensation Act, the OHS regulation and in your collective agreement.
- The committee must have at least four members and at least half of the committee must be worker representatives.
- Worker representatives are appointed by the union.
- Employer representatives are those that have a managerial role in the workplace.
- Worker representatives must not have a managerial role.
- In their JOHSC roles, employer and worker representatives have an equal voice at the table.
- The committee must have two co-chairs, one selected by the worker representatives, and the other by the employer representatives.
- Each committee must develop a terms of reference – this is a joint written agreement on how the committee will function.
- JOHSCs must meet at least once a month.



In smaller workplaces

Workplaces that have 10 to 19 workers must have a worker health and safety representative. They are appointed by the union and have the same duties and functions as a JOHSC.

JOHSC

More about JOHSCs