

## Reporting a Accident or “Incident”

We just recently came across a situation where a worker was assigned duties they were not normally assigned, the result was a gradual onset of pain. Like most good workers this employee felt “I have two shifts left; I’ll work through the discomfort.”

The worker had trouble sleeping on Sunday night, Monday morning he called his supervisor to explain and let the Company know he was seeking medical attention. Medical was sought and modified duties prescribed. Certainly from our position the worker acted in a responsible manner.

About a week or so later the company asked me to sit in on an interview with this employee, not as the Compensation rep but as assistant Chief. The issue, employee failed to comply with US Steel policy on reporting. I will not go in detail on the discussion that took place.

What we took out of this episode is the following. When you show up for work if anything changes to yourself physically report it to your supervisor immediately, no matter how trivial it may be. If not you could face the “mans” discipline. This is a prime example of behavioral based safety. The worker is at fault not the system. It allows the Company to secure a false sense of due diligence pertaining to safety and portray themselves as such.

This Local as all Unions scoff at this abomination of our “no fault” system as laid out in the WSIB as well as the Health and Safety Act. Both those legislative acts pursue the root cause of an accident and to remedy that cause. Not to punish a worker. Our problem is the Company has the right to establish its code of practice. So I can only advise to adhere to their policy I also remind you that both acts are law and should be used for which they were intended.

In Solidarity  
Joe Cantwell