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## BC FERRY & MARINE WORKERS' UNION

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**TO:** PROVINCIAL EXECUTIVE  
**FROM:** BROTHER RALF SCHULZE  
**SUBJECT:** HUMAN RIGHTS COMMITTEE REPORT  
**DATE:** OCTOBER 23 & 24, 2013

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Meeting - August 28 & 29, 2013

### **Workplace Mental Health**

A new voluntary standard on psychological health and safety in the workplace has been introduced by the Federal Government, the Mental Health commission of Canada, the Canadian Standards Association (CSA) and Quebec's standards development body.

The CSA document *Psychological Health and Safety in the Workplace* was created to show the benefits that flow from enhancing psychological health and safety in the workplace, observing that workplaces with a positive approach to psychological health and safety are better able to recruit and retain talent, have improved employee engagement, enhanced productivity, are more creative and innovative, and have higher profit levels.

Other positive impacts include a reduction of several key workplace issues including the risk of conflict, grievances, turnover, disability, injury rates, absenteeism and performance, or morale problems.

The committee has asked Brother Schulze to follow up with the Provincial President to see if the Company has plans to implement the new standards. The document has very detailed steps to help employers put the program in place.

### **Committee Members**

Brother Kay Gimbel informed the committee that he would no longer be able to stand as a committee member. His new role as SOC Deck Representative keeps him very busy.

The committee would like to thank Brother Gimbel for his work on the committee; he has been a great asset.

The committee would recommend that our number remains at seven members. Given the efforts made during the budget process, we believe this will reduce spending but still allow the committee to function. We are fortunate enough to have members from all three components and geographical representation.

### **Local Outreach/ Education**

The HR Committee has developed a package that they hope to have as part of the Union education program. Brother Schulze would like an opportunity to meet with members of the Education Committee and Labour Relations Officers to go over the material before finalizing the package.

The material includes WorkSafe BC information on Workplace Bullying and Harassment (attached) committee Terms of Reference and human rights information material.

### **International Human Rights Day**

The committee is planning a special recognition for December 10, 2013. We hope to use this as a platform to launch our new material and get the message out to the members about our committee and the importance of human rights, especially in the workplace.

Respectfully submitted,

Brother Ralf Schulze  
Human Rights Committee Chair