



# ORIENTATION

## Safety Starts Day 1!

- ▶ **Let the employees know they have the right to a safe work environment**
- ▶ **Notify the new employees of management's responsibilities**
- ▶ **Identify the employee's contractual rights under Article 14 of the CBA**
- ▶ **The union protects the employees' safety rights**

Employees must always be concerned about their own safety. The Postal Service has the highest injury and fatality rate of any US governmental agency. The Postal Service is a dangerous place to work! Statistics (US Department of Labor, Occupational Safety and Health Administration <https://www.osha.gov/dep/fap/fap-inj-ill-stats.html>)



Management and the union have different safety and health goals. Management may care about safety in its own right, but are more concerned with workers' compensation costs and public image.

It is the responsibility of management to provide safe working conditions in all present and future installations and to develop a safe working force. Article 14 Section 1 CBA

Management has the obligation to provide personal protective equipment (PPE) that is paid for by the Postal Service (MI EL-810-2009-4 [https://www.apwu.org/sites/apwu/files/resource-files/MI\\_EL-810-2009-4\\_Personal\\_Protective\\_Equipment.pdf](https://www.apwu.org/sites/apwu/files/resource-files/MI_EL-810-2009-4_Personal_Protective_Equipment.pdf)).

Share the *Stand Up for Safe Jobs* pamphlet.

**FOR MORE INFORMATION AND ASSISTANCE ON ORIENTATIONS,  
PLEASE CONTACT**

**Your Regional Coordinator  
Your Regional Safety Rep**