**Safety Committee Bylaws**

Although your safety committee doesn’t have to have bylaws — Cal-OSHA doesn’t require them — bylaws contribute to a committee’s stability as a written record of how the committee conducts its business. Bylaws can be as simple or complex as you want to make them.

**Name**

The name of the committee is The City of INSERT NAME Safety Committee.

**Purpose**

The purpose of The City of INSERT NAME Safety Committee is to bring all City of INSERT NAME employees together to achieve and maintain a safe, healthful workplace.

**Goal**

The goal of The City of INSERT NAME Safety Committee is to eliminate workplace injuries and illnesses by involving employees and managers in identifying hazards and suggesting how to prevent them.

**Objectives**

City of INSERT NAME Safety Committee has four objectives:

* Involve employees in achieving a safe, healthful workplace.
* Promptly review all safety-related incidents, injuries, accidents, illnesses, and deaths.
* Conduct quarterly workplace inspections, identify hazards, and recommend methods for eliminating or controlling the hazards.
* Annually evaluate the City of INSERT NAME’s workplace safety and health program and recommend improvements to management.

**Representatives**

The City of INSERT NAME Safety Committee will have one representative from each department. Employee representatives can volunteer, or their peers can elect them. Management representatives will be selected by management. Each representative will serve a continuous term of at least one year. Terms will be staggered so that at least one experienced representative always serves on the committee.

**Chair and vice-chair**

The City of INSERT NAME Safety Committee will have two officers: Chair and Vice-Chair.

**Terms of service**

Chair and vice-chair each will serve a one-year term.

**Duties of the chair**

* Schedule regular committee meetings.
* Develop written agendas for conducting meeting.
* Conduct the committee meeting.
* Approve committee correspondence and reports.
* Supervise the preparation of meeting minutes.

**Duties of the vice-chair**

* In the absence of the chair, assume the duties of the chair.
* Perform other duties as directed by the chair.

**Election of chair and vice chair**

The election of a new chair or vice-chair will be held during the monthly committee meeting before the month in which the incumbent’s term expires.

If the chair or vice-chair leaves office before the term expires, an election will be held during the next scheduled safety committee meeting; the elected officer will serve for the remainder of the term.

**Training**

New representatives will receive training in safety committee functions, hazard identification, and procedures for investigating accidents.

**Meetings**

**Quarterly schedule**.

The City of INSERT NAME Safety Committee will meet at least quarterly, except when the committee conducts workplace safety inspections.

**Attendance and alternatives**.

Each representative will attend regularly scheduled safety committee meetings and participate in quarterly workplace inspections and other committee activities. Any representative unable to attend a meeting will appoint an alternate and inform the chair before the meeting. An alternate attending a meeting on behalf of a regular representative will be a voting representative for that meeting.

**Agenda**.

The agenda will prescribe the order in which The City of INSERT NAME Safety Committee conducts its business. The agenda also will include the following when applicable:

* A review of new safety and health concerns;
* A status report of employee safety and health concerns under review;
* A review of all workplace near misses, accidents, illness, or deaths occurring since the last committee meeting.

**Minutes**.

Minutes will be recorded at each committee meeting and distributed by e-mail to all City of INSERT NAME Safety Committee employees.

The committee will submit a copy of the minutes to the Human Resources Department; the office will retain the copy for three years. All reports, evaluations, and recommendations of the committee will be included in the minutes. The minutes also will identify representatives who attended monthly meetings and representatives who were absent.

**Voting quorum**.

A simple majority of the current committee member’s list constitutes a quorum. A majority vote of attending representatives is required to approve all safety-committee decisions. Issues not resolved by majority vote will be forwarded to management for resolution.

**Employee involvement**

The City of INSERT NAME Safety Committee will encourage employees to identify health and safety hazards in the workplace. Concerns raised by employees will be presented to the committee in writing; the committee will review new concerns at the next regularly scheduled monthly meeting.

**Safety log**

The committee will maintain a log of all employee concerns, including the date received, recommendations to management, and the date the concern was resolved.

**Response**

The committee will respond to employee concerns in writing and work with management to resolve them. The committee will present written recommendations for resolving concerns to management. Within 60 days of receiving the written recommendations, management will respond in writing to the committee indicating acceptance, rejection, or modification of the recommendations.

**Incident and accident investigation**

The City of INSERT NAME Safety Committee will review new safety or health-related incidents at its next regularly scheduled meeting. Safety-related incidents include work-related near misses, injuries, illnesses, and deaths. When necessary, the committee will provide written recommendations to management for eliminating or controlling hazards.

**Workplace inspections**

Respective departments and/or Safety Committee members will conduct regular workplace inspections of all company facilities.

**Written report**

The committee will prepare a written report for management that documents the location of all health or safety hazards found during inspection. The report will recommend options for eliminating or controlling the hazards. Within 60 days of receiving the written report, management will respond in writing to the committee indicating acceptance, rejection, or proposed modification of the recommendations.

**Evaluation**

The City of INSERT NAME Safety Committee, or the City’s Third Party Risk Administrator, will evaluate the City’s workplace safety and health program annually and provide a written evaluation of the program to management. The committee will also evaluate its own activities and use the evaluation to develop an action plan for the next calendar year.