

About joint labor-management safety committees

All employers with more than 25 employees are required to establish and administer a joint labor-management safety committee (see Minnesota Statutes section [182.676](#)). Employers with 25 or fewer employees shall establish and administer a safety committee if it is subject to the requirements of Minn. Stat. section [182.653, subdivision 8](#).

The statutory requirements for these committees are straightforward:

1. A safety committee must hold regularly scheduled meetings unless otherwise provided in a collective bargaining agreement.
2. Employee safety committee members must be selected by employees. Employee representatives shall be selected by a collective bargaining agent if one exists.
3. The number of employee representatives on a safety and health committee shall equal or exceed the number of management representatives on the committee unless otherwise provided in a collective bargaining agreement.

An active, trained safety committee is an important tool for the implementation of an effective A Workplace Accident and Injury Reduction (AWAIR) program. Duties that safety committee members can assume include:

- participating in regular walkaround inspections;
- training new employees about safe working procedures;
- performing job hazard analyses (JHAs);
- providing input for the creation of workplace safety and health rules;
- presenting safety and health information at regularly scheduled staff meetings;
- assisting in accident investigations; and
- bringing employee safety and health concerns and complaints to supervision and management for correction.

Safety committee members should be able to perform their duties without fear of discrimination or retaliation by management. The requirements for safety committees are available in Minnesota Rules chapter [5208](#), Accident and injury reduction program.

Minnesota OSHA Workplace Safety Consultation (WSC) offers assistance to employers and employees trying to establish joint labor-management safety committees. Contact MNOSHA WSC for assistance at osha.consultation@state.mn.us, 651-284-5060 or 800-657-3776.