

## **THE REPRESENTATIVE FOR WORKERS' SAFETY**

The Representative for Workers' Safety (in Italian, Rappresentante dei Lavoratori per la Sicurezza, or RLS) is a figure governed by Legislative Decree n. 81/08.

The RLS is an employee elected or appointed to represent workers with regard to aspects concerning health and safety at work.

Pursuant to Legislative Decree n. 81/08, in companies or establishments employing up to 15 workers, the RLS is usually either directly elected by the workers internally or identified for several companies within the local or production area. In companies or establishments with more than 15 workers, the RLS is elected or appointed by the workers among trade unions representatives internally. In the absence of such representatives, the RLS is elected by the company workers internally.

The number, the method of appointing or electing the RLS, as well as the paid work time and the tools to carry out their tasks are determined through collective bargaining.

The election of workers' representatives for safety for companies, local area or sector, except as otherwise established in the collective bargaining agreement, usually takes place at the national day for health and safety in the workplace, identified during the European Week for health and safety in the workplace.

Pursuant to Legislative Decree 81/08, the minimum number of RLSs is:

- a) 1 representative in companies or production units with up to 200 workers;
- b) 3 representatives in companies or production units with 201 to 1,000 workers;
- c) 6 representatives in all other companies or business units with over 1,000 workers.

## **THE REPRESENTATIVES FOR WORKERS'S SAFETY AT FBK**

Within our organization there is a specific agreement signed by the employer and by the union delegates governing various aspects of the present RLS figure at FBK. The agreement can be viewed at: <https://sicurezza.fbk.eu/documents>

## **TASKS OF THE RLS (art. 50 Legislative Decree 81/08)**

Pursuant to Legislative Decree 81/08, except as set forth in the collective bargaining agreement, the Representative for Workers' Safety:

- a)** inspects workplaces in which manufacture operations are performed;
- b)** is consulted in advance and in a timely manner regarding risk assessments, identification, planning, implementation and verification of prevention in the company or production unit;
- c)** is consulted on the appointment of the Head and of the officers of the Prevention Service, the activity of fire prevention, first aid, evacuation of the workplace and occupational health physician;
- d)** is consulted on the organization of training activities covered by Article 37;
- e)** receives the information and company documentation relating to risks assessments and prevention measures, as well as those relating to hazardous substances and preparations, machines, equipment, the organization of the workplace, occupational accidents and diseases;
- f)** receives information from the security services;
- g)** receives appropriate training and, in any case, not less than that provided for in Article 37;
- h)** promotes the preparation, identification and implementation of preventive measures necessary to safeguard the health and physical integrity of workers;
- i)** formulates observations during inspection visits by concerned authorities, who normally request their opinion;
- l)** attends periodic meetings as per Article 35;
- m)** makes prevention activities proposals;
- n)** warns the company Head Officer about risks identified in the course of their activities;

**o)** may appeal to the relevant authorities if he/she considers that the risk prevention and protection measures taken by the employer or managers and the means to implement them are not appropriate to ensure safety and health in the workplace.