

# Tools for Life – Weekly Health & Safety Meeting



## Home Healthy - Home Safe

Date: February 2023

### Be a Good Teammate (Crewmate)

Many workers have been fortunate to have at least one person in their career who has stood up for them, provided formal or informal mentorship, or has been there in times of crisis or need. In the trade line of work, we all rely heavily on teamwork, that is why it is important to have each other's back. Helping when you notice someone is struggling, or speaking up when you notice unfair treatment, can not only make a difference in someone's career but can also go a long way in boosting jobsite morale. Even more important is treating someone new to the trade with respect and avoid the old ways of hazing or isolating individuals as a "right of passage" for someone being new to the trades. Hazing can be very distracting and lead to injuries and or a hostile work environment.

Good teammates create an environment where everyone feels valued, empowered, and comfortable asking questions or asking for help when they need it. Positive relationships and high morale have been proven time and time again to lead to higher productivity and few jobsite injuries and incidents.

#### Having someone's back can be small but have a huge impact.

- Take the time to teach people how to use tools and equipment properly.
- Make sure that individuals understand the correct PPE and how it functions.
- Have fun but not at the expense of others safety or wellbeing.
- Communicate jobsite rules and expectations.
- Have friendly competitions such as production goals.
- Make sure everyone knows where to meet for shift breaks, lunches, and gathering locations in the event of an emergency.
- Step up if someone is displaying abusive behavior.
- Share resources like tools, Ariel lifts, forklifts, and workspace.
- Lead by example by displaying positive communication.
- Consider acknowledging an individual's positive growth or hard work in front of the collective group.
- Check in on your teammate's wellbeing.
- Avoid gossip and jobsite politics, rather address concerns in a direct respectful manner.

At the end of the day having each other's back is the core of a strong union working environment. If there are any issues, please report them to your supervisor, union rep, or employer.

*BE4ALL is a joint effort by SMART, SMACNA, and ITI to create an industry-wide culture where everyone is welcome and belongs, and we all strive for the highest standards of performance and professionalism. Take the B4ALL survey here.*

#### Discussion Points/Quiz Questions:

1. What are some ways that someone has had your back?
2. How can you pay it forward?
3. What are some ways we can promote "Being a Good Crewmate"?

