

# Are you concerned about unsafe conditions in your workplace?

The NY HERO Act gives workers in private sector workplaces with 10 or more workers the right to form health & safety committees to collectively raise concerns to management. The law also has anti-retaliation protections if management tries to threaten, discipline, or discriminate against you and your coworkers for forming a committee or raising concerns. Go to the website “[bit.ly/nyhero123](https://bit.ly/nyhero123)” for more details on your rights under NY HERO.

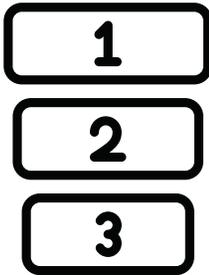
## Steps to forming a health & safety committee in your workplace:

### 1. Building your team

Talk with your coworkers and identify other trusted coworkers who have similar concerns.



### 2. Prioritizing Issues



NY HERO committees create a tool for you and your coworkers to raise concerns about any health and safety issue in your workplace but as workers, we know we have power in numbers. Thus, when first forming a committee, we want to prioritize issues that are widely felt by a large number of coworkers, deeply felt, in that the impact is significant, and unifying.

### 3. Talking about the issues

Once you and your team have identified the priority issues, talk with as many coworkers as possible about how they feel about these issues and how these issues affect them. For those who are interested, let them know about their rights under NY HERO



### 4. Choosing your committee members

You and your coworkers have a right to select the non-supervisory members of your health & safety committee without management interference. This can take many forms: from petitions of support for candidates, to a vote amongst your coworkers, etc. You and your coworkers should choose the selection process that makes most sense in your workplace. Select committee members who are trustworthy, committed, well respected by your coworkers, and from diverse backgrounds, language abilities, work departments, etc.

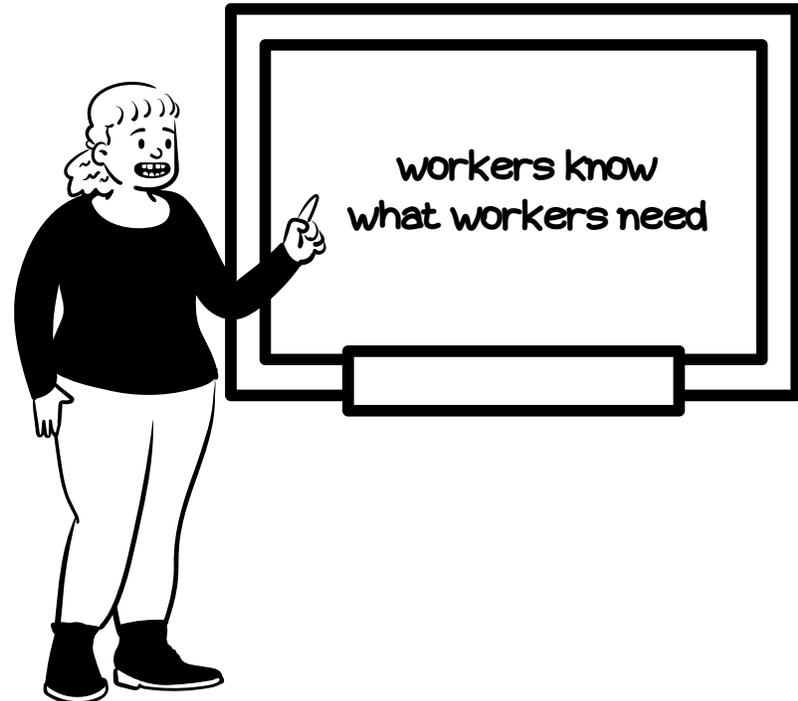


## 5. Submitting notice to management

After you and your coworkers have selected your committee representatives, submit notice to management of your intent to form a health & safety committee per NY Hero and the list of representatives [see sample letter]. You can ideally deliver this as a group during breaktime or before or after work but make sure you deliver it with at least one other coworker. Try to get a clear date for when management will respond and have the meeting.

## 6. Educate coworkers

Inform coworkers that you gave notice to management that you're forming a health & safety committee and distribute the know your rights handout to everyone.



## 7. Committee Training

NY HERO allows health & safety committee members 4 hours of paid training per year but you also might want to organize additional training for your team on unpaid time. For more training resources on this contact: [protectnyheroes@gmail.com](mailto:protectnyheroes@gmail.com)

## 8. How to prepare for a meeting with management:



- Have a prep meeting with your core group
- Outline your key concerns and identify rotating speakers with personal anecdotes about why this is important
- Take notes!
- Discuss with your team how management might respond and prepare for different scenarios.

Contact [protectnyheroes@gmail.com](mailto:protectnyheroes@gmail.com) if you need support in forming a worker committee!

