COMPANY: Barbarian Rugby Wear
COUNTRY: Canada
FACTORY CODE: 960013432H
MONITOR: Accordia Global Compliance
AUDIT DATE: November 30, 2009
PRODUCTS: Apparel (Rugby-Style Tops)
PROCESSES: Knitting, Cutting, Sewing, Heat Seal, Embroidery
NUMBER OF WORKERS: 73

For an explanation on how to read this report, please visit the FLA website here.
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*Denotes a Notable Feature
Wages, Benefits and Overtime Compensation: Other - Wages, Benefits and Overtime Compensation

Notable Feature

Explanation: Best practice was found where the facility pays workers at 150% of regular wage rate for all hours worked in excess of 40 per week. Provincial laws (Employment Standards Act) states that overtime shall be paid for all hours worked in excess of 44 hours per week. This is a practice that favors workers and is more than the law allows.

Freedom of Association: Grievance Procedure

FOA.26 Employer shall have in place written grievance procedures that allow first an attempt to settle grievances directly between the worker and the immediate supervisor but that, where this is inappropriate or has failed, it is possible for the worker to have the grievance considered at one or more steps, depending on the nature of the grievance and the structure and size of the enterprise. Employers shall ensure that the grievance procedures and applicable rules are known to workers. (P)

Noncompliance

Explanation: Monitor sought to find policies where workers were provided with a mechanism to voice their grievances with management. Management and workers were interviewed to obtain information on the same. There was no documented and communicated grievance procedure found in the company that meets the expectation of the FLA.

Plan Of Action:

Develop a Grievance Procedure, communicate and distribute to the employees. Post the procedure on the bulletin board and include the new procedure in the Company Policy Manual. Annually ensure that the employees are aware of the policy and review any updates of the policy as required.

Deadline Date: 03/25/2010

Action Taken: A Grievance Procedure has been developed. It was distributed to each of the employees as an additional insert to the Company Policy Manual. This is now posted on our Company bulletin board.

Plan Complete: Yes
Health and Safety: Document Maintenance/Worker Accessibility and Awareness

H&S.2 All documents required to be available to workers and management by applicable laws (such as health and safety policies, MSDS, etc.) shall be made available in the prescribed manner and in the local language or language(s) spoken by the workers if different from the local language. (P)

Notable Feature

Explanation: Documents found to be extremely well prepared in terms of content, organization and communication. Regular H&S Committee minutes dating back to March 3, 2008 are meticulously recorded with discussion points, follow through, assignment of responsibilities and corrective actions. Fire Safety Plan was signed off by city’s Chief Fire Official to signify plan wholly meets legal requirements in extreme detail. Plant’s H&S manual, established in 2006, is detailed and well organized. Evidence shows manual has been updated regularly as conditions change; it is very comprehensive, including additional items not required under law, such as empowering workers to refuse to work if a worker feels there are unsafe conditions.

Health and Safety: Personal Protective Equipment

H&S.11 Workers shall be provided with effective and all necessary PPE (such as gloves, eye protection, hearing protection, respiratory protection, etc.) to prevent unsafe exposure (such as inhalation or contact with solvent vapors, noise, dust, etc.) to health and safety hazards, including medical waste. (S)

Noncompliance

Explanation: Monitor observed workers in cutting department operating hand-held cutting machines. Workers cut fabric based on pattern requirements or will cut to width/length by holding fabric and moving cutter or by keeping cutter stationary and moving material into cutting blade. Workers observed to not be wearing PPE on hands/fingers to reduce risk of injury while operating cutting equipment. Workers have complained that mesh gloves provided actually accentuate risk of injury due to sloppy fit and snagging of fabric where movement of hand is restricted. Alternative PPE needed.
Plan Of Action: Research various types of protective gloves to determine which ones best protect Cutters. Consult safety glove specialist for recommendations. Test gloves on our equipment. Provide best PPE to Cutters; continuously train and monitor Cutters on best cutting techniques.

Deadline Date: 03/31/2010

Action Taken: Research was done on types of protective gloves available to Cutters. A representative from a glove company provided us with 5 different sample gloves. Supervisor appraised protective gloves and chose best 3 to try with our equipment.

Test done on gloves to determine force it would take to cut glove with moving blade:

1. **Ansell 11-627**: Made of rubber type of material that was easily cut with knife blade. It also gripped material so Cutters could not easily slide hand along material.

2. **Ansell 72-024**: More resistant to being cut with large knife and contained Spectra Fibers. It provided some protection, but was not good fit on hand, as was baggy. Baggy fit on fingers could lead to glove being in way of knife and becoming trapped in blade.

3. **Metal Mesh**: The most protective of hand from being cut; however, glove is a loose fit and stainless steel chains get in way of knife blade. This steel is also a good conductor of electricity, which adds another safety risk.

Supervisor met with staff to discuss. They decided they were not satisfied with safety of gloves for Cutters using electrical moving knives. Representative from a safety glove maker came in to discuss gloves with Cutting Supervisor. After considering the type of cutting equipment used and looking at all gloves available for cutting protection, he concluded that there are no protective gloves made to be used on moving electrical knives. Gloves carry warning labels that read: "DO NOT USE NEAR MOVING OR SERRATED BLADES;" "STAINLESS STEEL MATERIALS ARE GOOD CONDUCTORS OF ELECTRICITY, ANY CLOSE CONTACT WITH ANY ELECTRICAL SOURCE, APPLIANCE, OR EQUIPMENT SHOULD BE AVOIDED;" "SHOULD NOT BE USED WITH ANY EQUIPMENT SUCH AS POWER-DRIVEN TOOLS."

We have concluded that using any type of glove while cutting would neither reduce nor increase risk of injury. We also assessed use of thimbles. We currently have metal thimbles available for cutters. Thimbles found to be loose fitting and awkward to use when cutters are trying to feel material and hold fabric in place; as they fall off fingers, they hinder concentration. Also, importantly, they are not found through a Health and Safety supplier. The Blue Streak knife has guard covering blade that is raised to height of material when in use. Each Cutter is thoroughly trained in proper safety techniques of using large Cutting Knife. Owners and VP Manufacturing reviewed all information April 7, 2010; they decided best way to be proactive to reduce risk of injury for Cutters is to ensure safety measures continue to be reinforced daily.
Plan Complete: Yes

Plan Complete Date: 04/07/2010

Health and Safety: Machinery Maintenance and Worker Training
H&S.18 All production machinery, equipment and tools shall be regularly maintained and properly guarded. Workers shall receive training in the proper use and safe operation of machinery, equipment and tools they use. Employers shall ensure safety instructions are either displayed/posted near all machinery or are readily accessible to the workers. (S)

Noncompliance

Explanation: Monitor observed a worker in the bagging area where an operator inserts a folded finished top into a plastic bag that is then inserted into the machine. The machine is pneumatically operated (high pressure air/cylinder) with a high heat element to cut-off and melt the plastic bag to seal it. The worker was observed to place her hand near the sealing area as the machine was cycling on to seal the plastic that presents a pinch-point risk. The monitor observed that there is not an emergency stop device to cut off the pneumatic pressure or the power in the event where a worker has accidentally caught their hand(s) in the machine.

Plan Of Action: Research best type of Emergency Stop Button for our type of equipment. Request Electrician to inspect the machine and provide us with information regarding proper installation and use of the Stop Button. Set installation date for the Emergency Stop Button. Train all employees who use the Bagging Machine on how to safely use the new Emergency Stop Button. Continuously monitor that new employees are trained.

Deadline Date: 03/19/2010

Action Taken: VP of Manufacturing researched Emergency Stop Buttons. He contacted the electric company to inspect the Bagging Machine and determine how to install the new button. A quotation was provided and on March 19, 2010 the button was installed. All employees in the finishing department and anyone who uses the bagging machine were trained on March 22 in the operation of the new Emergency Stop Button.
Plan Complete: Yes

Plan Complete Date: 03/22/2010