



MCA
DETROIT

Mechanical Contractors Association of Detroit

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• **HEALTH AND SAFETY DIVISION •**

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Health & Safety Committee Purpose & Objectives

Committee Purpose Statement

The Health & Safety Committee exists to unite contractor safety leaders, labor representatives, and industry partners in a collaborative effort to advance health, safety, and overall well-being across the industry. The committee serves as a trusted, solution-focused forum where members can share best practices, lessons learned, and emerging risks, while supporting one another through regulatory, workforce, and cultural challenges. The committee is not designed to compare companies or mandate uniform approaches. Rather, it fosters open dialogue, shared learning, and continuous improvement—empowering members to apply insights in ways that align with their own organizations.

Committee Objectives

The Health & Safety Committee's objectives are designed to provide tangible value to members while advancing safety culture across the industry. The committee will focus on the following objectives:

1. Peer Collaboration and Knowledge Sharing

- a. Create a consistent forum for contractors safety leaders to exchange ideas, experiences, and best practices
- b. Encourage open discussion of common challenges faces in the field, office, and workforce management
- c. Reduce duplication of effort by sharing proven tools, templates, and approaches

2. Regulatory Awareness and Preparedness

- a. Monitor and discuss current and emerging OSHA, MIOSHA and other regulatory developments
- b. Share interpretations, enforcement trends, and practical compliance strategies
- c. Help members proactively prepare for regulatory changes rather than react to them

3. Continuous Improvement of Safety Programs

- a. Identify opportunities to strengthen safety systems, training, and policies
- b. Discuss incident trends and near-miss themes to prevent recurrence across organizations
- c. Promote practical, scalable solutions that contractors can adapt to their own operations

4. Workforce Health, Well-Being, and Culture

- a. Support initiatives related to mental health, stress management, and overall well-being
- b. Encourage respectful communication, leadership development, and psychological safety
- c. Address workforce challenges such as retention, onboarding, and generational differences

5. Industry Alignment and Collaboration

- a. Improve communication and alignment between contractors, unions, and industry partners
- b. Serve as a sounding board for industry-wide initiatives and pilot programs
- c. Strengthen relationships that support a safer, healthier construction industry

6. Support for Safety Professionals

- a. Provide a professional support network for safety leaders who often work independently
- b. Offer mentorship and shared learning opportunities for new or developing safety professionals
- c. Promote professional growth, confidence, and leadership within the safety role

Committee Scope

The Health & Safety Committee operates as a collaborative, advisory, and educational body. Its scope includes the following activities:

Within Scope - The Committee May:

- Discuss safety, health, and well-being trends impacting contractors/workers
- Share lessons learned from incidents, near misses, and audits without assigning blame
- Review and exchange policies, procedures, training materials, and tools
- Host guest speakers, regulators, or subject-matter experts
- Identify training needs and recommend educational opportunities
- Form short-term working groups to explore specific topics or develop resources
- Provide feedback on association-led safety initiatives and programs

Outside Scope - The Committee Will NOT:

- Audit, inspect, or enforce safety practices at individual companies
- Rank, compare, or publicly evaluate member companies
- Require contractors to adopt specific policies, programs, or procedures
- Serve as a regulatory or disciplinary body
- Replace individual company responsibility for safety compliance

Authority and Decision-Making

- The committee functions in an advisory capacity
- Recommendations may be shared with association leadership but are not binding
- Final decisions regarding implementation rest with individual contractors and/or governing bodies

Flexibility of Scope

The committee's scope may evolve based on member feedback, industry changes, and emerging risks. Adjustments to scope will be reviewed annually to ensure the committee remains relevant, effective, and member-driven.

Member Expectations

Committee members are expected to:

- Attend meetings prepared and engaged
- Participate respectfully and professionally
- Share knowledge when appropriate
- Maintain confidentiality as outlined in committee ground rules

Annual Review

The committee purpose and objectives will be reviewed annually to ensure alignment with member needs and industry priorities.