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5 Prerequisite criteria

5.2 Labor criteria

5.2.1 Legal compliance

The service provider shall document they are in compliance with applicable labor laws and regulations at federal, state and local levels.

Comment [MC1]: Is this needed as section 1.4 addresses it?

5.2.2 Hiring and compensation practices

The service provider shall document they have a program to ensure fair employment practices, equal access to employment and promotion, and worker compensation that complies with applicable wage laws or collective agreements including those related to minimum wage, overtime and mandated benefits.

5.2.3 General working conditions

The service provider shall document they have a program or policy to prevent discrimination, harassment, threatening behavior, or physical, sexual, or verbal abuse toward its workers. The service provider shall document a program or policy that workweeks shall not exceed the maximum hours set by state or local law.

5.2.4 Collective bargaining

The service provider shall document allowance of free association on a voluntary basis, seek representation, join or be represented by labor unions and bargain collectively.

Comment [MC2]: This (among other criteria are governed by law. Does it seem necessary to call these out as prerequisites? Is collective bargaining a "hot button" to leave out?

5.2.5 Contractors compliance

The service provider shall document its contractors are in compliance with labor laws and regulations.

5.2.6 Health and safety of workers

- a) The service provider shall document a management system to ensure workers are provided with a safe and healthy work environment.
- b) The service provider shall document a system to track, classify and report occupational injury and illness.
- c) The service provider shall document that appropriate personal protective equipment (PPE) is provided to workers.

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7 Labor criteria

Comment [MC3]: What else is important to consider for sustainability labor criteria?

The labor criteria are designed to assess an organization's policies, programs, and practices that address work performed by its employees, contractors or subcontractors. Labor policies and practices include those related to recruitment, health and safety, industrial hygiene, training and skills development,

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working conditions, disciplinary actions, termination of employment and remuneration, among others. Labor criteria also cover worker representation and collective bargaining practices.

7.1 General working conditions

The service provider shall earn 1 point for documenting flexible working arrangements (e.g., for child care support, flexible work times, maternity/paternity).

7.2 Disciplinary action

The service provider shall earn 1 point for having a policy that defines and is communicated to workers about its disciplinary procedures.

7.3 Contractors compliance

The service provider shall earn 1 point for documenting a process to ensure all contractors and subcontractors directly engaged in this service contract are notified of the significant health and safety hazards associated with their work for this service provision.

7.4 Health and safety of workers

The service provider shall earn 1 point for each of the following for up to a maximum of 8 points:

- a) Taking proactive measures to identify, evaluate and eliminate workplace hazards;
- b) documenting that all necessary medical treatment for injured workers is provided;
- c) documenting investigations of injury and illness cases, identifying root causes, implementing corrective actions to facilitate return of workers to work;
- d) documenting that the workforce is represented on a joint management-worker health and safety committee to help monitor and provide input on occupational health and safety issues;
- e) developing and implementing procedures for safeguarding workers from potentially hazardous machinery (e.g., by using barriers, interlocks or periodic inspection and maintenance) associated with service provision;
- f) developing and implementing procedures to identify, evaluate and control worker exposure to chemical, biological and physical agents under this service contract;
- g) developing and implementing procedures to identify, evaluate, and control general safety hazards (e.g., electrical, fire, and slip, trip and fall hazards) associated with service provision; and
- h) conducting periodic (i.e., once every 5 years) industrial hygiene surveys.