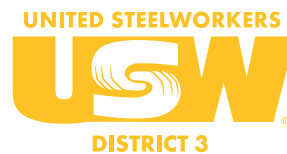




**MAKE
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**USW's call to improve
washroom dignity
and safety across
Western Canada**

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Executive summary

This report addresses the critical issue of washroom dignity and safety across workplaces in Western Canada, highlighting its importance as a fundamental aspect of workers' rights and public health. Washroom dignity and safety encompasses the right to access sanitary, safe and private facilities that accommodate the diverse needs of all individuals, including considerations for gender, disability and cultural practices.

A recent survey of United Steelworkers (USW) District 3 members, representing workers from across Western Canada from Manitoba to British Columbia, as well as the Yukon, Northwest Territories and Nunavut, reveals significant barriers to achieving washroom dignity and safety in many workplaces. These barriers include inadequate infrastructure, poor maintenance, discriminatory practices and restrictive employer policies. Such deficiencies lead to a range of negative impacts on workers' physical and mental health, job satisfaction and overall well-being.

Key findings from the report underscore systemic inequities in washroom access, rooted in historical biases and societal structures. Women, Indigenous communities, people with disabilities and non-binary/transgender individuals often face disproportionate challenges in accessing dignified facilities. Legal frameworks exist to protect washrooms, but regulatory gaps and inconsistent enforcement undermine their effectiveness.

To address these challenges and ensure meaningful change, this report outlines a multi-pronged action plan for the USW, which includes:

- **Empowering OH&S committees:** Equipping these committees with the resources and training to conduct thorough workplace audits and advocate for improved washroom facilities.
- **Bargaining for dignity:** Prioritizing washroom dignity and safety in collective bargaining agreements to ensure employers provide and maintain adequate facilities.
- **Advocating for stronger regulations:** Lobbying for regulatory reforms and increased enforcement to hold employers accountable for upholding washroom dignity and safety standards.
- **Raising awareness and building solidarity:** Launching a public awareness campaign and building alliances with other unions and advocacy groups to amplify the call for change.

By implementing this comprehensive action plan, the USW is committed to being pivotal in advancing washroom dignity and safety across Western Canadian workplaces, promoting healthier, safer and more equitable working conditions for all. This report serves as a call to action, urging stakeholders to join the USW in this crucial endeavour.

What is washroom dignity and safety?

In Canada, washroom dignity and safety is recognized as the right to access sanitary, safe and private washroom facilities. This concept includes the availability of clean water, functioning toilets, privacy and accommodations for all genders and disabilities. Respecting personal autonomy and ensuring safety and comfort in these essential spaces reflect Canadian values.

Barriers to access

Several common issues impact access to washrooms, such as insufficient infrastructure, inadequate maintenance and discriminatory practices. Many workplaces, especially in rural areas, suffer from outdated facilities, leading to discomfort and embarrassment for users.

Here are some common issues workers encounter:

- **Inadequate facilities:** Some workplaces simply don't have enough washrooms to accommodate all employees.
- **Poor maintenance:** Washrooms that are not regularly cleaned or maintained can become unsanitary quickly, making them unpleasant or even unsafe to use.
- **Location and accessibility:** In some workplaces, washrooms may be located far from work areas, making it difficult for employees to take quick bathroom breaks, especially in large facilities or outdoor worksites.
- **Gender inclusivity:** Lack of gender-neutral or adequate facilities for all genders can be a significant barrier, particularly for transgender and non-binary individuals.
- **Cultural and religious needs:** Some workers may need specific facilities to meet cultural or religious practices, which might not be available.
- **Privacy concerns:** Inadequate privacy in washrooms, such as poorly designed stalls or lack of locks, can deter people from using them.
- **Employer policies:** Restrictive policies around bathroom breaks or intimidation can limit access to washrooms, especially in high-pressure or high-surveillance work environments.
- **Safety issues:** In some cases, washrooms may be in isolated or unsecured areas, raising safety concerns for workers who need to use them, particularly at night.

Inadequate washroom facilities can have a profound impact on workers' psychological well-being, affecting focus, productivity and overall job satisfaction. The availability and condition of these facilities are critical, as concerns about hygiene, privacy and accessibility can create a persistent stressor. This stress can distract employees from their tasks, reducing their ability to concentrate and making it difficult to focus on complex work or engage in effective problem-solving.

The stress and discomfort caused by poor facilities can lead to decreased job satisfaction. Employees may feel undervalued or neglected, which lowers morale and diminishes motivation and engagement. This dissatisfaction not only affects productivity but also increases the likelihood of wanting to leave their job.

Furthermore, inadequate facilities can lead to poor hygiene practices, raising the risk of infections or other health issues. Physical discomfort or illness further distracts workers and reduces their ability to perform effectively, as managing these health concerns takes time and energy away from work.

Beyond individual impacts, subpar facilities can foster a negative workplace culture. When workers feel their basic needs are overlooked, it erodes trust and discourages open communication, ultimately hindering teamwork and collaboration. Such conditions can create a sense of conflict with management, leaving workers feeling completely undervalued and unsupported in their roles.

Washroom concerns in industrial workplaces

Lack of facilities for women	• Women who frequently limit their restroom use at work are more likely to report lower satisfaction with restroom quality and accessibility, as well as a higher prevalence of unhealthy bladder habits and urinary disorders¹. • In many male-dominated industries, the infrastructure was historically designed to cater primarily to male employees. This often means that facilities meant for women are either limited or completely absent. For example, in mining operations, there might be a scarcity of female-specific restrooms, leading to long waits or forcing women to use facilities that aren't adequately equipped for their needs. • This lack of appropriate facilities can result in significant discomfort for female workers, who may have to travel long distances to find a suitable restroom. Additionally, inadequate facilities can lead to hygiene issues, as women might not have access to necessary sanitary supplies or disposal options. This situation can affect their health, job satisfaction and overall well-being.
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¹ Reynolds, W. S., Kowalik, C., Delpe, S. D., Kaufman, M., Fowke, J. H., & Dmochowski, R. (2019). Toileting behaviors and bladder symptoms in women who limit restroom use at work: A cross-sectional study. *Journal of Urology*, 202(5), 1008–1014. <https://doi.org/10.1097/JU.0000000000000315>

Cultural norms

- In industrial workplaces, there can be a prevailing culture that minimizes or dismisses the needs of women. This culture can discourage women from speaking up about inadequate facilities due to fear of being perceived as complainers or disruptors.
- Such environments might lack formal channels for addressing grievances related to washroom facilities, leaving women without a platform to express their concerns. This silence can perpetuate the status quo, giving management the opportunity to be willingly ignorant of the issue.
- Changing this culture necessitates proactive efforts to foster an inclusive environment where all workers feel comfortable voicing their needs and concerns without fear of backlash. This is where unions can play a crucial role. Unions provide collective support and advocacy, empowering workers to address these issues confidently and ensuring their concerns are heard and acted upon.

Privacy concerns

- In settings where temporary facilities like portable toilets are used, privacy can be a significant issue. These facilities often lack adequate separation between genders, leading to discomfort and potential safety concerns for women.
- The design of portable toilets may not provide sufficient privacy, with flimsy locks or gaps in the doors. This lack of privacy can deter women from using these facilities.
- Addressing privacy concerns involves ensuring that temporary facilities are appropriately designed and placed in secure locations. Employers should prioritize the installation of separate, well-maintained facilities for different genders and ensure that these facilities offer the privacy and security that all employees deserve.

Menstruation and hygiene needs

- **Importance of hand washing:** For individuals who are menstruating, regular and thorough hand washing is crucial to maintaining personal hygiene and preventing the spread of bacteria. Access to well-maintained washrooms with soap and water is essential, as it allows individuals to clean their hands before and after changing menstrual products, minimizing the risk of infection and ensuring overall hygiene.
- **Regular access to hygienic washrooms:** Menstruating individuals require regular access to clean and private washrooms to change pads or tampons comfortably. Inadequate facilities or restricted access can lead to prolonged use of menstrual products, which may increase the risk of leaks or infections. Therefore, it's vital that workplaces provide easily accessible and hygienic washrooms equipped with necessary amenities like sanitary disposal bins and adequate lighting.
- **Additional considerations:** Beyond hand washing and access to facilities, workplaces should consider providing menstrual products on-site for emergencies or unexpected periods. Having products like pads or tampons available can alleviate stress and ensure that individuals can manage their menstruation comfortably and with dignity, without having to worry about running out of supplies.

Systemic issues and inequities

Systemic inequities in washroom access are deeply rooted in societal structures and historical biases that have long marginalized certain groups. Women, for instance, often face challenges due to facilities that were historically designed with men in mind, resulting in inadequate provisions for female-specific needs such as menstruation.

People with disabilities frequently struggle with facilities that lack necessary accessibility features, such as ramps, grab bars or sufficient space for maneuvering assistive devices. Despite legal requirements for accessibility, many washrooms still fall short of accommodating diverse needs, highlighting a gap between policy and practice.

Non-binary and transgender individuals may face additional barriers, such as the lack of gender-neutral washrooms, which can lead to discomfort or discrimination when using gender-specific facilities². A

² Davis, H. F. (2017). Why the "transgender" bathroom controversy should make us rethink sex-segregated public bathrooms. *Politics, Groups, and Identities*, 6(2), 199–216. <https://doi.org/10.1080/21565503.2017.1338971>

comprehensive survey of 1020 transgendered workers in Australia found that access to toilets of choice and all-gender toilets in the workplace significantly improves the well-being of transgender and gender-diverse employees. To improve the well-being and address health disparities among transgender and gender-diverse individuals, policies must prioritize appropriate access to toilets, in line with guidelines being developed by the World Health Organization³.

These issues are compounded by insufficient policy measures that fail to address the unique needs of these groups comprehensively. Often, washroom access policies are not prioritized in broader discussions of equity and inclusion, leaving marginalized communities to navigate environments that do not fully support their dignity or well-being. And a public discourse around bathroom access for workers is definitely lacking.

Addressing these systemic inequities requires intentional efforts to design and implement inclusive policies that recognize and accommodate the diverse needs of all individuals. This includes investing in infrastructure improvements, enforcing accessibility standards, and fostering a culture of respect and inclusivity within workplaces.

Workplace issues

Canadian workplaces sometimes compromise washroom dignity and safety through overcrowding and insufficient facilities. Employers may overlook these aspects, resulting in discomfort and decreased productivity among employees. The presence of gender-neutral washrooms is a contentious issue, though it's recognized as essential for inclusivity.

In high-surveillance jobs, workers often face restrictions that prevent them from using the washroom when biologically needed, forcing them to wait for scheduled breaks. This situation poses significant risks to their health and well-being, as delaying necessary washroom breaks can lead to discomfort, urinary tract infections, and other medical issues. It's important to recognize that washroom breaks are not a luxury but a fundamental right, essential for maintaining health and dignity in the workplace. Ensuring that workers have the freedom to take breaks as needed is critical to promoting a safe and humane work environment.

In Canada, the regulations governing workplace washroom facilities are primarily derived from a combination of human rights laws, occupational health and safety (OHS) regulations, and workers' compensation acts and regulations. These legal frameworks are designed to ensure that all employees have access to safe and hygienic working conditions. Additionally, requirements related to washroom facilities may sometimes fall under building codes or public health regulations, depending on the specific context and location.

³ Perales, F., Giang, M., & Elkin, N. (2025). Access to inclusive public-toilet options and the wellbeing of trans and gender diverse employees: Novel evidence from a large Australian workplace survey. *International Journal of Transgender Health*, 1–12. <https://doi.org/10.1080/15532739.2025.2469278>

Despite these regulatory frameworks, there has been a notable disparity in how public washrooms and worker washrooms are addressed. Public washrooms often receive more attention in terms of accessibility and maintenance standards, while worker washrooms may not be held to the same requirements. Addressing this gap requires a concerted effort to harmonize standards across different types of washrooms, ensuring that workers receive the same level of consideration and care as the general public.

The built environment

When addressing accessibility in bathroom design in Western Canada, it is important to consider the wide variety of disabilities and medical conditions that affect individual needs. For instance, individuals with mobility challenges, such as wheelchair or walker users, require spacious stalls with grab bars to ensure safety and ease of movement. People with chronic medical conditions like Crohn's disease, irritable bowel syndrome, or bladder dysfunction often need urgent and frequent restroom access, making privacy and proximity key considerations. Sensory impairments, including visual disabilities, also require clear signage and tactile features to facilitate independent use.

Employers in Western Canada must comply with provincial accessibility legislation, such as the Accessible British Columbia Act, the Accessible Alberta Act and the Saskatchewan Human Rights Code, which mandate accessible facilities that reflect the diverse needs of individuals. Adhering to the Canadian Standards Association (CSA) B651 standard for barrier-free design⁴ is essential to meet these requirements.

These accommodations should be considered standard practice, rather than measures implemented solely in response to individual accommodation requests. By proactively adopting and advocating for these inclusive design principles, workplaces can create environments where people with disabilities feel welcomed and supported, reducing fear and anxiety associated with integrating into the workforce. Additionally, providing gender-neutral and single-occupancy washrooms enhances privacy and comfort, particularly for employees with medical conditions requiring immediate or assisted access. Ongoing education and awareness initiatives further reinforce a culture of inclusion and respect for diverse accessibility needs.

Bathroom breaks: What you need to know!

The short answer: Yes, your employer has to let you use the bathroom!

The details: While there aren't specific laws about *when* you can go, employers in Canada are expected to accommodate your basic needs. That means you can't be denied reasonable access to a washroom.

Important points

Basic human right: Access to a bathroom is considered a basic human right.

No specific law: Surprisingly, there's no specific law *forcing* employers to offer bathroom breaks.

Reasonable accommodation: However, employers *are* required to reasonably accommodate your needs, meaning bathroom breaks can't be withheld.

Health and safety issues

Health and safety are central to washroom dignity. Poorly maintained facilities can create significant health risks for individuals and the wider workforce. When washrooms aren't properly cleaned, they become breeding grounds for bacteria and pathogens.

Inadequate facilities can lead to health problems, including urinary tract infections, gastrointestinal issues, and skin conditions. Exposure to biohazards is also a risk if facilities aren't regularly sanitized or equipped with proper disposal options. These risks are amplified when basic amenities like running water, soap, disposal receptacles and effective handwashing are missing, hindering personal hygiene.

Without running water and soap, effective handwashing is impossible, which is critical for preventing germ transmission. Limited washroom access also directly impacts physical health, particularly urinary and digestive well-being. For example, people who hold their urine for extended periods are at higher risk of UTIs as bacteria multiplies⁵. Suppressing the urge to relieve oneself can also disrupt digestive processes, leading to constipation and other issues, especially where access is limited or breaks are strictly enforced. Dehydration is another risk, as people limit fluid intake to avoid restroom trips, impacting physical and cognitive function.

Mental health

The psychological impact of limited washroom access can be profound, contributing to heightened levels of anxiety and stress. The constant worry about finding a restroom when needed can create a persistent state of tension. This ongoing stress can escalate over time, leading to broader mental health challenges and impairing overall quality of life. And for those workers with diagnosed health conditions, the impact on their long-term career can be devastating⁶.

In addition to anxiety, individuals may experience feelings of embarrassment and shame when they are unable to access a washroom in a timely manner. This situation can be particularly distressing in workplace settings, where the fear of potential accidents or the need to ask for assistance can lead to feelings of humiliation. Such experiences can erode self-esteem and deter individuals from participating fully in social or professional activities. Addressing these psychological impacts is crucial for fostering environments where all individuals can feel comfortable and supported in meeting their basic needs.

⁴ Canadian Standards Association. (n.d.). Standards for building a barrier-free Canada. <https://www.csagroup.org/standards/areas-of-focus/healthcare-and-well-being/standards-for-building-a-barrier-free-canada/>

⁵ Lee, Y. M., & Kang, M-Y. (2024). Association of workplace toilet access with urinary tract symptoms and productivity loss among female. *European Journal of Public Health*, 34(3),. <https://doi.org/10.1093/eurpub/ckae144.2285>

⁶ Jolliffe, P. & Vaughan, H. (2023). 'Why it's important to talk about our toilet needs in the workplace' - Using Maslow's Needs Theory to shine a light on workers living with IBD in the workplace. *The Qualitative Report*, 28(3), 929-959.

Public health issues

Proper sanitation is crucial in preventing the spread of infectious diseases, making the availability and maintenance of these facilities a public health priority. The COVID-19 pandemic vividly demonstrated how public health considerations can supersede other laws and regulations, as we saw heightened sanitation standards enforced across Canada to protect the population. This precedent highlights a particularly powerful leverage point in the workplace, underscoring the necessity of maintaining high sanitation standards to safeguard both individual and public health.

Gang showers and privacy concerns

Gang showers, common in sports facilities and some workplaces, are increasingly out of step with modern privacy expectations. The lack of individual stalls can cause discomfort and anxiety, discouraging personal hygiene and impacting self-esteem.

Health and safety laws are evolving to prioritize privacy and sanitation in shower facilities. Industries like firefighting and the military are recognizing the need for individual facilities. A Fire Service Women Ontario report highlights the importance of decontamination showers for firefighters removing toxins. Global News reports the military is also addressing privacy to protect service members' dignity. Similar concerns likely exist in other communal living situations, like work camps.

The design of new facilities reflects a shift towards personal privacy and inclusivity. Firehouses and police stations are incorporating all-gender restrooms and decontamination showers⁷⁸⁹. Moving away from gang showers is crucial for fostering respectful and supportive environments across professions. Unions can play a key role in driving this change.

⁷ Family Service Windsor-Essex. (n.d.). Programs & services. Retrieved May 7, 2025, from <https://fswoc.ca/download/adsshkxbxhhqbljxunkskzbfqxilywqmbwee>

⁸ Baker, S. (2024, July 17). Fire stations combine all-gender restrooms and decon. Firehouse. Retrieved May 7, 2025, from <https://www.firehouse.com/stations/article/53061808/fire-stations-combined-all-gender-restrooms-and-decon>

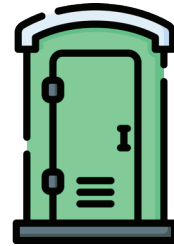
⁹ DeFazio, F. (2024, November 18). People want to know, how do police officers & firefighters use AI? LinkedIn. Retrieved May 7, 2025, from <https://www.linkedin.com/pulse/people-want-know-how-do-police-officers-firefighters-use/>

What USW District 3 members say?

In our efforts to better understand the challenges faced by our members, we conducted a survey within USW District 3. While much attention has been given to the issues faced by construction workers regarding washroom facilities, it is crucial to shed light on the experiences of those in other industries as well.

1. Getting to the washroom

There is a significant issue with accessing washroom facilities, particularly in remote or rural areas. Respondents often need to drive to the nearest facility, use public washrooms, or resort to outdoor urination. Common solutions include using the restroom at gas stations or other public venues, with quotes like “Travel to the closet one” and “Go to a gas station,” showing that employers are not making washrooms available for workers. Many of the respondents said that the issue of washrooms has been persistent for years, and when their complaints are brought forward, they are usually unheard or disregarded.



14% of respondents' don't have access to a washroom while working

2. Inadequate facilities

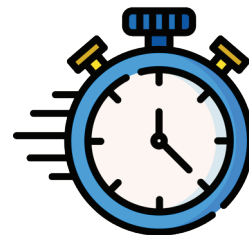
Comments like “No ventilation no cleanliness” and “Porta potties that haven't been cleaned in years” highlight these issues. Some respondents also mentioned using makeshift solutions like “Pee in a cup at workstation.” Imagine what it must be like to use a facility that hasn't been cleaned in years. The lack of attention by employers is unacceptable.



38% of respondents' rated their workplace washrooms as unacceptable

3. Privacy and safety concerns

Privacy and safety are significant concerns, with many having to find discreet locations to relieve themselves. Phrases like “Park and go under my haul truck” and “Find a corner where people and cameras can't see me” reflect discomfort with the lack of privacy. There were also several references to locks on stalls or doors that are not functioning. Many workers said that cameras are also positioned right outside the bathroom door, which gave them the impression that their bosses are monitoring when and how often they use the facilities.



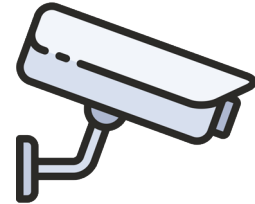
10% of respondents' have to travel more than 15 minutes to get to the washroom

4. Impact on work and well-being

The lack of adequate washroom facilities impacts both work planning and personal comfort. Respondents have to plan their work around washroom access, with comments like “I need to plan my day around washrooms” and “I try and use washrooms at gas stations and I also under hydrate.” This impacts a worker’s ability to prioritize work and complete work in a timely manner. It also can cause stress since workers are trying to perform their duties to the best of their abilities.

5. Gender-specific challenges

Gender-specific challenges were noted, particularly for women who find it difficult to find discrete places to relieve themselves. Comments like “Not ideal for a woman” highlight these issues. Only 27% of workplaces have gender-neutral washrooms. For workers who menstruate it was positive to see that almost 47% of employers are providing menstrual products, over 70% of washrooms have disposal bins, and just over 90% have running water.



Over 13% of respondents’ need permission to use the washroom, and 18% have surveillance cameras close to the entrance to the washroom

6. Hygiene and health concerns

Hygiene concerns were evident in comments about using “unsafe public bathrooms” or needing to carry hand sanitizer due to inadequate facilities. Some respondents mentioned health issues like bladder infections due to prolonged holding.

7. Accessibility issues

It was shocking to see that over 30% of respondents said that none of the worksite washrooms are accessible for people with disabilities. Highlighting that even with building codes that require accessible washrooms, these codes are only being applied to public washrooms. This further leads to the idea that employers are probably engaging in discriminatory practices at the hiring levels by not hiring workers with disabilities.



15% of respondents’ washroom breaks are timed by their employer

8. Changing and showering facilities

Changing and shower facilities are a necessity for workers that are exposed to chemicals and/or dust. It may also be necessary for workers exposed to fumes or off-gassing. In the survey, over 58% of the workers have access to these facilities, but 27% said that these facilities are inadequate. It was very concerning to see that some of the facilities lacked cleaning, especially when toxic chemicals are concerned: “The showers will stay dirty with coal for weeks sometimes.

Call centers: The Toilet Police are watching

You'd think in 2025, we'd have moved past the days of employers treating their workers like robots. But nope. Call centers, in particular, seem stuck in the dark ages when it comes to basic human needs.

Here are the issues:

They're literally timing people: Centrelink, an Australian call center, is allegedly monitoring employees *minute by minute*, including how long they spend in the bathroom. It's all part of a crackdown to improve call wait times, but at what cost?

"Customer lost time": If Centrelink employees take too long, they get flagged for "non-adherence." Thirty minutes of "customer lost time" in a month – that's just 90 seconds a day – can get you a warning.

It's happening in the U.S. too: A U.S. court recently upheld a \$1.75 million ruling against a call center company for not *paying* employees for short breaks, including bathroom trips. They were forcing people to log out, so those few minutes didn't count toward their pay or overtime.

District 3 issues: Workers in District 3 are also being intimidated or threatened for simply using the restroom.

The bigger picture?

This isn't just about bathroom breaks. It's about a toxic work culture that values efficiency over people. As one of D3 Staff reps put it, it's a sign of senior management seeing staff and clients as not human beings with distinct and different needs, and choosing the bottom line over everything else.

“We asked, they answered”: Survey highlights

“Most bathrooms in the buildings that I go to are deficient in some manner. Example: broken sinks, broken counters, urinal falling on floor, bathrooms not cleaned regularly, old and outdated, no soap, timers for washroom lighting turning off before you are done, floors not washed regularly.”

“My biggest concern is that [Name of company] has reduced the cleaning frequency down to one time per month in most of the rural offices and stocks the washrooms with the lowest grade toilet paper in order to reduce costs. The washrooms are not kept clean anymore. I keep a bag of Lysol wipes under my desk and hidden somewhere in the other buildings I frequent.”

“Thank you for this survey – it SUCKS being a woman in trades and needing to use a facility. Especially once a month when I need the washroom facilities twice as much as normal.”

“Common locker rooms are fine, however, stalls for changing in would be appreciated. I don’t like being the only female and having to leave the locker room to change in a bathroom down the hall.”^{10 11}

“In our contract, we signed years ago. There was supposed to be a portable washroom at the bottom of the pit for haul truck drivers. Equipment operators and all personnel at the bottom of the pit the nearest washrooms are 26 minutes away, so if nature calls and you have an emergency, it can present a very humiliating accident..... it’s degrading and unacceptable.”

“Been working on the Gulf Islands for years without any bathroom at all. I now have outhouses after a decade of complaining at safety meetings. Better than nothing but I feel I have health issues from all the times I held in my bowel movements.”

“Constant bladder infections. It has been so bad that my family doctor gives me a prescription to have filled out before going to camp. The cheap toilet paper the camp uses is horrible for us as well. My doctor informed me that the recycled bits of wood in the cheap tissue can cause infections in everyone but specifically women as we use it more frequently. The chemicals and bits of wood actually cause slivers which cause infections.”

¹⁰ Safi, M. (2024, January 17). Centrelink staff claim toilet breaks timed in management crackdown. The Guardian. Retrieved from <https://www.theguardian.com/australia-news/2024/jan/17/centrelink-staff-claim-toilet-breaks-timed-management-crackdown-services-australia>

¹¹ Sommers Schwartz, P. C. (2017, October 25). Unpaid bathroom breaks cost call center \$1.75 million. Retrieved from <https://www.sommerspc.com/blog/2017/10/unpaid-bathroom-breaks-cost-call-center-1-75-million/>

Road Warriors: Fighting for toilet access on the job

A recent survey by the Trade Union Congress showed that many workers, especially those on the road, face unacceptable challenges accessing toilets during their working day.

Here's what the survey found:

Over half of workers (57.8%) don't always have the opportunity to use the toilet when needed.

Nearly half (45%) don't always have access to a toilet at *all while* at work.

Many are forced to use bags, bottles, or buckets to relieve themselves.

Access to washrooms for workers that spend a significant portion of their workday on the road is a worldwide issue, and one that is of significant concern in Western Canada as well.

For more info, check out the full report here:

<https://www.tuc.org.uk/news/workers-are-using-bags-bottles-buckets-and-bushes-because-lack-toilet-facilities>

"In my workplace, there are 2 washrooms for 100+ men! Unacceptable! And they are very dated and gross!"

"I think it's completely unfair that we have been told that washroom breaks need to be taken within our 15-minute break!!! It's not fair when you have to travel to the lunch room & eat & use the washroom in fifteen minutes!!!"

"[Employer name]'s washroom is like shitting in a hate crime. Racist graffiti written across all stalls and when I approached Upper Management about getting it painted over and cleaned up, I was told 'Workers will just do it again' so literally nothing was done about it."

**Do you have a
similar experience
at your workplace?**

Legal framework

Employer responsibility

Canadian employers are legally obligated to provide adequate washroom facilities, ensuring compliance with health and safety regulations while respecting employee dignity. The Canada Labour Code and provincial occupational health and safety regulations outline these responsibilities.

Regulatory gaps

Current regulations governing washroom facilities in Canada aim to uphold health and safety standards, yet several shortcomings persist, leading to inequitable access. One significant issue is the inconsistent standards across jurisdictions, which can create confusion and disparities in the level of access provided. While some provinces have robust accessibility acts, others lack specific legislation, resulting in a patchwork of regulations that can leave gaps in coverage. This inconsistency is compounded by limited enforcement; although regulations exist, the mechanisms for ensuring compliance are often under-resourced, leading to sporadic inspections and overlooked violations.

Moreover, many existing regulations focus on meeting minimum standards rather than promoting inclusive and forward-thinking design. This approach can result in facilities that technically comply with the law but fail to accommodate the diverse needs of all users, particularly those with disabilities. Inclusive design, which anticipates a wide range of user needs, is essential for creating equitable access but is not always prioritized in current guidelines.

Another area of concern is the treatment of older buildings, which may be exempt from current accessibility standards due to grandfather clauses. These exemptions can perpetuate accessibility barriers, as older facilities remain unchanged and continue to exclude individuals who require more accessible options.

To address these shortcomings, policy changes are needed to harmonize standards across jurisdictions, ensuring consistent and equitable access nationwide. Enhanced enforcement mechanisms, such as increased funding for inspections and clearer accountability measures, would help maintain compliance. Additionally, regulations should evolve to promote inclusive design principles, encouraging facilities to go beyond the bare minimum and consider the diverse needs of all users. Finally, gradually phasing out exemptions for older buildings would ensure that all facilities eventually meet modern accessibility standards, creating a more inclusive environment for everyone.

Complaints versus inspections

The effectiveness of ensuring washroom dignity and safety varies significantly between complaint-based and inspection-based systems. A complaints-based system offers direct feedback from users, highlighting specific issues that might not be apparent during routine inspections, and empowering individuals to voice their concerns. This approach is often more cost-effective since it relies on users to report problems. However, it is inherently reactive, addressing issues only after they have been reported, which may not prevent problems from occurring in the first place. Additionally, the potential for underreporting due to fear of retaliation or skepticism about the system's efficacy can lead to inconsistent standards.

In contrast, an inspection-based system ensures proactive compliance with health and safety standards by identifying potential issues before they escalate. This method provides a comprehensive view of overall conditions, promoting accountability and addressing systemic problems. Despite these strengths, inspections require significant resources and can be infrequent, risking temporary lapses in maintaining standards. An effective strategy for ensuring washroom dignity and safety might involve integrating both systems, combining the proactive oversight of inspections with the specific feedback provided by user complaints to achieve continuous improvement.

When thinking about a system for your workplace, you should try to balance both a regular inspection schedule as well as the ability to have workers bring forward issues to the union without fear of retaliation, bullying or job insecurity.



What laws and regulations exist?

Canada

Overview:

The Canada Occupational Health and Safety Regulations lay out detailed requirements for washroom facilities, addressing aspects such as toilet rooms, wash basins, showers and change rooms.

Statute and regulation:

- **Canada Labour Code:** RSC 1985, c L-2
- **Canada Occupational Health and Safety Regulations:** SOR/86-304, Part IX

Tips for activists:

- **Examine compliance:** Ensure that local workplaces are adhering to the standards set by these regulations. This includes checking for adequate facilities for all genders and ensuring hygiene standards are met.
- **Advocate for updates:** Engage with policymakers to push for updates that reflect modern accessibility needs, including gender-neutral facilities.

Manitoba

Overview:

Manitoba's guidelines, governed by the Accessibility for Manitobans Act (AMA), focus on ensuring washroom accessibility and maintaining dignity.

Statute and regulation:

- **The Workplace Safety and Health Act:** CCSM c W210
- **Workplace Safety and Health Regulation:** Man Reg 217/2006

Tips for activists:

- **Push for enforcement:** Advocate for more rigorous enforcement of existing laws and regular inspections to ensure compliance.
- **Modernize facilities:** Encourage updates to older buildings to meet current accessibility standards.

Saskatchewan

Overview:

Saskatchewan's washroom standards are outlined in the Occupational Health and Safety Regulations, focusing on toilet facilities, personal washing, and change rooms.

Statute and regulation:

- **Occupational Health and Safety Act, 1993:** SS 1993, c O-1.1
- **The Occupational Health and Safety Regulations, 1996:** RRS c O-1.1 Reg 1

Tips for activists:

- **Advocate for an Accessibility Act:** Push for the introduction of a dedicated accessibility act to standardize washroom requirements across the province.
- **Highlight gaps:** Identify and communicate gaps in existing building codes and HR legislation to policymakers.

Alberta

Overview:

Alberta's Occupational Health and Safety Code provides guidelines for toilets and washing facilities, though there is no specific provincial accessibility act.

Statute and regulation:

- **Occupational Health and Safety Act:** SA 2017, c O-2.1
- **Occupational Health and Safety Code:** Alta Reg 87/2009, Part 24

Tips for activists:

- **Promote comprehensive legislation:** Campaign for the development of an accessibility act that addresses inclusivity in washroom design.
- **Ensure consistent enforcement:** Work towards ensuring that safety codes are consistently enforced through regular inspections.

British Columbia

Overview:

The Accessible British Columbia Act mandates the accessibility of public spaces, including washrooms, as part of its commitment to inclusivity.

Statute and regulation:

- **Workers Compensation Act:** RSBC 1996, c 492
- **Occupational Health and Safety Regulation:** BC Reg 296/97

Tips for activists:

- **Advocate for continuous updates:** Push for continuous legislative updates to keep pace with evolving accessibility needs.
- **Focus on older buildings:** Encourage efforts to bring older infrastructure up to current standards to ensure full accessibility.

Links for further reference

Here's a list for further reading on washroom dignity and safety, along with brief descriptions of how each link relates to the topic:

1. [Canada Occupational Health and Safety Regulations \(SOR/86-304\)](#)
Section 9.12 covers requirements for workplace washrooms, emphasizing the importance of providing adequate facilities for employees of each sex as part of maintaining dignity and health standards.
2. [Toilets, showers and changerooms: Laws and regulations – USW research update Oct 5, 2020](#)
This resource provides an overview of regulations concerning workplace sanitary facilities.
3. **The Accessible Canada Act (Fed.)**
This Act outlines federal standards for accessibility, including washroom facilities, to ensure dignified access for all individuals, though the specific link isn't provided in your list.
4. **The Accessibility for Manitobans Act (AMA)**
Similar to the Accessible Canada Act, the AMA focuses on accessibility standards in Manitoba, promoting dignity through accessible washroom facilities.
5. [Employment Standards Act](#)
This article discusses the rights of employees regarding bathroom breaks at work.
6. [Federal Labour Code Changes](#)
Recent changes to the Federal Labour Code include updates on workplace standards, impacting washroom accessibility and employee dignity.
7. **Alberta and Saskatchewan Accessibility and Building Codes**
Alberta and Saskatchewan lack specific accessibility acts, but building codes and HR legislation address washroom accessibility, influencing dignity standards.
8. [Alberta's Occupational Health and Safety Code](#)
This code outlines the requirements for toilets and washing facilities in Alberta.
9. **Accessible British Columbia Act**
This act aims to improve accessibility throughout British Columbia, including washroom facilities.
10. [Yukon's Code of Practice on Washrooms](#)
Under the Workers' Safety and Compensation Act, this document establishes guidelines for workplace sanitary amenities.

What can the union do?

OH&S committees – What actions are possible

Occupational Health and Safety (OH&S) committees are vital allies in the quest for washroom dignity and safety. Unions can work through these committees to conduct thorough assessments of existing washroom facilities, ensuring they meet not only health and safety standards but also respect the dignity of all workers. By actively engaging with members, unions can identify specific concerns related to accessibility, cleanliness and overall facility quality, ensuring that these issues are brought to the forefront.

Once these assessments are completed, unions can advocate for necessary improvements, pushing for upgrades that go beyond mere compliance. This might include recommending the installation of accessible stalls, better ventilation systems or more frequent cleaning schedules. Unions can also ensure that their members' voices are heard by fostering open dialogue with management and advocating for changes that reflect the collective needs and concerns of the workforce.

Moreover, unions play a critical role in monitoring compliance with health and safety regulations. They can hold employers accountable for maintaining dignified washroom conditions and pushing for policy changes that prioritize the well-being and dignity of all employees. By promoting inclusive design principles and advocating for the gradual updating of older facilities, unions can help create a work environment that respects and meets the diverse needs of all workers.

Collective bargaining

Beyond the crucial work of OH&S committees, unions wield significant power through collective bargaining to champion washroom dignity and safety. Collective bargaining agreements can be powerful tools to enshrine specific standards for washroom facilities, guaranteeing accessibility, cleanliness and proper maintenance. Unions can negotiate clauses that mandate regular inspections, prompt repairs and upgrades to meet evolving needs.

Unions around the world have started to address this issue through contract language; most notable construction and transport unions have been on the frontline. In a report from the transportation research board, they separated the contract language into five categories: access, schedule rules, worker input, inspections/maintenance and discipline¹². The table below summarizes some of the key considerations, and expands on what types of ideas.

¹² Transportation Research Board. (n.d.). Bargaining data [Excel spreadsheet]. https://onlinepubs.trb.org/onlinepubs/tcrp/tcrp_rpt_216Bargaining.xlsx

Access	Schedule rules	Worker input	Inspections, updates, and maintenance	Other
The employer will ensure that there are available washrooms for all workers, including those employees working outside of the main office. Washrooms will be available to workers on all shifts (24 hours per day, 7 days per week).	All schedules should include bathroom breaks when needed and reasonable time to return to place of work after washroom usage.	Workers will act in cooperation with the employers in promoting cleanliness and observing basic rules to maintain washroom cleanliness.	The company shall maintain safe, sanitary and reasonable washroom facilities and equipment. Washrooms shall be cleaned x times per day, and supplied with soap, paper towels, toilet paper, and menstrual supplies.	The employer recognizes deficiencies in providing sanitary facilities for women and non-binary workers. Within 30 days of signing this agreement, the parties will formalize a process to identify such deficiencies. Under no circumstances will the identified deficiencies extend beyond 6 months from the execution of this agreement.
An example for access to gender inclusive washrooms: The employer will provide gender-inclusive washroom and change room facilities. The union and employer recognize that a worker has the right to use a facility that corresponds with their gender identity and will not require any worker to use a gender-inclusive facility.¹³	All workers are given access to reasonable washroom usage as determined by the worker.	The employer and union agree to establish a committee that will meet periodically to review and study issues involving washroom dignity and safety.	The employer will react within 2 hours of complaints about unsanitary washroom facilities or lack of supplies.	A task group reporting to the Labour Management committee will be struck to review concerns where washroom access is inadequate.

¹³ Public Service Alliance of Canada. (2018). Trans inclusive workplaces: A guide for unions and employers. <https://syndicatafpc.ca/sites/psac/files/attachments/pdfs/psac-trans-inclusive-workplaces-2018.pdf>

Access	Schedule rules	Worker input	Inspections, updates, and maintenance	Other
The employer agrees to furnish washrooms that are in a convenient location for all workers, including a suitable place to access drinking water.	No worker shall be disciplined for washroom usage.		The employer will supply a list with addresses of all available washroom facilities to workers who work on the road. This list will be updated quarterly.	The union and employer will agree to a joint cleaning schedule to ensure the health and safety of all personnel using that facility.

When crafting collective bargaining language, it's important to pay attention to the language we use. Instead of saying "washroom break," which implies it's a choice or a pause, switching to "washroom usage" acknowledges that using the washroom is a biological necessity, not something optional. This subtle shift helps change how we think about and respect people's needs.

Depending on your workplace and the specific challenges involved, it's important to be creative in setting a baseline for both workers' needs and the built environment. During the bargaining proposal phase at your local, you should engage in open discussions to identify the key issues that require attention. This understanding will help you develop clear, effective language tailored to address those concerns in the proposals.

Human rights advocacy

Washroom access in Canada has increasingly become a significant human rights issue, particularly concerning the rights of persons with disabilities and transgender individuals. Federal and provincial human rights frameworks emphasize dignity, equality and non-discrimination, mandating accessible and inclusive washroom facilities. Landmark cases have clarified employer and service provider obligations to accommodate employees and the public by removing barriers to washroom access. These cases often involve claims of discrimination based on disability, gender identity or expression, highlighting the importance of washrooms that are physically accessible and respectful of diverse identities. Human rights tribunals have ruled that denying or restricting washroom access can constitute discrimination, and accommodations must be proactive and sensitive to individual needs.

Case name / Decision	Jurisdiction	Key issue	Outcome / Principle established
Ontario Human Rights Tribunal - Employer Docked Pay for Washroom Breaks (2021)	Ontario	Employer penalizing employee for too many washroom breaks.	Tribunal agreed that washroom access is a necessary accommodation for health reasons; penalizing employees violates rights ¹⁴ .
CASE EXAMPLES	British Columbia	Access to washrooms for workers with disabilities	
	Other example	Access to washroom based on gender identity	

Human rights advocacy provides another avenue for unions to fight for washroom dignity and safety as a fundamental right. By framing inadequate or discriminatory washroom facilities as a violation of human rights, unions can raise awareness, challenge discriminatory practices and demand systemic changes. This approach can be particularly effective in addressing issues such as gender inequality, transgender rights and accessibility for people with disabilities. Unions can also leverage their influence to lobby for stronger legislation and regulations that protect workers' rights to dignified washroom facilities. By working with advocacy groups and building public support, unions can pressure governments to enact laws that hold employers accountable and ensure that all workers have access to safe, clean and inclusive washrooms.

¹⁴ The Canadian Press. (2021, November 3). Woman who says her employer docked pay for washroom breaks will have human rights hearing. The Star. https://www.thestar.com/news/canada/woman-who-says-her-employer-docked-pay-for-washroom-breaks-will-have-human-rights-hearing/article_cf4fd2b0-147f-5aa1-b171-4f44a594e492.html

What we can learn from others – The BC Building Trades Get Flushed campaign

The BC Building Trades (BCBT) has been a relentless champion for improving the health and dignity of construction workers in British Columbia with their Get Flushed campaign. Since their first groundbreaking report in 2021 exposed the unacceptable sanitary conditions on construction sites, BCBT has pushed hard to modernize washroom facilities and hygiene standards. Their work laid bare the stark reality: too many workers were forced to rely on outdated portable chemical toilets, often without proper cleaning, lighting or handwashing access, while flush toilets were largely reserved for management¹⁵.

Thanks to BCBT's unwavering advocacy, this issue has moved from the shadows into the spotlight. Their clear, evidence-based recommendations have sparked important conversations with regulators, employers and government agencies. WorkSafeBC responded with a washroom inspection blitz and updated guidelines focused on maintenance and sanitation – concrete steps that wouldn't have happened without BCBT's persistent pressure.

Beyond raising awareness, BCBT has set a practical vision for change, calling for a regulatory overhaul that includes mandatory flush toilets on construction sites with 25 or more workers and a clear definition of "plumbed" facilities that encompasses portable flush toilets. Their advocacy draws on successful models from Quebec and Ontario, showing that modern, hygienic washrooms are not only feasible but essential to worker health and fairness in the industry.

BCBT's leadership goes beyond just washroom access. By demanding higher standards, they're helping to create a more inclusive construction industry that supports under-represented groups considering trades careers. Their work has pushed the province toward embracing humane, modern standards that protect workers' dignity and well-being.

What's next: A call to action for washroom dignity and safety

This report has illuminated the urgent need to address washroom dignity and safety across Western Canadian workplaces. The findings reveal systemic inequities, health and safety concerns, and psychological impacts that demand immediate and sustained action.

The USW is committed to championing this cause and ensuring that all workers have access to safe, sanitary and private facilities.

¹⁵ Get Flushed. (n.d.). Retrieved May 20, 2025, from <https://getflushed.ca/>

Moving forward: A multi-pronged approach

To translate the report's findings into tangible improvements, the USW will pursue a comprehensive strategy encompassing the following key areas:

1. **Empowering OH&S committees:** The cornerstone of our approach will be to equip OH&S committees with the knowledge, resources and authority to conduct thorough workplace audits. We will provide support to ensure committees can effectively assess washroom facilities, identify deficiencies and advocate for necessary improvements. The audit tool outlined in Appendix A will be a crucial resource in this process, enabling committees to systematically evaluate current conditions and track progress.
2. **Bargaining for change:** The USW will prioritize washroom dignity and safety in upcoming contract negotiations. We will work to incorporate strong, enforceable language into collective agreements, mandating that employers provide and maintain adequate washroom facilities. This will include specific provisions addressing accessibility, hygiene, privacy and gender inclusivity. We will also explore innovative solutions such as the establishment of joint labour-management committees dedicated to overseeing washroom improvements.
3. **Advocating for stronger regulations:** The USW will actively lobby for regulatory reform at the provincial and federal levels. We will advocate for the harmonization of washroom standards across all workplaces, ensuring that worker facilities meet the same stringent requirements as public washrooms. We will also push for increased enforcement of existing regulations, holding employers accountable for non-compliance. This will involve collaborating with government agencies, industry stakeholders and other unions to raise awareness and drive meaningful change.
4. **Raising awareness and building solidarity:** The USW will launch a public awareness campaign to highlight the importance of washroom dignity and safety to mobilize support for our efforts. This will include disseminating the report's findings through various channels, engaging with media outlets and continuing to increase awareness through our current communication channels such as the District 3 social media platforms and podcast. We will also work to build solidarity with other unions and worker advocacy groups, amplifying our collective voice and strengthening our impact.

A commitment to change

The USW recognizes that achieving washroom dignity and safety is an ongoing process that requires sustained commitment and collaboration. We are dedicated to working tirelessly to ensure that all workers in Western Canada have access to the safe, sanitary and private facilities they deserve. By empowering our members, bargaining for change, advocating for stronger regulations and raising public awareness, we can create workplaces that respect the dignity and well-being of all.

Further reading

1. International Transport Workers' Federation. (n.d.). ITF sanitation charter. Retrieved April 2, 2025, from <https://www.itfglobal.org/en/resources/itf-sanitation-charter>
2. Unifor. (n.d.). Toilet rights are human rights: Unifor supports transport workers' sanitation charter. Retrieved April 2, 2025, from <https://www.unifor.org/news/all-news/toilet-rights-are-human-rights-unifor-supports-transport-workers-sanitation-charter>
3. Get Flushed. (n.d.). Public toilet report. Retrieved April 2, 2025, from <https://getflushed.ca/public/report-n.pdf>



Appendix A

Audit Tool for Your Workplace¹⁶

AT A HEALTH & SAFETY COMMITTEE MEETING: Ask, Discuss, Find out

Be sure to include all people and genders in this discussion

Question	Result	Follow-up action needed?	Review again in _____ days	Add to committee agenda or other inspection checklists
Are washroom facilities accessible to all employees, regardless of gender or ability?				
How often are washrooms cleaned and maintained?				
Are there adequate supplies (e.g., soap, toilet paper) available at all times?				
Are there menstruation supplies (e.g., tampons, menstrual pads) available at all times?				
Does the workplace provide gender-neutral washrooms?				
Have all committee members reviewed the relevant health and safety guidelines for washroom facilities?				

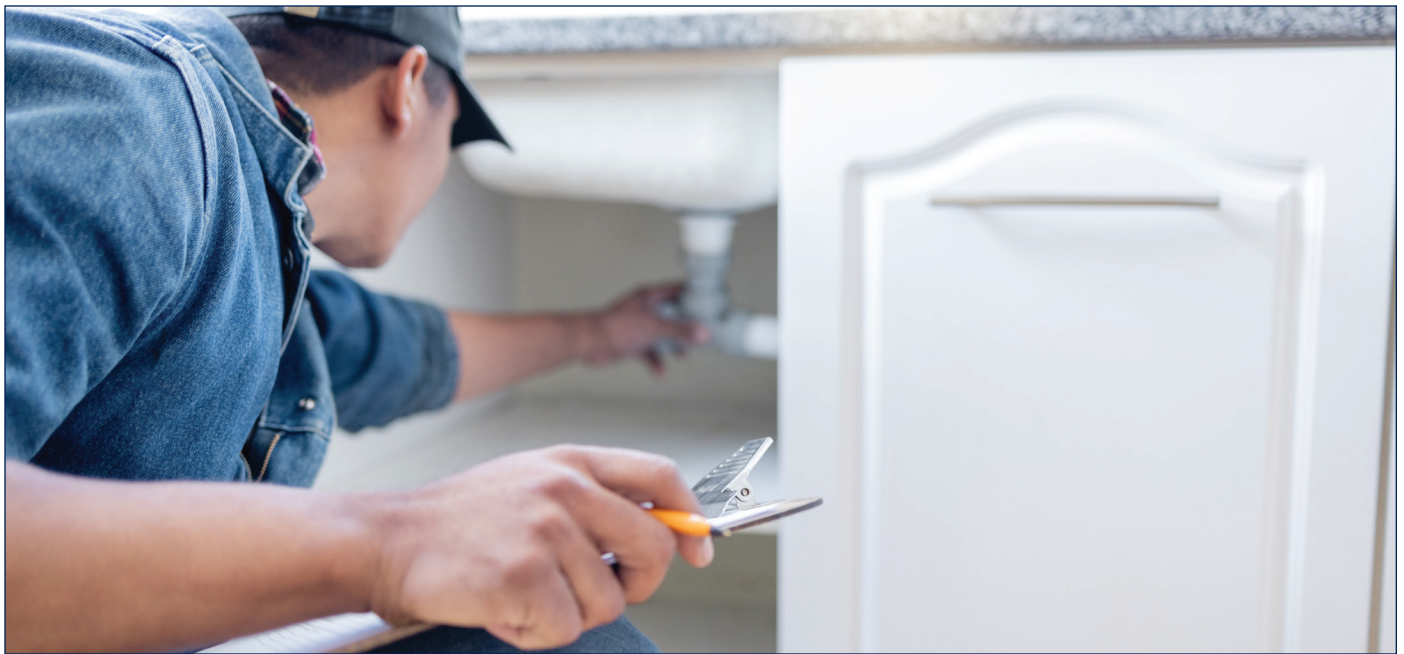
¹⁶ Based on: <https://usw.ca/wp-content/uploads/2022/04/inspection-checklist-final-EN-1.pdf>

MEET WITH WORKERS IN THE WORKPLACE: Ask, Discuss, Find Out

Question	Result	Follow-up action needed?	Review again in _____ days	Add to committee agenda or other inspection checklists
Are employees able to access washrooms without facing undue delays or restrictions?				
Can workers use the washroom facilities without fear of discipline or backlash?				
Are there any reported issues with the cleanliness or condition of the washroom facilities?				
Do employees feel comfortable discussing washroom-related concerns with the committee or management?				
Are there specific needs or suggestions from employees to improve washroom facilities?				

FOLLOW-UP AND ACTION PLANNING

Action item	Responsible party	Deadline	Notes
Implement improvements based on the findings from the health and safety committee meeting.			
Address immediate concerns raised by workers regarding washroom facilities.			
Schedule regular inspections to ensure ongoing compliance and maintenance.			
Update policies or guidelines to reflect any new standards or best practices for washroom dignity and safety.			



Appendix B

Levers of action: Routes to advocacy

Okay, so you're fired up about washroom dignity and safety (or lack thereof) at work. Good. Now, what can you *actually* do about it? Turns out, quite a bit. Here's a breakdown of the different avenues you and your union reps can pursue to make real change.

Recommendations to employers

Let's start with the obvious: talk to your employer. Seriously. Sometimes, all it takes is a well-reasoned conversation to get the ball rolling. Come prepared with specific examples of the issues and propose solutions. Maybe it's as simple as restocking supplies more frequently or fixing that perpetually broken toilet. Frame it in terms of employee well-being and productivity, and you'll have a much better chance of getting a positive response.

We encourage you to use the audit tool in Appendix A to gather evidence of the problems you're facing.

WCB (Workers' Compensation Board)

Think the situation is bad enough to be a health and safety hazard? That's where the WCB comes in. If your employer isn't taking your concerns seriously, you can file a complaint. Be prepared to document everything – dates, times, specific issues and any attempts you've made to resolve them. There is a complaints-based system with more compensation boards, so you will need to look into how a complaint is made and if your particular issue falls under the umbrella of what they handle.

Levels of government

Believe it or not, washroom standards are often covered by government regulations. Do some digging to see what the rules are in your area. If your workplace isn't meeting those standards, contact the relevant government department. This could be anything from a local health inspector to a provincial Ministry of Labour. In some provinces, there are minimum numbers of washrooms that must be provided, considering the size of your workplace. This can also include looking into building codes, which may have regulations on accessibility and cleanliness. Your city councillors might have some power.

If you are unable to find any information that can help you, we encourage you to reach out to your local MP, MLA or city councillor to help. They may be able to provide more information, or at the very least you can make them aware that this is an issue in their constituency.

Another route is to advocate at community or riding association meetings. Many of these organizations have a strong voice and may also provide networking opportunities to help you make change.

OHS committee involvement: Creating a washroom committee

This is where your Occupational Health and Safety (OHS) committee can make a difference. OHS committees are all about identifying and addressing workplace hazards, and guess what? Inadequate washroom facilities qualify.

It is possible to create a dedicated “Washroom Committee” within your existing OHS structure. This group can focus specifically on washroom-related issues, conduct regular inspections, gather employee feedback and make recommendations to management.



Appendix C

At the bargaining table – Boilerplate language

1. Standards and maintenance

- 1.1 The Employer shall ensure that all washrooms, changing rooms and shower facilities are maintained in a clean, sanitary and safe condition at all times. This includes the regular replenishment of essential supplies such as soap, toilet paper, menstrual supplies and sanitary disposal units.
- 1.2 Washroom, changing room and shower facilities shall be inspected regularly by health and safety representatives to ensure compliance with all applicable health and safety regulations.

2. Accessibility

- 2.1 The Employer agrees to provide accessible washroom, changing room and shower facilities that accommodate the diverse needs of all employees, including gender-neutral options and facilities for individuals with disabilities.
- 2.2 Employees shall have reasonable access to the washroom, changing room and shower facilities during work hours without undue delay or restriction. The Employer shall ensure that no employee faces discipline or retaliation for use of the washroom, changing room and shower facilities.

3. Reporting and resolution of issues

- 3.1 Employees are encouraged to report any concerns or issues related to the washroom, changing room and shower facilities to their immediate supervisor or health and safety representative.
- 3.2 The Employer commits to addressing reported issues promptly and effectively, in collaboration with the Union, to ensure the continued dignity and safety of all employees.

4. Continuous improvement

- 4.1 The Employer and Union shall review washroom, changing room and shower facilities periodically as part of health and safety meetings to identify opportunities for improvement and ensure compliance with evolving standards and best practices.
- 4.2 The Union and Employer shall work collaboratively to incorporate employee feedback into the ongoing enhancement of the washroom, changing room and shower facilities, ensuring they meet the needs of all workers.



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