

National Joint Health & Safety Committee Meeting Minutes

September 10, 2019

In attendance:

CPC

Ian Kerr
Jay Davis (Absent)
Claude Robert

CUPW

Marc Roussel
Sylvain Sicotte
Barb McMillan

Advisor

Kim Gould

Guests

Anna Brillinger
Carlos Simoes
Aurelie Walsh
Leah Lewis
JP Lefebvre (tele-conference)
Evelyne Ricard
Hannah Keating
Virginie Tremblay
Bryan Epp
Hala El Kozah

Standing Items

1. Opening Remarks

With the change of the date of this meeting there is a delay in the discussion of the safety statistics. CUPW to propose a new date for a side bar meeting to continue the discussion on safety statistics.

Claude Robert has announced his retirement from Canada Post. Corey Pelow, Director of Change Management will be Claude's replacement. Corey has held various positions at Canada Post.

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2. Appendix DD Training

Overview:

This is a standing item providing both parties an opportunity to discuss Appendix DD and other safety training activities.

Discussion:

CUPW indicated that they were discouraged to see the Appendix DD training session numbers falling behind schedule. The chart shows that CPC is far from the plan number of sessions. CUPW stated that we need to improve on the number of courses completed. CPC stated that in comparison with the 2018 numbers, there are many sessions held in the last half of the year. The number of planned sessions for this year is possible. The committee would like the L&D to come to the November meeting to discuss how they will get back on target by the end of the year. Currently, all sessions are about ½ from actual to target. L&D will need to clarify if they are behind and if there will be a big push in the last three months.

The CUPW would still like to discuss a potential strategy for completing the Appendix DD backlog of training sessions. CPC stated the current method of executing training will need amending because the current method is not sustainable to train new employees and conduct sessions for employees who are waiting for the training. CUPW stated that Peer Trainer to Peer is a must for CUPW. CUPW will not encourage on-line training. CUPW feels that on-line training is not an effective way to train. CPC proposed a dedicated meeting to this topic to discuss potential solutions. L&D will send an invitation to a subcommittee meeting (before Christmas).

Recommendation / Action Item:

1. L&D to set up a meeting with CUPW to discuss a strategy for training the backlog of employees who have not received their Appendix DD training session(s).

3. Health and Safety Statistics – Hazard Prevention Program

Overview:

This is a standing item providing both parties an opportunity to discuss health and safety statistics, including workplace violence statistics.

Discussion:

CPC presented a proposed method to collaborate on these 5 projects. The committee reviewed the 5 project problem statements. CUPW raised concern regarding Topic 4. CUPW indicated that there is a process in place for employees to use if they have an RMB on their route that is not correctly positioned. The committee discussed that RMBs are not consistently inspected with regularly and that there is an opportunity to improve the method used to inspect RMB height. CUPW raised a concern that this project may result in a number of RMBs being converted to CMBs. CPC indicated that this project is not looking to reduce RMBs, just investigating the inspection process of the RMB position to ensure that the box is installed correctly to minimize ergonomic risk to RSMC employees.

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The committee agreed to amend the wording of project 4 to ensure that it is clear that the project is not focused on converting RMBs to CMBs.

The committee evaluate the problem statements for each of the 5 topics. Each project team will be required to analyze the problem, explore potential solutions and prepare a presentation to the NJHSC for CUPW on their recommended solution(s).

The committee started the discussion on how the project teams would established, preparation time, meeting times and presentation requirements. Each project may have different make up depending on the complexity of the topic. Each project team may need to reach out “experts” or other resources to obtain data and information. Each project team will present their understanding of the problem, potential solution(s) to resolve the problem back to the committee by approximately Sept 2020. The project team will required NJHSC approval to proceed on solution implementation.

1. Facility Risk Reduction

A high number of AVCs show opportunity to improve facility safety.

Potential Topics: Management of Hazardous materials, Emergency Equipment & Signage, minor repairs and resolution of safety items.

These were the areas of concern raised for consideration:

The Committee may investigate if there are injuries being sustained because of the areas of non-compliance that are identified by ESDC in AVCs

2. Third Party Workplace Violence Risk Reduction

Highest and fastest growing segment of Violence in the workplace is third party workplace violence.

Potential Topics: Internal & External Communications campaigns, employee training, risk mitigation opportunities for high risk areas

These were the areas of concern raised for consideration:

Health & Safety will lead this team with members from Communications, Retail and other identified stakeholders. The Committee discussed the possibility of a publicity campaign directed to the non-commercial customer.

3. Material Handling of Parcel Risk Reduction

MSI incidents are the highest and fastest growing segment of Plant incidents.

This may be driven by increase in parcel volume and increased physical handling.

Potential Topics: an end-to-end review on the handling risks, opportunities to improve ergonomics in the short-medium and long term.

Engineering will lead a team to review this problem.

4. RMB Mailbox Height Ergonomic Risk Reduction

The positioning of the rural mail box it important to minimize ergonomic risk. The RMB needs to be maintained in a required range. This means of measuring correctly is important. RMB are intended to be inspected annually. (Excluding conversion or removal of RMB).

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Potential Topics: Improvement to the process for auditing, improvement in customer facing communications.

Delivery team will lead this project.

5. Slips-Trips-Falls (STF) Winter Risk Reduction

To narrow the focus within the STF topic, the proposed focus will be winter conditions. Especially given the increasing ice event risks from climate change.

Potential Topics: footwear, de-icing practice, bad weather protocols.

Health and Safety will lead this project.

CUPW will review the project within their organization and respond to CPC as soon as possible.

Recommendation / Action Item:

1. CPC to prepare a draft of guidelines for employees engaging on these projects.
2. The committee to set up some side bar meeting to discuss prevention plans on these topics.

4. Fleet Updates

Guests: Anna Brillinger

Overview:

This is a standing item providing both parties an opportunity to discuss issues related to fleet vehicles.

Discussion:

Hybrid Full Size Caro Van (FSCV)

CPC shared that new hybrid full size cargo vans (FSCV) are arriving nationally. There are no additional operating requirements for the drivers of these hybrid vehicles. These vehicles will get 20-30% better fuel economy with no additional operator activity required. CUPW requested to see the new hybrid full size cargo vans (FSCV). Fleet will consider arranging a viewing at the Head Office for CUPW.

5 Ton Trucks

There has been a request, from Operations, to add comfort fans to the cabs of the medium size trucks (5 ton) that are existing in the fleet. CPC indicated that these fans can be installed on a case by case basis. CUPW stated that the fans being installed are not sufficient in the truck and will not keep the drivers cool, particularly for those trucks caught in traffic on the 401 on hot days. There is heat coming from the floor, from the motor. CUPW asked if this vehicle could be manufactured with air conditioning. CUPW would like clarification if new 5 ton trucks are being ordered without air conditioners. CPC will clarify the air conditioning specs on new 5 ton trucks coming in or if the

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trucks coming in with no air conditions are from an older contract. CPC stated that they are looking at specs and are considering future builds to have air conditioning.

CUPW raised that there is an ergonomic issue regarding lifting the weight rear door.

New Light Delivery Vehicle (NLDV)

CPC stated that the NLVD has been delayed. CPC to investigate when the prototype vehicle would be available for CUPW driver testing. CUPW requested that for vehicle trials they would like to give input on locations and employees assigned for the trials. CUPW requested that CPC accelerate this project due to the condition of the existing fleet of RHD vehicles and the need for vehicle replacements. CPC stated that testing may start in the beginning of 2020. CUPW expects CPC to submit specific dates to CUPW for the start of prototype testing at the next committee meeting. CPC indicated that there was an impact assessment conducted with RSMCs. The committee requested that the results are of the RSMC impact assessment are brought back to the NJHSC.

Honda CRV

There are 30 more Honda CRV are going into service in 2019. Some locations were identified. CUPW raised a concern in Guelph where there is a challenge to take a RHD out of service to get it fixed because replacement vehicles are not available. CUPW is recommending that some of these Honda CRVs are deployed in Guelph. CPC will follow up with the Guelph depot regarding replacement vehicles to ensure that vehicles are serviced as required. CUPW indicated that they have received feedback that RSMCs like the Honda CRVs, they are perfect for the job. CUPW would like more of these vehicles added to the fleet.

Transit Connect Sliding Door Issue

Ford is investigating the sliding door issue and CPC has started checking all the Transit connects. CPC will find out when this campaign will be complete.

Fire in the RHD

There was a RHD vehicle fire in Port Elgin, Ontario. CUPW requested more information on the investigation of this fire. This is the second RHD vehicle fire in six months. CUPW requested deeper research on to the cause of the fires. CPC will provide and update on the investigation results when available.

Rental Vehicles not having Bulkheads

CPC stated that rental vans must be loaded properly and not overloaded above the height of the seat backs/head rests. CUPW says that they disagree with relying on the minimum protection outlined by Transport Canada. CUPW indicated that employees feel pressure to load a lot of parcels.

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CUPW maintains that a van with a bulkhead will have the least risk of injury from a projectile, such as a package, in the event of a collision.

CPC will create a SBN, and talks for Rental drivers to ensure that there is no reason to overfill the van. Floor talks will include the requirements for use of a rental vehicle including height limits. CPC wants to ensure that there are reminders every day that there is a limit to what can be placed in these vehicles.

Step to the driver's size of the new Pro-master Vans

A step cannot be added to the vans, due to the damage that it will cause to the structure of the vehicle. The maximum weight and width of the step is makes this change prohibitive. CPC will send pictures and follow up email for the damage that is being caused.

Recommendation / Action Item:

1. CPC to present on how the RSMC NLDV impact assessment was completed and the results.
2. CPC to present on the NLDV for new NJHSC members.
3. CPC to find out when door inspection of the FTC will be complete.
4. CPC to provide and update on, including who is investigating, the Port Elgin Vehicle Fire.
5. CPC to prepare an SBN regarding the loading of rental vehicles that do not have bulk heads.

5. MMHE Peak Season Rentals (2018-12-11)

Guest: Anna Brillinger

Overview:

During peak season CPC rents equipment to process increased product volumes. CUPW raised concerns that the number of MMHE rentals are high during peak. CUPW raised concerns that the rental ergo lifts and pallet jacks are not standard CPC equipment. Some pallet jacks are not equipped with a parking brake and a protective metal band for the feet.

Discussion:

MMH Update

CPC is working on MMHE asset replenishment. CPC is purchasing additional spare batteries to put in inventory to reduce the lead time for replacements. CPC will be replacing rentals with CPC assets where possible, to help make more rentals available during peak season. CUPW agreed with the move to more permanent equipment and minimize the use of rental equipment as long as the CPC health and safety standards are the same as current permanent equipment in function.

MMHE for Peak Season 2019

CPC sent out a request nationally for Peak Season 2019 requirements in early August. The information is being compiled to determine equipment requirements. CPC is working to have the equipment available prior to the start of the season. CPC confirmed that peak season requirements

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are separate from asset replenishment, these are short-term requirements.

LR7 Overview at Gateway

CPC arranged for our supplier to meet with Fleet, Health & Safety, Learning & Development, Labour Relations and CUPW representatives to discuss issues arising from the design changes of the a new LR7 unit at the Gateway plant.

There were 5 key issues identified and discussed:

- Tiller Arm Push Force: (to apply brake in lowered position): It was determined that a modification to a rubber grommet can be made to reduce the force required to activate the brake in the lowered arm position.
- Click to Creep: Creep mode can be activated with the tiller arm in the upright position for use in tight areas. This feature is not part of the training and will be disabled on existing and future new LR7 units.
- Tiller Arm Angle/Height: health & safety team is working on providing ideal dimensions for a tiller arm to accommodate peoples height ranges. Our supplier will have a prototype made for testing.
- Drive Wheel Tires: Excessive wear identified to be a result of improper operating practices. CPC Learning & Development will revise training to include this concern.
- Ground Clearance: Clearance is within acceptable limits.

CUPW inquired what the acceptable clearance limits are for this machine. They also indicated that the tires did not have a grip as effective as the previous version. CUPW felt the tires were harder and felt slicker. CPC indicated that they were testing several different tire compounds. CPC will follow up on how the tests are going. CUPW inquired if there will be additional training done for the MMHE operations who have to use this equipment.

Recommendations / Action Items:

1. CPC to present on what are acceptable ground clearance limits for the LR7.
2. CPC to follow up on testing various tire compounds for the new LR7.
3. CPC to provide an update on how MMHE drivers will receive updated training on the new version of the LR7.

6. ESDC Assignments

Guest: Kim Gould

Overview:

This is a standing item providing both parties an opportunity to discuss Employment and Social Development Canada (ESDC) assignments.

Discussion:

CPC presented an update on ESDC assignments up to the end of Period 7. There was a discussion

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on the internal complaint resolution process. CPC to update the status of the plan to reduce the number of non-compliances. CUPW raised concern regarding the consistency of the responses that we give to ESDC. Some responses include a photograph of the correction and don't provide a written response regarding an explanation of the improvement. CUPW suggested a template document be created and implemented with comments on how a recipient of an AVC should respond to ESDC showing closure of items. This could improve quality in the closure items on the AVC.

Recommendation / Action Item:

1. CPC to consider developing a template to be used by facilities when responding to AVCs.

7. Communications

Guest: Aurelie Walsh

Overview:

The Communications department is working on new safety communications.

Discussion:

The committee discussed sharing employees' safety stories. Communications indicated the best way to share a safety message with impact is through a story. If employees are willing to share their safety story Communication is willing to coordinate and create a message that can be shared throughout the company. CPC will create a brief for CUPW using an example story. Then CPC will proceed in the creation of an example safety store to be viewed by the committee.

CUPW raised concerns with how the videos will be selected. CPC stated that the intent of telling the safety story is not blame anyone or point out who caused the incident. The intent is to tell the story in an effort to prevent someone else from experiencing the same loss. CUPW raised concerns that the video will not be used as intended. CUPW asked how CPC would solicit these videos from employees.

Communications in the brief will outline the guiding principles of the safety videos. CPC indicated that the stories are not meant to be shared outside of Canada Post. CUPW raised concerns regarding control that the videos would be shared externally, via social media. CPC indicated that the topics could include various incidents like, but not limited to: third party workplace violence, STF, vehicle collision, mental health. CPC stated that before filming at a location the LJHSC would be notified and invited to participate.

These safety stories could be prepared as video links and could be on the MISMIH intrapost site. These safety stories could be included in various training materials. Communications to demonstrate the process with one example video.

CUPW members of the committee will discuss the initiative within their organization and provide their comments at the next committee meeting scheduled for November.

Recommendations / Action Items:

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1. CPC to write a brief outlining the guiding principles of the safety videos and share with the committee.
2. CPC to prepare an example safety store outline and share with the committee for review and comment.

8. Snow and Ice Clearing

Guests: Carlos Simoes

Overview:

This is a standing item providing both parties an opportunity to discuss snow and ice clearing, both at CPC facilities (managed by Real Estate) and at street furniture (managed by Addressing and Delivery).

Discussion:

Facilities: (Carlos Simoes)

The committee discussed a new program for clearing snow in large parking lots at six plant locations called Clean Sweep. In 2017, it was raised that when there is a building up of snow between the cars from a large snow fall event, a slip/trip hazard is created. As part of this new program, CPC will close parts of the parking lot and then plow it, sand/salt it and open it back up. This will rotate around over the three shifts. This clearing process will be used for large snow falls on a Sunday or Monday. The committee discussed the possibility of implementing this program as a collaborative approach, LJHSC and Management working together to facilitate the Clean Sweep program. There was a mock trial of this on August 28th. CPC indicated the trial had positive results.

CUPW indicated that the program looks good on paper but there may be examples like employees who work overtime shifts that could create challenges for closing part of the parking lot. CPC stated that parking lots will be closed with the use of collapsible barriers and signage indicating that this part of the lot is closed off for snow clearing. These barriers will be fully staffed. CPC will be putting out communications to employees at the site locally based on timing of the snow events.

Real Estate can contact Delivery Services to help with local snow clearance from the municipality. This would include the clearing of sidewalks adjacent to the CPC facilities.

Action Items:

1. CPC to consider conducting an analysis on the number of cars and the number stalls available, to see how closing part of the parking lot will affect employees parking.
2. CPC to consider examining threshold levels of snow that would trigger the process.
3. CPC to consider developing guidance notes for plant on how this process would be triggered and what activities they would need to do to assist in this process.
4. CPC to consider developing a map of the parking lots at each facility to help with the communication with employees to visually notify the staff on the snow clearing.

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9. Street Furniture Snow Clearance

Claude Robert

CPC explained that after 5 cm of snow fall that the contractor has two hours to start clearing the snow and 24 hours to complete all the snow removal, across the country. If a snowplow goes by after the contractor has cleared the snow at the piece of street furniture, then the contractor must come back and clear the snow a second time.

The committee inquired on the protocols for clearing street furniture during freezing rain. CPC indicated that when there is an ice storm, salt and sand must be put out immediately during this event. The snow removal contractors must go out on a call back basis if the ice persists to add additional salt/sand, this is done within three hours.

POs have been issued for the 2019/2020 winter season. Contractors are starting depot visits. These visits are done with the Post Masters or the Superintendents/Supervisor, information on the snow clearing program is passed on for employees by the team leaders.

CPC stated that the capacity for snow clearance was adjusted in the GTA area due to the increase in snow. Some contractors have been replaced. If the contractors plow with just the truck, the contractor has to get out of the truck and hand shovel to ensure that the path is clear to the CMB. CPC indicated that there are 292,000 CMB units at about 170, 000 locations that are part of this program.

Action Items:

1. CPC to consider conducting an analysis of the quality of snow removal contractors.

Agenda Items

10. Workplace Violence Policy (2017-05-30)

Overview:

As per the Canada Occupational Health and Safety Regulations (COHSR), the Workplace Violence Prevention and Protection policy must be reviewed every three years. The current version of the Workplace Violence Prevention and Protection Policy was implemented on October 25, 2013 and is overdue for revision.

Discussion:

The committee reviewed the statistics of Workplace Violence at Canada Post. CPC sent over a copy of proposed changes to the Workplace Violence Prevention and Protection Policy and requested input from CUPW. The committee discussed that in urban areas there are more cases of third party workplace violence. The committee requested a pie chart for each year to see if the number of incidents are growing year over year.

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The Delivery Notice Card (DNC) improvement was implemented this August. This should help to clearly explain ID requirements for customers and reduce the cases of violence where customers are not prepared to receive the item due to lack of proper ID. The committee discussed that our employees are receiving threats by the customers, where the customer thinks it is Canada Post delivering their item when another company was actually delivering the product. The committee will look to the Hazard Prevention Project related to third party workplace violence prevention to help reduce the number incidents.

With the introduction of the new legislation regarding section 20 of the Canadian Occupation Health and Safety Regulations, CPC will be putting together a new Policy Committee Report for Workplace Violence. CPC has put together a proposed template including summaries of investigator reports. The report will also include local and national recommendations.

Recommendations/Action Items:

1. CPC to set up a subcommittee meeting to discuss the changes of the legislation and impacts on the revised version of the Policy.
2. CPC to consider putting together the data in a pie chart per year to see if the number of incidents are going year over year.
3. CUPW to review template of Policy Committee report for workplace violence and provide feedback.

11. Mental Health Program Development (06-05-2019)

Guest: Leah Lewis

Discussion:

CPC presented in June a high level communications program for the CPC Mental Health Strategy. CUPW reminded CPC about their delegated social steward network that they use to help support employees with mental health issues in the work place. CUPW stated that without the involvement of the social steward network, it will be difficult to work jointly on this program. CPC invited CUPW to sit down and discuss the Mental Health Strategy further. CUPW and CPC agreed to discuss in a half day side bar meeting.

CPC presented the new CPC concept for communicating about mental health – Keep Wellness in Mind (KWiM) (Psychological Health and Safety). This new program is an equal program to MISMIH (Physical Health and Safety). CPC wanted to ensure that the new communication program was relatable and simple so people will feel comfortable to access it. This new communication program has been developed as a framework to communicate existing and new programs and initiatives to employees impacting Mental Health and Wellness. This new program KWiM focuses on the principle that the mental wellness of employees and their families is as important as physical safety.

CPC is rebranding the EFAP Employee, Family Assistance Program (EFAP). In addition to EFAP, for employees that have access to the extended health care plan (EHCP) currently, there is \$1000 annual maximum, covered at 80%. CPC indicated an interest in raising this \$2000.

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CPC is committed to do a better job at managing Mental Health. CPC wants to work with CUPW on developing strategies. Doug Ettinger is spokesperson for the program. There is a video that is being produced that outlines the program. The program will launch on Sept 23, 2019. The Portal for KWiM, will sit on Info Post, it is available through the "I am an employee". Employees or family members do not have to log in. The program is confidential.

KWiM has been designed into three categories: Prevention (build resilience when you are well), Concern (something is not going right, right now) and Urgent (you need help immediately). There will be initiatives going on in the field to launch this new KWiM communication program for Mental Health.

Action Items:

1. CPC to set up a side bar meeting to discuss the continued development of the Mental Health Program.

12. C52 Depot Cart (06-05-2019)

Guest: Evelyn Ricard, Hannah Keating, JP Lefebvre

Overview

As the number of parcels increase it creates health and safety risks in the depots, employees are looking for ways to handle the extra parcel volumes.

Discussion

CPC discussed this pilot at the June NJHSC meeting. CPC proposed changes to the pilot regarding the lifting of shelf in the C52 depot cart.

CUPW raised concerned that CPC was conducting pilots without going through the proper consultation process with the NJHSC. CPC indicated that they have only been researching the problem in order to create a new process and plan for a pilot. CPC will revise the materials and the questionnaires. CPC will send the revised questionnaires to CUPW.

CPC will pilot it two sites. This is not a required process, however this is a safe option for those employees to choose raise the shelf in their C52.

Action Items:

1. CPC will resend the questionnaires to CUPW for comments.

13. Computer Assisted Manual Sort (CAMS) (09-10-2019)

Guest: Hala El Kozah

Overview:

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CPC is testing new equipment to assist in knowledge sorting situations.

Discussion:

CPC proposed testing a system that will help new employees sort. This test will investigate the use of a Computer Assisted Manual sortation case to support employees with sortation and route sequencing knowledge, tieout assistance and a potential reduction in operational space.

This proof of concept project will test strategic processing concepts, case layouts, sort plan configurations and the value and feasibility of using a CAMS case in Manual Prime, Manual Finals and Depot Sequencing for S/L and O/S lettermail.

There will be a test in Montreal at Leo Blanchette Plant in the Manual Sort Area (mezzanine). CUPW represented employees will be invited to participate. This will be arranged locally for (up to 60 min). This CAMS test equipment to be removed by April 2020.

Action Items:

1. CPC to bring the results of the test results back to the NJHSC if there is a decision to implement further.

14. Life Safety - Docks (09-10-2019)

Guest: Virginie Tremblay and Bryan Epp

Overview:

As part of the 5 pillars of Life Safety under the Make it Safe Make it Home program, CPC is improving and bringing focus to the safety program at high docks.

Discussion:

CPC presented that there has been a number of Root-Cause-Analysis (RCA) performed following high-dock incidents since 2016. RCAs were done in collaboration with engineering, real estate, transportation, operations, LJHSC and health and safety. The RCA actions identified opportunities to improve equipment design and systemic/process.

CPC shared updated documentation and a plan to improve health and safety practices at 1030 high docks. These improvements will include new exterior backup signage, new dock lip overlap visual markings (4") as well as, update to CMS 1604.01 and 8 new stand-alone job aids. The team has started to create three new procedures: new Red Tag Procedure to ensure safe lock out damaged or malfunctioning equipment, Bypass Management Procedure for all trucks that cannot be secured with the dock restraint mechanism, a business record to be created for each case and Safe to Release Procedure (checklist) for Team Leader to ensure that all safety conditions are met before releasing the driver to return to vehicle and depart from dock. CPC plans to start rolling out the improved

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materials during this peak season.

Action Items:

1. CUPW to review the revised or new documents and prove comments before October 1, 2019.

Miscellaneous Items

15.SIIR Report (Incident Management System) (09-10-2019)

CUPW raised concerns regarding the drop down menus that are in the current Incident Management System (IMS). These menus are supposed to be options on what could have caused the incident or injury on duty. Currently, the content of these menus typically point to blame the worker for the incident. CUPW raises that there should be other causal factors for the incident other than just human factors. CUPW is requesting to have the drop down menus be amended with other potential causes. CPC indicated that the company is currently looking for a new IMS platform and there will be an opportunity to improve the types of causes for incidents listed.

Action Items:

1. CPC will come back with a progress update on the new system and share if there are any short term solutions to change the menus in the IMS.

Differed Items

AED Program

Automated Guided Vehicles (AGVs)

CMB E200 – Lanyards

Fire Extinguishers

Montreal Packet Sorter

MSI Review Calgary

PDT Pilot

Provisions under the Collective Agreement (CA) of Tech Change

Radon Testing

Ring Scanner

Stop Light Program

Injury Statistics

Closed Items

Meetings Held in 2019:

March 16 & 22	April 17	June 5	September 10	November 20
(X)	(X)	(X)	(X)	()