

National Joint Health and Safety Committee Meeting Minutes

September 9 and 20, 2021

In attendance:

CPC	CUPW
Dilhari Fernando	Marc Roussel
Corey Pelow	Sylvain Sicotte
Virginie Tremblay	Alvaro De La Cruz

Guests			
Paul Rivet	Cassandra Mackinnon	Stéphanie Lépine	Dan Gilbert
Catherine Bernard	Terry Kelly	Carolyn James	Steve Clark
Nadia Afara	Danny Goddu		

Advisor	Sohail Mirza
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Agenda

Sr.	Topics	Presenter
0	Safety Pause/Mental Health/ Diversity safe moment	All
1	Opening Remarks	Committee Members
2	Minutes Review	Committee Members
3	COVID-19 Update	Virginie Tremblay
4	Life Safety - Dock Safety/Conveyor	Catherine Bernard
5	Risk Assessment E-Learning	Catherine Bernard
6	New Hire Welcome Safety Package	Catherine Bernard
7	Motorized Materials Handling Equipment (MMHE) Telematics	Nadia Afara
8	Fleet/MMHE Updates	Paul Rivet/Cassandra Mackinnon
9	Joint Discussion template ~ to support employees making it back home	Danny Goddu
10	Finalization of Terms of Reference for LJHSC	Committee Members
11	Domestic Violence Prevention Update	Carolyn James
12	LJHSC Gap Analysis Project	Carolyn James
13	Air Quality Policy & Internal Experience	Virginie Tremblay
14	N-LJHSC national day 2022	Virginie Tremblay
15	Calgary Expansion Plan	Stéphanie Lépine
16	Snow Clearance - Update	Terry Kelly

Standing Items

1. Opening Remarks

National Joint Health and Safety Committee Meeting Minutes

September 9 and 20, 2021

Round 1

CUPW said they don't welcome the safety pause/mental health or diversity safe moment since it involves sharing personal accounts and experiences. CUPW stated that while this initiative is being introduced to reduce work stress, there are other ways to address work stress. CPC indicated that this discussion was more for engaging in authentic exchanges and demonstrating some vulnerability in exchanges of learning or personal experiences. CUPW will log off when CPC holds these safety moments. CPC will keep this practice on the agenda and start the meeting a few minutes earlier.

CUPW said that too many topics are included in a single meeting; the time constraints pose a problem. The number of topics and the time allotted for each topic must be realistic. CPC agreed and highlighted that the agenda was provided earlier for comments to avoid such a packed day.

Round 2

At the June 2021 NJHSC meeting, the driver recognition initiative was presented to CUPW. The union voiced concerns about its misuse. CUPW noted that while the intention of such programs seemed reasonable, in the past, it often led to disciplinary action by management rather than reinforcement of positive behaviours. CUPW shared that management is serving straight five-day suspensions to their members where the infractions can be solved if interventions occur at the right moment. CUPW stated that employer representatives follow employees on the road with dashboard cameras, observe behaviours and document unsafe driving behaviours. When drivers return to the depot, they are disciplined. CUPW said that management is doing the opposite of what was shared with the union at the June NJHSC meeting. CUPW mentioned that where non-compliance is observed, the employee should be intercepted and coached immediately. CUPW reiterated the employer's obligation to address any discrepancies at the time of discovery, to ensure that workers perform their duties safely.

CPC responded that the driver safety rules continue to apply with or without any recognition programs since they relate to driver safety — total safety. CPC indicated that initiatives like the driver recognition programs are designed to help implement and reinforce these rules. If members do not drive safely, they should be invited to a discussion. The purpose is to coach and reinforce correct and safe behaviours. The program was never meant to discipline.

CUPW shared some letters on discipline from the regions. One letter stated that a driver was not wearing a seat belt for long; CUPW thinks they should have intervened at the right moment if they were following that driver. CUPW contended that if this data was collected through telematics, the process was a direct violation of the collective agreement. Another case mentioned speeding in a school zone. CUPW wanted to know how management detected speeding. CPC responded that they would follow up. CUPW mentioned that monitoring using this method should be discontinued.

CPC requested further details on these situations and the disciplinary action taken in order to assess if this was a local or national issue. CPC emphasized that management intends to change the culture. Unions and management have to collaborate on all levels.

CPC noted that the whole committee had the same objective with regard to safe driving. CUPW always encourages safe behaviours, but by using encouragement rather than by playing police. CUPW asked to see the driver recognition criteria as presented at the June 2021 NJOSH. CUPW stated that such recognition

National Joint Health and Safety Committee Meeting Minutes

September 9 and 20, 2021

initiatives can create division among their members. CUPW believes the LJHSC should not be involved in this type of initiative as this is outside of its mandate. CUPW stated that this recognition program has raised many red flags and will create trust issues. CPC replied that management is ready to discuss the concerns in a separate meeting if urgent.

Action:

- 1- Invite the driver recognition program team to the next NJHSC meeting to clarify the roles and criteria.

2 Review of Minutes and Agenda

CUPW suggested that a minutes review meeting be arranged to expedite the process of finalization. CPC agreed to book review meetings to finish the minutes. It was agreed to hold the meetings two weeks after NJHSCs.

CPC stated that the company is working on capacity building to clear the backlog of minutes. CPC thanked CUPW for its patience in sharing the minutes.

3 COVID-19

Overview:

Due to the COVID-19 pandemic, CPC, in collaboration with the national health and safety committees, has introduced new processes and equipment to minimize the virus's spread at work.

Discussion:

CPC shared that a significant increase in the cases has been observed. In Ontario, CPC has implemented active screening measures. CPC is looking for suggestions on what we can do more collectively. The vaccination discussion is taking place on other platforms; once we have decided on the position, management will convene a special meeting and won't wait for the Nov NJHSC meeting.

To supplement vaccination efforts, CPC is starting self-administered rapid testing. The test consists of a nasal swab. Health Canada promotes and provides the kits free of cost to CPC. As a first step, CPC is targeting a pilot of 500 MGT and XMT employees across the country: H&S, Human Resources Business Partners (HRBPs), General Managers of Operations and Sales. The goal is to perform 2000 tests. If tests are positive, CPC encourages the employee to go to the nearest clinic for a PCR test. CPC is exploring means to record the results, but it is still not decided. CPC is also creating job aids and videos to help carry the test.

CPC requested CUPW if the committee members would like to participate; CPC will be happy to include them in the pilot. CUPW agreed to participate and indicated that the union would like to see the results of the pilot. CUPW asked CPC to send them screening kits and related documentation. CPC will send the information and kits to the CUPW.

CUPW enquired about the rapid testing clinics; CPC replied that the results are recorded on paper at the site and shared with public health. CPC is working towards piloting a digital platform, and there are many options. Since vaccination and rapid testing go hand in hand, this pilot will help testify its importance. CUPW raised some concerns about the use of and access to personal and confidential information. CPC indicated that management

National Joint Health and Safety Committee Meeting Minutes

September 9 and 20, 2021

is working on a solution and will contact the committee.

CUPW asked about version 6 of the COVID playbook; CPC said that the version is still a draft and will be ready by September 20.

The updates include a de-escalation framework and some recent communications. CUPW asked if there was a change in the commercial pickup process. CPC will get back to the committee once they discuss it with the delivery team.

Other points

4 Life Safety Update:

Presenter: Bernard, Catherine

CPC shared the update on life safety, as due to COVID, few initiatives were delayed.

Maintenance Services

Hoist and Overhead Cranes – CPC is finalizing the draft functional policy and CMS based on stakeholder feedback. CPC will share the draft document for review and feedback. It is a new topic and there is no existing policy; though CPC is already following this process, it is essential to formalize the process and policy. One of the sections of the policy and the process addresses training. CUPW requested that members review the training before implementation. CPC said if it becomes in-house training we would present it to you before and we can provide information on any third party training.

CUPW noted that it is always good to keep track of document changes so we know what has been modified from the previous version. Highlighting those modifications helps the review to move quickly. CPC will send both the clean document and the one document that tracks the changes from the first draft, as there is no existing policy.

Conveyor Safety – Proper Attire

CPC reminded the committee of the tear-away gloves previously discussed on the June 20 NJHSC. CPC is in the process of procuring sufficient supplies and creating job aids. There have been no changes in the discussion CPC held earlier. CPC will provide all the information and awareness material. CUPW asked to share the results of the pilot besides other materials. CPC will the results of the pilot again.

Dock Safety – CPC is finalizing the draft dock safety functional policy; CPC will share it with the committee after the meeting. No new processes are being introduced, and management aims to shape it into a functional policy. CPC is also developing e-learning on dock safety for all employees working in the vicinity of docks but who do not handle an MMH. It will be based on the existing dock safety CMS and job aids. It will be an interactive training, and CPC will share it with CUPW. CUPW reminded CPC that this training does not replace what was previously provided for in Appendix DD, and that this training should be a supplement to what was previously agreed upon. CPC said that Appendix DD discusses high-level hazard recognition, and this training is more of a deep dive into dock safety. Therefore, it will help fill the gap identified in 2019, and will not change the Appendix DD. CUPW requested a review of the content prior to the implementation of the training.

National Joint Health and Safety Committee Meeting Minutes

September 9 and 20, 2021

CPC advised that management is continuing an independent study on hydraulic scissor lift tables similar to the one conducted for high docks.

Action:

- CPC to provide results of the tear away gloves pilot to the CUPW
- CPC to provide the dock safety functional policy
- CPC to hoist and overhead cranes draft policy
- CPC to share dock training.

5. Risk Assessment E-Learning

Guest: Bernard, Catherine

Discussion:

CPC updated that PSAC requested to develop a risk assessment course for the engineering group in the past several years. It covers the hazards and risk assessment practices of CPC, teaching how to do a risk assessment. The current delivery model is in a classroom setting. To make the content more widely available, CPC is creating an e-learning module. The new format will open up access to this information for other employees and the LJHSCs. This will also help to integrate into other training forums. The goal is to complete the e-learning in Nov'2021.

CUPW said that they always encourage classroom learning, as it helps to answer queries right there and then. CUPW felt that e-learning was not an appropriate way to train employees. Risk assessment is quite complex and many questions may arise during training. Members might not understand the process. CUPW disagrees with e-learning and prioritizes classroom sessions. CPC said that this format is designed to meet the need for flexibility in accessing the training when employees cannot attend the classroom session. CUPW said that if members have e-learning and their training ability doesn't improve; it fails to deliver its purpose.

CUPW suggested that it should remain as supplemental training. CPC said that it had the same content, and it was not replacing the classroom session.

6. New Hire Welcome Safety Package

Guest: Bernard, Catherine

Discussion:

CPC explained the gaps in the current welcome package and the opportunity to enhance the safety content to provide essential information about health and safety. CPC is developing a new hire counter mat and a new health and safety section on the new hire zone webpage. This new safety content would be sent to all employees from all bargaining groups.

The new orientation material provides an overview of key aspects of CPC's H&S program, such as Make it Safe, Make it Home, Keep Wellness in Mind, Safety Rules, Roles and Responsibilities.

CPC described the new employee counter mat, which will also be provided by mail. Later CPC explained the revamped hire zone with new resources and information.

National Joint Health and Safety Committee Meeting Minutes

September 9 and 20, 2021

CUPW suggested including the placement in a module in Appendix DD.

When asked about whether additional booklets for PSRSes and Safety rules should be mailed along with the counter mat, keeping in mind that CPC does have a sustainable commitment to reducing resources, CUPW suggested shipping the booklets with the counter mat as there are locations where CPC has internet connectivity issues. CPC noted that at the previous NJHSC meeting, they had suggested including a number to call if an employee needed a hard copy.

CPC asked that CUPW email any feedback on the counter mat within the next two weeks as the company is hoping to implement the new information as soon as possible.

7. Motorized Materials Handling Equipment (MMHE) Telematics

Guest: Afara, Nadia

Discussion:

CPC explained that due to growing parcels volumes, there is corresponding pressure to purchase or lease new MMHE capacity to meet requirements. The telematics project will help gather accurate data that will be utilized to determine plant-specific MMHE requirements and will be leveraged for Health & Safety improvements. CPC ensured that telematics would not be leveraged for employee monitoring.

The MMHE telematics pilot was conducted at YDC from June 2019 to June 2020. here are some of the key results:

- Compliance to pre-use checklist improved; non-compliance quickly evident, giving opportunity for coaching conversations.
- Ability to detect and categorize impacts by their severity and time of occurrence
- Access limited to trained operators only
- Ability to measure utilization during peak and non-peak hours

The project scope includes installation on 50% of fleet and installed on plants with ten or more MMHEs. CPC has shortlisted 16 plants, and the MMHEs concerned are LF9s and LR7s only.

CPC shared that after a diligent procurement process, Toromont Material Handling a Canadian company, was selected. CPC further explained the features available in the 1st phase of the project.

CUPW asked how many times an employee had to do the inspection. CPC said that every new user has to do it at the start of the shift and when changing equipment during a shift.

CUPW asked who would access the data; CPC replied that the supervisor would have the data, not in the 1st phase, but in the 2nd phase planned for next year.

On the question around lockout, CPC said that the lockout feature is not available in the 1st phase; management is still working on clarifying the roles on clearing the lockout. CUPW said that supervisors should not have lockout clearing authority; it should be with maintenance. CUPW highlighted that in the past supervisors, there had been

National Joint Health and Safety Committee Meeting Minutes

September 9 and 20, 2021

cases where they had removed red tags when the equipment was in shortage. Therefore, only appropriately qualified maintenance staff should be authorized to bypass lockout. The committee asked if there was a lockout feature in the pilot and how it was managed. CPC said that the lockout feature was not activated during the pilot.

CUPW asked how management would ensure that employee data on training was up to date. CPC said that management is looking into it; as for the training data, the device will directly pull it from the LMS.

The committee asked how long the pre-inspection would take. CPC responded that it would take about 5 minutes.

CPC explained the different aspects of Phase I, which is planned till February 2022. Emphasis will be placed on operator acceptance, feature validation and report configuration. For this phase, operators will log in with a generic PIN to launch the pre-use inspection checklist. No authorization will be required for user validation and there will be no lockouts. In case a critical issue is identified during the pre-use inspection checklist or a high impact collision occurs, a warning message only will be displayed.

Action Items:

- CPC to share the pictures of the inspection screen

8. Fleet/MMHE Updates

Guests: Rivet, Paul/Mackinnon, Cassandra/Clark, Steve

Discussion:

Fleet Updates

CPC shared the E-450 step-van risk assessment results with the committee. The risk assessment inquiry resulted from safety concerns raised by three regional JHSCs requesting equipment modifications as a solution. The assessment was completed in Calgary in July 2021, to cover the hazards identified when interacting with Step Van. CUPW asked if LJHSC members participated in the risk analysis. If not, it would have to be redone. CPC responded that the participants included members from Fleet Management, the local LJHSC in Calgary and the Corporate Health and Safety team. The risk assessment results showed all concerns raised were rated within the acceptable range of operation, with minimal potential risk reduction should the solution be implemented. CPC concluded that the use of safety talks/training, proper footwear, awareness of surroundings, and three points of contact should be enforced.

CUPW asked for a list of participants and for the risk assessment results to be shared with the committee.

NLDV Update

CPC provided an update on the NLDV project. There is a delay on F150 chassis for pre-production builds; currently, 9 pre-production build vehicles are complete. The final review was on Friday, August 13, 2021; the certification and

National Joint Health and Safety Committee Meeting Minutes

September 9 and 20, 2021

testing phase is now underway. CPC anticipates that production will begin in early 2022, with the delivery of the first vehicles expected for mid-2022. A total of 2000 vehicles will be purchased; 450 will be available in the first phase.

CUPW said they are satisfied with the progress and requested that any documentation be shared with the committee. Also, the committee requested a visit when the vehicle is available for inspection in Ottawa. It is a great vehicle, and it would be good to have members look at it too. CPC said that once we get hold of a vehicle, we will invite the members to inspect.

Peak Season Vehicle Rentals

The Peak Season national rental projections were compiled after July 16 to determine the quantity and types of rental vehicles required and locations needing them. Fleet Management has reviewed the list, and work is underway with our various rental suppliers to determine vehicle availability on a national basis.

Health & Safety Safe Loading Procedures to be included in communication about rental vehicles, similar to the Peak MHE rental memo on industry vs CPC standards.

CUPW suggested that management develop comms for rental MMHE and vehicles on safe loading and use of equipment since such vehicles do not always have bulkhead or netting. CPC intervened to indicate that the limit was not to fill above the middle seat of the driver. CUPW added that parcels can always get loose and slide under the gas pedal, so sliding of the parcel should be taken care of. CPC explained that vehicles cannot be modified and it is the employee's responsibility to properly secure packages. This is why it is important to follow safe loading procedure on leased vehicles.

CPC shared that CPC cannot install anchorage on the vehicles, and without anchorage, it cannot install a net. CUPW asked on why we could not request that vendors add it to all their vehicles. CUPW reiterated the importance of including a physical barrier to ensure the drivers' safety. CPC should ensure that vendors come up with a solution.

CPC will circle back with the regulation on bulkhead and netting and ESDC visit in Atlantic.

CUPW asked about the status of air conditioning in 2018-2019 trucks that don't have it, or from which ACs were removed. CUPW asked to revisit the decision and reinstall ACs on those models. CPC will get back with the status but ensured that all new models have ACs.

CUPW pointed out a concern where members are asked to use their vehicles due to a shortage of CPC vehicles. CPC said that they would discuss the issue with the collection and delivery team.

MMHE Rentals

CPC shared that the Peak Season national rental projections were compiled after July 16 to determine the quantity and types of rental MMHE required and locations needing them for the upcoming Peak Season. Fleet Management has reviewed the list, and work is underway with our various rental suppliers to determine availability on a national basis. As in previous years, we will be deploying several C42 pallet jacks and LH3 ergo lifts that are industry standard but not CPC standard (i.e., No hand brakes or toe guards) for Peak Season only, and they will be removed from service in January 2022. The plan will be concluded in a week or two.

National Joint Health and Safety Committee Meeting Minutes

September 9 and 20, 2021

As in previous years, CUPW reiterated that employees do not feel safe when using rental equipment; they do not have to use it.

Grumman Incident – Orangeville

CPC shared the results of the investigation on the Grumman incident. The immediate cause was brake failure due to overuse and breakage of the calliper. The vehicle was due for its inspection in one to two weeks from the date of the incident. CPC has carried out the PMI quality audit, reviewed with the vendor mechanics and engaged the depot management and LJHSC.

CUPW suggested sharing the preventive maintenance report and the PMI quality audit report with the site employees. CUPW requested that its co-chair be copied in future correspondence concerning this incident. CUPW highlighted that a defect report was submitted for the exact vehicle as per the employee, but it was never addressed. CPC said that we would look into it. CUPW shared that the driving training specialist went to the site after the incident and provided a refresher on pre-trip inspection.

Action:

1. CPC to invite members for NLDV inspection when the vehicles become available.
2. CPC to share the status of ACs on older models
3. CPC to share the E-450 step van risk assessment results and list of participants.
4. CPC to share information on screens and nets and Employment and Social Development Canada visit to Atlantic region

9. Joint Discussion Template to help employees Make It Home

Guest: Goddu, Danny

Discussion:

CPC explained the efforts management is putting in to change the mindset around frequently injured employees. The process has been renamed to Joint Discussion to *MISMIH*, and the form has been updated to adopt neutral language. The purpose is to have a neutral and unbiased approach towards employees who are more at risk of getting injured.

In the past, LJHSCs and union reps were not involved. Therefore, we need to make sure our LJHSCs and union representatives are involved in this conversation on prevention so they too can bring their ideas to the table, consistently. The intention is to help our TLs better approach these conversations. They are already doing this, but not everyone is as comfortable and experienced or has the same mindset on how this should be approached. We want a positive alignment.

The goal is to make sure that supervisors/TLs genuinely aim for success for that employee. The TL must explain the process upfront with the employee to remove the emotions and biases.

The first step is to use data from Tableau and share it with the LJHSC and highlight the cases. Then the team leaders will notify the Union and the LJHSC that they will have a discussion with the employee. Once the meeting is

National Joint Health and Safety Committee Meeting Minutes

September 9 and 20, 2021

conducted, the TL will document the action plan in a standard template. Lastly, make sure the action plan is implemented and being adequately evaluated.

CUPW disagreed on the process and added that the template makes an employee liable for the injury and the reason for the incident. There is no information on the job function in the form which the employee is performing on the day of injury. Similarly, LJHSC should not know about the medical condition and employee history, which violates employee privacy and confidentiality. This is not a function that LJHSC should be involved in. CUPW is totally against this template and this initiative due to the previous history of cases being mishandled. . CPC said that the union had to trust the management efforts; if we take this process with the right intention, the results will be remarkable.

CPC said that the medical condition is for accommodation purposes. Employee history is to identify how and where the employee was injured and not make him or her accountable.

The TL should be held accountable and take the proper steps, which is the purpose of the revamp. Supervisors and managers should lead these discussions. That's why this initiative will help make team leaders accountable in implementing the action plans.

CUPW highlighted that they had received grievances in which supervisors were asking members not to report injuries. This action is creating a culture of fear around reporting an injury. CUPW indicated that management should investigate these issues and is breaking the law, according to CNESST, by intimidating employees to prevent them from reporting incidents.

CPC emphasized that the purpose of revamping is not to discipline. CPC is open to all discussions and feedback. CPC is prepared to improve the model based on CUPW's comments on the perception of responsibility being placed solely on the worker, and on the initiative in general. CUPW mentioned that environmental factors other than behaviours that could have contributed to the accident need to be considered. CPC indicated that there is no set timeline; we will start changing the wording discussed during the meeting.

CUPW retained the right to reserve on this initiative to assess the different options that will be used should CPC unilaterally initiate this program.

10. Finalization of Terms of Reference

The committee discussed the changes and comments made by the two parties. The committee agreed to add under 4.3 that anything involving the national piece of equipment will go directly to NJHSC and doesn't need regional escalation or discussion.

CUPW disagrees with the comment around monthly LJHSC meetings virtually; CPC will update the TOR and will send it to CUPW for final review.

11. Domestic Violence Prevention Program Update

Guest: James, Carolyn

Discussion:

National Joint Health and Safety Committee Meeting Minutes

September 9 and 20, 2021

CPC shared updates made on the domestic violence prevention and support program. The project plan was shared with the CUPW. The plan is to share an HO comm with a talk track on the importance of this topic. It will include two landing pages on *Keeping Wellness in Mind* and *Make it Safe, Make it Home* with resources, contact information for resource persons who offer support in cases of domestic violence, the fact sheet and the website. A team leader procedure and threat assessment with a safety plan are available on *MISMIH*. It has a substantial number of questions available for the employee to answer. It is called a program because management wants to keep it and develop more resources to help our employees when they need it.

The committee suggested adding more visual reminders to make it comfortable and encourage employees to talk about it. One purpose is to remove the stigma around domestic violence. No home mailer program is planned.

CUPW added that unions don't want a supervisor to interact with the employee having issues; social stewards are appropriately trained and are in place to handle such issues. The comms will focus on the confidentiality of the employee. CPC agreed to ascertain that the tone of the communication would ensure privacy.

CUPW asked if they could share the outcome of the meeting on the project plan. CPC said that we didn't share anything afterwards, but it was displayed visually at the meeting. CPC will share the milestones and information.

12. LJHSC Gap Analysis Project

Guest: James, Carolyn

Discussion:

CPC shared the survey results with the committee. Social stewards have participated in the survey along with the 640 participants. More than half were members of different LJHSCs.

The high scores related to confidentiality, with respondents stating that confidentiality was always assured when they reported psychological health problems. Most of the participants said that they knew about the stigma around this topic. Most people rated 7 on the psychological side of it.

The lowest scores were around support and resources in relation to psychological concerns. CUPW is saddened by this situation in the workplace.

Access to H&S Reps was challenging due to the unavailability of digital tools. *Keep wellness in Mind* is not known to most people. CPC wants to make it more visible and easy to access as it is a one-stop-shop around mental health. Also, EFAP needs more visibility.

CUPW stated that posters were a good idea, as were requests for optional support to ensure the latter are confidential and private.

13. Air Quality Policy & Internal Experience

Presenter: Virginie Tremblay

Discussion:

CUPW suggested bringing up this topic mid-spring next year. In some situations, members don't feel comfortable

National Joint Health and Safety Committee Meeting Minutes

September 9 and 20, 2021

and safe going out when it is above the safe index. Members also don't bring in the concerns. CPC agreed that we would regroup next year and discuss ahead of that time of the year. LJHSCs involvement is essential, and safe procedures are there to help members.

CPC said that they would put this as a standing item in February NJHSC. Target by regions to tackle the issue will be better. CUPW added that local decisions could be taken after reviewing the air quality index with the help of LJHSCs.

14. N-LJHSC national day 2022

Guest: Virginie Tremblay

Discussion:

CPC shared that management is planning to organize a national health and safety event in 2022. The focus is to engage 5,000 safety champions, NJHSCs and LJHSCs in a single-day event where they can participate in discussions in an array of sessions.

The event will have diverse and dynamic discussions through panel discussions. The participants will create their own agenda by choosing from various sessions in the menu options. The event is planned to be online to make it possible for a broad audience to attend from the comfort of their location/site.

The next step is to assemble an organizing committee that will help fix the event's agenda, presenters, and date. CPC is planning to have its first meeting in October.

CPC will share few previous events agenda and information on the World Safety Conference agenda happening in September. This would be an excellent opportunity to start that safety cultural movement and mindset.

CUPW stated that CPC would like to be careful in organizing such events, as they have a negative effect on the employees when they see LJHSC more involved with the management. CPC said that we also think it is a challenging and tricky area to deal with, but management will indeed look into creating a positive image.

15. Calgary Expansion Plan

Guest: Stéphanie Lépine

Discussion:

CPC shared that the Calgary plant had reached its capacity, and that management has decided to install a new CPS (Common Packet Sorter) with 4000 PPH. It is the same technology as Kitchener CPS provided by Sitma.

The installation will start in Feb 2022, and testing is scheduled for July 2022. The risk assessment will be performed during the design and throughout the installation of all areas. As far as the design is concerned, the runout and manual induction stations will have the same ergonomic design. The project team is working closely with the local JHSCs.

CUPW emphasized that if an ergo study is planned within the design phase, it needs to be done jointly with the union.

National Joint Health and Safety Committee Meeting Minutes

September 9 and 20, 2021

16. Snow Report

Guest: Terry Kelly

CPC shared that preparation management has started to deal with the winter season. CPC began bi-weekly meetings with SNC-Lavalin on August 4, 2021. The data pulls and updates of additional locations began on August 16. The contractor PO's are planned to be in place for September 2021. CPC added that no new changes to contractors had been identified yet for this season. CPC has requested additional funding for the Huntsville area to increase operational effectiveness.

CPC ensured that all the COVID-19 precautions would remain the same.

As soon as there is more than 5 cm of snow or a period of freezing rain, CPC has the same commitment; the snow removal teams will take action and perform the same activities.

Meetings held in 2021:

February 18 March 1 (X)	April 29 May 11 (X)	June 17 (X)	September 9 September 20 (X)	November 10 ()
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