

## National Joint Health & Safety Committee Meeting Minutes

May 5, 2022

### In Attendance:

CPC	CUPW
Alice Lafferty	Marc Roussel
Virginie Tremblay	Sylvain Sicotte
Sébastien Roy	Alvaro De La Cruz

Guests			
Paul Rivet	Tanja Ivankovic	Saurabh Sarda	Chris Parkhill
Catherine Bernard	Stephanie Mason	Zahra Mohammed	Glen MacGillivray
John Sullivan	Julee Sanderson (CUPW)		

Advisor	Danielle Fournier
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### Agenda

Sr.	Topics/Sujets	Time (EST)	Duration	Presenter
1	Safety Pause/Mental Health/ Diversity safe moment / Pause de sécurité/Santé mentale/Moment de sécurité pour la diversité	8:55	5 Mins	All
2	Opening Remarks / Remarques d'ouverture	9:00	15 Mins	Committee Members
3	Minutes Review / Revue des procès-verbaux	9:15	5 Mins	Committee Members
4	MMHE / Fleet Update / Mises à jour de la flotte/EMM	9:20	30 Mins	Paul Rivet
5	Low Speed Electric Vehicle Pilot / Projet pilote de véhicule à basse vitesse	9:50	30 Mins	Saurabh Sarda / Tanja Ivankovic
6	Vacuum Lift Assist Project / Projet d'aide au levage à dépression	10:35	30 Mins	Chris Parkhill
7	Platform Lift Survey Update / Mise à jour sur le programme de sécurité des plateformes élévatrices	11:05	30 Mins	Catherine Bernard
8	Lanyard Update / Mise à jour des cordons <i>*Please consult attached welcome kit for information regarding this agenda item</i>	11:35	25 Mins	Catherine Bernard
9	ISPS Induct Robotics Project / Dépôt Robotisé pour la Trieuse à Petits Paquets du régime International	1:00	30 Mins	Zahra Mohammad / Glen MacGillivray
10	Autonomous Guided Vehicles / Véhicules guidés autonomes	1:30	30 Mins	Glen MacGillivray
11	Consistent Management of Safety Infractions / Application uniforme des règles de sécurité	2:00	30 Mins	David Gylywoychuk
12	Appendix DD / Annexe DD	2:45	25 Mins	Virginie Tremblay
13	Hygiene product availability / Disponibilité des produits d'hygiène	3:10	20 Mins	Julee Sanderson
14	LJHSC/NJHSC Virtual Event / Événement virtuel CLMSS/CNMSS	3:30	15 Mins	Virginie Tremblay
15	Other/unresolved topics / Autres sujets non réglés	3:45	15 Mins	Committee Members

### Standing Items

### 2. Opening Remarks

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CPC discussed the need to keep the meeting moving well despite the new hybrid format. The CPC co-chair recently visited a number of CPC facilities in BC, and was impressed by the firm dedication to Health & Safety.

CUPW agreed that they look forward to visiting their members in facilities across the country.

CUPW noted that the WHV reports have not been shared since the beginning of March 2022. The Union requested that CPC continue to provide these reports in the manner agreed upon by the parties.

CPC responded that it had experienced a high administrative staff turnover rate during the period that a new dashboard for WHV statistics was to be launched. CPC committed to meeting with CUPW members to review the format of the new dashboard and how to view the data.

CUPW explained that logging in to a dashboard and extracting data was not the way they wish to proceed; CUPW asked to receive the reports as before.

CPC offered to walk through the dashboard with CUPW members to ensure familiarity with the new system. CPC clarified that injury reports, NOO, WHV reports and other data would be available to filter through using this new tool.

CUPW asked if SAP access would be needed, or if the dashboard would be public.

CPC confirmed that the dashboard access does not require SAP/internal access. CPC explained that their reporting systems are evolving, which requires a transition to new reporting functions.

CUPW pointed to a lack of reporting in WHV when compared to their grievances, and expressed concern about a lack of accurate reporting and transparency.

CPC committed to working with CUPW to ensure visibility on WHV reports, and will provide a point of contact should there be any questions.

CUPW expressed concern about NOO being visible on the dashboard, and do not feel comfortable transitioning to a new reporting dashboard. CUPW demands that WHV reports continue to be sent regularly, as was done before. CUPW pointed out that it is the employer's responsibility to inform CUPW of this data.

CPC will table this topic and schedule a demo with committee members.

CUPW requested a follow-up on all training that LJHSC's do not have visibility on.

### **3. Reviewing Minutes & Agenda**

The committee discussed the feasibility of reviewing meeting minutes live during meetings, by leaving a few minutes for review after each topic. The committee also discussed the importance of reviewing minutes in a timely manner.

### **Other Items**

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### **4. MMHE/Fleet Updates**

**Presenter:** Rivet, Paul

**Presentation:** 04 Fleet update - NJHSC 5 May 2022 English Version.pptx

CPC presented updated on the electric vehicles, and explained that the project has experienced ongoing delays due to COVID. Production and delivery of 500 C-250 vehicles (known as NLDVs or right-hand drive vehicles) are on track for the end of 2022. Production will continue in 2023.

#### **Discussion:**

CUPW asked if production was on track for August and indicated that they expect the vehicles to be delivered by the end of 2022. CPC confirmed that they are currently on track for delivery in December 2022.

CUPW asked if CPC could provide a list of RHD vehicles that are at end of life and enquired about the planned locations for these vehicles.

**Action:** CPC to provide an update to the committee.

CPC provided a count of sites where NexSys Maintenance-free batteries are used across Canada. CPC explained that some sites still require wet-cell batteries, but where possible the maintenance-free models are introduced in facilities.

CPC provided an update on MMHE asset replenishment. They explained that they are currently experiencing a 3-month delay in lead times, and have encountered delays with shipping container availability. Peak rental forecast for 2022 is already prepared, and CPC is keeping a close eye on this.

CUPW requested an update on the "Tiller arm" of the LR7 stacker.

CPC responded that the arm is currently in the Atlantic region (Newfoundland) for demo. There are updates required, and the LR7 is currently in development. The previous demo in Stoney Creek provided good feedback in this regard. CPC expressed they are happy to hear good relationship with vendors and taking the time to test, great joint effort moving forward for other projects.

CUPW asked if there were any CUPW members involved in this demo, and requested that their names be shared with the committee.

**Action:** CPC to provide names of CUPW members involved in the LR7 demo.

### **5. Low Speed Electric Vehicle Pilot**

**Presenter:** Tanja Ivankovic; Saurabh Sarda

**Presentation:** 05 LSV CUPW NJHSC - en.pptx

CPC provided a brief update on e-trikes. CPC introduced a Low Speed Vehicle (LSV), which is a street-legal compact utility vehicle. These vehicles have a top speed of approx. 40 km/h, with a range of 110-130 kms. These are currently

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permitted in 3 provinces on low speed (50 km/h or less) streets. CPC is currently planning a pilot project to assess the H&S risks and feasibility of using such vehicles in Ottawa in Summer 2022.

### **Discussion:**

CPC presented the safety and ergonomic features for the Low Speed Electric Vehicle, and explained that a preliminary H&S review was conducted. This review identified some risks and noted preventative measures to mitigate. The risk assessment will be done jointly once the process design stage has been completed.

CUPW asked about how the battery range was assessed for extreme weather conditions (summer vs winter). CUPW expressed concern about use of this vehicle in extreme weather (summer & winter), and inquired about heating/A/C.

CPC confirmed that the range was assessed for typical summer conditions. The windows on the vehicle are able to slide side to side and a fan is available for summer use, and there is heating in the vehicle for winter use.

CUPW asked if the LJHSC would be consulted. CPC responded that CUPW members will be contacted via Appendix AA for the Ottawa pilot. The vehicle is scheduled to be delivered for June 2022, after a brief stop in Mississauga.

CUPW expressed concern about the style of doors for the cargo in such urban areas, and pointed out that injuries have occurred with spring-loaded doors due to heavy snowfall. CPC explained that the spring-loaded style of door offered some advantages, but the roll-up style of door will be considered.

CUPW asked if Appendix AA committee was consulted, and participant selection for Ottawa Station C was upcoming. CPC confirmed that they will be consulting Appendix AA committee soon on this matter.

CUPW asked where the vehicle was currently located and where it was manufactured.

CPC responded that it was manufactured in Canada, in Winnipeg.

CUPW requested that the NJHSC be involved in the risk assessment of this national pilot project. CPC agreed to involve NJHSC members.

CUPW expressed concern that this vehicle is very different than typical CPC vehicles, and the NJHSC have not had an opportunity to see the vehicle and conduct risk assessments before proceeding with the pilot in the coming weeks. CUPW maintains that NJHSC should be the first to review such projects in order to raise potential safety issues.

CPC clarified that H&S and the Road Safety teams conducted reviews in late Fall 2021, and shared information about safety features for the vehicle. CPC members explained that safety reviews were conducted ahead of time to ensure all safety factors have been considered while ensuring that progress moves forward in a fast pace.

CUPW commented that while this vehicle would be used in low-speed areas, serious collisions have been seen in these types of areas. CUPW reiterated that safety features would still need to be of highest importance despite the low speeds. CUPW noted that crash testing should be conducted for this type of vehicle to ensure safe operation of these vehicles.

CPC stated that LSV is street legal in 3 provinces and subject to municipal by-laws.

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### **E-trike**

CUPW requested an update on the e-trike project.

CPC confirmed that e-trikes have been shipped to Vancouver and local consultations have yet to occur.

CUPW expressed concern that they were not aware of this pilot and requested additional details to consult with their members. CUPW asked CPC to provide details on trial dates, locations and what is sought from their members as well as information on any modifications made to the e-trikes. CUPW requested that the training material be forwarded to the Committee.

CPC clarified that they had proceeded according to Appendix AA. A CUPW member from the local was assigned for the initial stages, and the pilot will occur later this year after consultation with the LJHSC. CPC confirmed that no physical modifications were made to the e-trikes. CUPW requested that the training material be shared with the committee members.

CUPW requested post-mortem following the completion of any pilot and would like to have visibility on these types of projects at the NJHSC level.

CPC indicated that they were working with Appendix AA committee but agreed to share the lessons and findings from the Montreal pilot with the NJHSC.

**Action:** CPC to send the training material to CUPW.

### **6. Vacuum Lift Assist Project**

**Presenter:** Parkhill, Chris

**Presentation:** 06 Vacuum Lift Assist - NJHSC Project Overview

CPC presented a Vacuum Lift Assist (VLA) update from the pilot project in Vancouver, which occurred in 2021. The intent of this project is to reduce MSI/strain injuries associated with the ergonomics of the work. Causes of these injuries include fatigue, repetitive motions and high frequency of movements. The VLA device is able to grip & lift various types of loads. This project identified many benefits to H&S and injury reduction. Risk assessments were conducted jointly with LJHSC, and have been shared with the committee. Next steps are identifying valid sites and proceeding with the RFP process in 2022, with deployment starting in 2023. CPC found that the VLA was in near constant use, and employees were comfortable using the VLA consistently. CPC pointed out a number of failsafe measures to ensure safe usage, even with new employees.

#### **Discussion:**

CUPW pointed out that the test was initiated in October 2021, and inquired about the length of the pilot. CPC explained that the VLA was piloted for 2 months, and determined that due to the nature of items in the In Line Cube (ILC), this located was determined to be the best fit. All employees (all shifts) were trained to use the VLA. Following a 2-3 week test at the ILC, the device was left in place at the facility following tests, as employees continue to use this device regularly.

CUPW requested information about who conducted the risk assessments.

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CPC explained that they followed the regular certified to use (CTU) process which includes conducting risk assessments before operators are allowed to use the equipment.

CUPW asked if a 29.03(b) notice was provided to CUPW as per their collective agreement. CUPW was not aware that the machine is now in regular use and has not had the opportunity to review the training provided to employees. CUPW is extremely concerned that the NJHSC was not more involved in the process, risk assessment and decision-making.

CPC clarified that the CTU process was followed to the letter, and that the process was extremely successful. CPC is saddened that CUPW takes offense at this process, as it has demonstrated significant improvement to the safety of members.

CUPW expressed frustration that the committee not informed that the equipment was in regular usage following the pilot, and feel there were no clear explanations about next steps in the project.

CPC agreed to discuss how stakeholders can continue to be made aware of progress and updates during such projects. CPC clarified that training package is attached to the VLA device to ensure it would be readily available to any employee assigned to work with this equipment. This training lasts about 15 minutes.

CUPW requested that training material be sent to the NJHSC.

**Action:** CPC agreed to share the training material with the committee.

CUPW pointed to a letter shared with Rona Eckert in June 2021, which indicated the phases of the pilot project were clearly identified, and requested if the pilot was conducted as per the notice. CPC confirmed that the risk assessment was conducted for each location, and clarified that the nature of the work was unchanged from one work centre to another. The ILC was ultimately selected as best location fit for this type of device.

The committee discussed opportunities to review the CTU process to ensure that any concerns during the requirement process are addressed. The committee is open to ensure better involvement and collaboration with the union, keeping in mind that project progress should not be hindered.

CUPW reiterated that any new equipment should be reviewed by the NJHSC. CUPW explained that they should consistently have a national view on projects to ensure they are able to answer any questions their members may have.

CPC & CUPW agreed to keep a running list of project progress and updates to ensure we follow up consistently.

### **7. Platform Lift Survey Update**

**Presenter:** Bernard, Catherine

**Presentation:** 07 Platform Lift Safety Program 2022-04-14

CPC presented an update on Platform Lift Surveys. All 226 lifts across Canada were surveyed, and results showed a number of safety risks, including missing wheel chocks, missing guarding, signage, etc. Many sites had incorrect apron grades and missing guarding, and CPC will launch a project to install new guards and ensure apron re-grading where needed. CPC plans to complete the apron re-grade in 2022, with guarding design and installation planned through 2023.

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### **Discussion:**

CPC clarified that there are specific electrical requirements for interlock gates at lifts, and in cases where gates cannot be installed (in old facilities), chains are used as a mitigating measure until interlocks can eventually be installed.

CUPW asked about what is currently happening in sites that do not have wheel chocks. The union mentioned to CPC that a temporary solution needs to be put in place locally pending receipt of CPC standard templates.

CPC has informed sites that they were required to replace wheel chocks in January 2022.

CUPW expressed concern about mechanical evaluations as part of this safety review, and inquired whether these inspections included mechanical inspections.

**Action:** CPC to share the survey questions with the committee.

CUPW requested regular follow ups and status updates of these items to ensure these projects are completed and the committee remains informed of progress.

**Action:** CPC to provide a status update on these surveys, as well as the high dock surveys conducted in 2021.

### **8. Lanyard Update**

**Presenter:** Bernard, Catherine

**Presentation:** 08 Lanyard 2022-04-21

The committee members tested two differing types of breakable lanyard keychains on a CMB in order to see whether the pressure required to break free was suitable. The members determined that one of the models had sufficient resistance, but still allowed individuals to break free quickly if needed.

CPC will be launching a three-month pilot with the selected cords to ensure their quality does not decrease over time and with continued use. This pilot will be implemented jointly with CUPW.

### **9. ISPS Induct Robotics Project**

**Presenter:** McGillivray, Glen; Mohammed, Zahra

**Presentation:** 09 ISPS induction-EN

CPC presented an update on the International Small Packet Sorter (ISPS), which is used to automate the induction of small packet sorters. They are currently scheduling testing with short-listed vendors at an off-site location. CPC has leased a facility in Ottawa to hold the testing in late June 2022, and plans to invite NJHSC members to see the test site. No CUPW members will be involved in this test or this stage of the project.

### **Discussion:**

CUPW inquired about how the work is currently completed, and how the robotics will impact the tasks of employees.

CPC clarified that the product is currently handled manually, with employees sorting through products by hand and selecting product to place on the conveyor. Common injuries seen as a result of these tasks are MSI injuries. The robotic arm would therefore be used to sort small packets, with employees working at a distance from the device.

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CUPW asked if this technology was similar to the Robi technology installed in Montreal.

CPC confirmed that the ISPS solution will be similar in that both use a robotic arm, but the requirements are completely different. While Robi unloads monos of parcels, this solution will be inducting packets on the ISPS in Vancouver and Toronto.

CUPW mentioned to CPC that the fact that these robots would reduce injuries is commendable, as a robot does not get hurt. However, they expressed concern about replacing employees with technology and noted that the psychological stress associated with employees feeling they can be replaced by machines may be a risk factor. CUPW requested confirmation that this project will be conducted only as a pilot.

CPC confirmed that the RFP was only for this specific task, and confirmed that any changes will be communicated to the committee members.

**Action:** NJHSC members to be invited to a site test once ISPS is set up at off-site location.

### **10. Autonomous Guided Vehicles**

**Presenter:** McGillivray, Glen

**Presentation:** 10 AGV EN

CPC provided an update on the AGV project, which has plans to go live in Montreal on June 6<sup>th</sup>. CPC reminded the committee that two AGVs were initially piloted in 2019 at York Distribution Centre (YDC), and results showed AGVs were safe and effective in this work centre.

#### **Discussion:**

CUPW requested the training materials on AGVs, and whether training would be provided by CUPW members. They also CUPW inquired about what maintenance tasks will be undertaken by maintenance employee, as they have already received calls from members experiencing psychological stress related to fears of losing their jobs.

CPC confirmed that training materials will be shared with the committee in the coming days. CPC clarified that the training is comprised of pedestrian awareness training (15-minute e-learning for all employees), operator training (45-minute on-floor training) and maintenance training (8 hour combination of on-floor and in classroom). Maintenance training will be provided for any minor repairs (troubleshooting, resets, etc.), while major issues (part replacement, AI, etc.) will be provided by the vendor. CPC confirmed that classroom and on-floor training would be provided by CUPW trainers.

CUPW observed out that 45-minute training for operators seems short, especially given that the pivot point on these devices would be different than other technology currently in use. CUPW inquired whether these devices had capabilities to stack.

CPC responded that these AGVs are not stackers.

CUPW requested clarification about manual operation vs autonomous use and recovery usage.

CPC clarified that the intention is to use the AGVs autonomously. In case of emergencies/blockages, manual operation would be used.



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CUPW pointed out that using autonomous vehicles need to be designed to make split-second decisions on safety.

CPC explained that the vehicle will come to a total stop in case of any obstruction or error, and will operate at a much slower speed than manual operators. The AGV uses a laser-guided system with reflectors along the route.

CUPW asked about the possibility of a power outage or other impacts affecting these reflectors.

CPC reiterated that the default in case of any emergencies or obstruction is to stop.

CUPW asked whether the forks would tilt/pitch.

CPC clarified that the forks cannot be adjusted or tilted. CPC clarified that fork sensors are installed to control how far the forks insert into the mono.

CUPW had questions about items sticking out of monos or shifting with movement.

CPC explained that if the item were in the sensor's field of vision, the AGV would stop. A PO-04/05 would be responsible to check any obstructed AGVs, as these are considered MMHE.

CUPW asked about a near-miss incident with the AGVs.

CPC explained that a near-miss event did occur when an AGV and an MMHE came into close contact. While the AGV was able to navigate away without issue, the distance between the two vehicles was too close for comfort, and mitigating factors were put into place to avoid similar situations moving forward.

CUPW asked about how the AGVs can be shut down manually.

CPC responded that e-stops are featured on the vehicle, and maintenance/operators will be able to shut down the AGVs, as well as through the control room. CPC explained that one difference in behaviour is that the AGVs are not programmed to stop at stop signs, and explained that this is standard practice in the industry, as the AGV is always monitoring for obstructions.

CUPW asked about docking.

CPC explained that the AGVs will return to their docking station autonomously.

CUPW thanked CPC for the thorough presentation of the AGV updates and looks forward to planning a site visit in Montreal.

### **11. Consistent Management of Safety Infractions**

**Presenter:** Mason, Stephanie; Sullivan, John

**Presentation:** 11 Safety rules - - Hand-out

CPC noticed inconsistencies in how safety rules were applied during safety audits, especially as it relates to discipline. CPC presented discipline guidelines for various safety rules breaches where coaching has failed or is inappropriate.

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CPC believes that the majority of employees follow the rules, and clarified that this initiative was to ensure consistency in breaches of safety rules.

### **Discussion:**

CUPW explained that while this was presented at national consultation, they firmly believe that education and awareness training should be used in instances of safety infractions. CUPW pointed out that case law regarding progressive disciplinary approaches do not align with this proposal.

CPC clarified that extensive communications are being prepared to ensure that all employees are well informed regarding the enforcement of H&S rules, and are hopeful that this level of communication will have an impact on safety infractions.

CUPW was shocked. They did not support CPC's position on this initiative. CUPW will not work jointly with CPC on this initiative.

CPC clarified that their intent is not to apply discipline blindly, but ensure a consistent approach in instances of similar safety-related infractions, and to ensure behavioural correction regarding safety rules.

CUPW reiterated their belief that constructive conversations and coaching are more effective methods of ensuring compliance to safety rules. CUPW believes that in order to foster a safety culture, coaching and positive behaviours should be favoured, and is very disappointed with CPC's approach.

CPC responded that this is not meant to be a blanket approach, and that mitigating factors must be taken into consideration. Each situation is assessed individually, but breaches of life safety rules should as serious as their potential consequences.

CUPW maintained its position and completely disagreed with CPC's strategy to impose disciplinary measures to educate workers on health and safety.

## **12. Appendix DD**

**Presenter:** All

**Presentation:** 12-13-14-May 2022\_additional items\_VT

CUPW wished to respond to a letter received from CPC indicating that Appendix DD training must be offered jointly and that training has been suspended until joint training is in place. CUPW observed that CPC trainers and CPC observers were often late to or absent from scheduled sessions. CUPW stated that if CPC is strongly committed to conducting this training jointly, it will be required to complete the train the trainer sessions as agreed upon and required by the parties.

CPC responded that it is unfortunate that conflicts have occurred in the past, but highlighted the benefits to delivering training jointly. CPC agreed that this is an important topic, and suggested that this can be reviewed by a working committee similar to the one organized for the LJHSC training refresh. CPC would like to replicate this approach in regards to Appendix DD training.

CUPW noted that the Appendix DD scheduled training on the six modules had been interrupted for some time, and they do not want these delays to continue. The backlog prior to the COVID-19 period was already a concern for the parties.

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This issue is becoming more worrisome and may play a role in the injuries currently occurring in the workplace. CUPW indicated that they would like to reach a compromise on this matter so that training can continue, as agreed to by the parties more than ten years ago, that is, a CPC observer has access to training sessions at all times. CUPW suggested that the sessions resume as soon as possible. CUPW agreed that the content can be reviewed.

CPC maintains it meets all legislated health and safety training requirements through existing programs such as the "Orientation on Health & Safety for Workers" training which is provided to all employees. CPC reaffirmed their position that they wish to be co-presenters, and follow the same collaborative approach taken for LJHSC training revamp. CPC also pointed out that the training content needs to be reviewed before resuming delivery.

CUPW agreed the LJHSC training collaboration is progressing well and could be initiated for Appendix DD.

CPC clarified that the topics agreed to for the LJHSC content can be leveraged for Appendix DD, perhaps speeding up the development as agreed topics are already identified for the common module.

CUPW agreed to designate members to participate in Appendix DD sub-committee on training for new LJHSC members and the six modules in the Appendix DD.

CPC will set up a kick-off meeting with the sub-committee to initiate the work on Appendix DD training revamp, in a collaborative approach similar to the one taken for LJHSC training.

### **13. Hygiene product availability**

**Presenter:** Sanderson, Julee (CUPW)

**Presentation:** Presentation by Julee Sanderson

CUPW strongly believes that CPC should provide hygiene products for their employees, following an announcement in 2019 by the federal government on this matter. CUPW pointed to round table discussions with Labour Canada in 2021, and presented the findings and recommendations resulting from these discussions. CUPW believes it is reasonable that CPC provide such products to their employees, and that doing so would be within the NJHSC's scope, as there are mental and physical benefits from such providing such products. CUPW pointed out that local and grassroots initiatives are already occurring across the country and are welcomed by those who need it.

CPC agreed that this topic merits discussion, and is looking to put forward a pilot project soon. CPC also highlighted the benefits of this initiative from an EDI perspective.

CUPW is hopeful that CPC can move forward with pilots to provide hygiene products in their facilities.

### **14. LJHSC/NJHSC Virtual Event**

**Presenter:** Tremblay, Virginie

**Presentation:** 12-13-14-May 2022\_additional items\_VT

Following CPC's position on the strategy to educate workers about health and safety through disciplinary measures, CUPW refused to work with CPC and hear CPC's proposal for the above-mentioned event. CUPW indicated that they would not participate in this event in any way. CPC urged CUPW to reconsider its position on this issue.

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### **15. Other/Unresolved Topics**

#### **RSMC Training**

CUPW expressed serious concerns about the RSMC training given at a session in Ottawa, particularly with respect to the experience, preparation and participation with the CPC Learning & Development trainer for Day 1. CUPW requested that a new, experienced and prepared trainer be made available, and if no CPC trainer is available, CUPW will provide the training. The union explained that the current training by this trainer is not appropriate. CUPW requested that trainers be knowledgeable and prepared for their sessions, and suggested that trainers be allotted sufficient time to prepare for their sessions.

#### **HV Vests**

CUPW maintains that all vests in the workplace must be the same model for all employees. In Ottawa, a master training was observed wearing a CPC provided vest labeled Master Trainer.

CPC will look into where the sourcing/procurement process has failed to understand how this situation could have happened.

#### **Meetings Held in 2021:**

<b>February 24 (X)</b> <b>February 28</b>	<b>May 5 (X)</b>	<b>July 7 ( )</b>	<b>September 8 ( )</b>	<b>November 10 ( )</b>
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