

Medicine Hat Cross-Functional Health & Safety Committee June Minutes

June 11, 2020



Employees & Geographical Region WHSC Represents:

Department	Craft Employees Represented		Subdivision Miles Represented: (Include subdivision name and mileage range)	Numbers Represented:	
	WHSC member:			Employees	Buildings
T&E, Engrs	Patrick Nahmiash		Medicine Hat Yard, Brooks and Maple Creek Sub - the number is the total for engrs and cndrs	171	2
Mech, Car	Jason E Ross		Medicine Hat	2	1
Eng, Track Structure	Miles Heit, Jody Barron		Medicine Hat, Maple Creek Sub, Brooks Sub	34	6
Eng, S&C	??		Brooks, Maple Creek	14	4

Sub Committee: nil

	T&E		Engineering		Mech.-Car	
	2020	2019	2020	2019	2020	2019
FRA Reportable Injuries	0	4	3	0	0	0
Non FRA Reportable Injuries	1	1	0	0	0	0
FRA Train Accidents	1	2	0	2	0	1
Non FRA Train Accidents	3	2	0	0	0	0
Rule Violations	7	7	0	0	0	0
Motor Vehicle Accidents	0	1	2	3	0	1

Date of Last Local Incidents	T&E	Engineering	Mech.-Car
Number of Days Since:	Date (Days)	Date (Days)	Date (Days)
Personal Injury	Oct-15-19 (240)	May-04-20 (38)	Jan-01-18 (892)
Train Accident	Jun-04-20(08)	Aug-02-19 (314)	May-08-19 (400)
Rules Violation	April-24-20(48)	Jan-01-18 (892)	Jan-01-18 (892)
Motor Vehicle Accident	Jan-12-19 (516)	Feb-26-20(106)	Aug-07-19 (309)

Previous Month's Last Incident / Injury Causes:

Personal Injuries:

Date: FRA Reviewed: Description:

	Yes	Yes	IM#



Train Accidents:

Date: FRA Reviewed: Description:

June 4	Yes	Yes	<p>IM#1001250264 – at 1545 June 4th, the C01-04 switcher was shoving westward light engines with 3 locomotives into track 4 at Dunmore when the leading locomotive R4 wheel climbed the switch points derailing the lead truck on the CP 2246. No injuries and mainline not affected.</p> <p>Action Taken; download secured – Loco Cam and event recorder reviewed with no exceptions, T&E – Engineering – and mechanical dispatched, crew interviewed, re-enactment conducted.</p> <p>Preliminary cause; R4 had a high flange</p>
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Rules Violations:

Date: Reviewed: Description:

		Nil
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Motor Vehicle Accidents:

Date: Reviewed: Description:

		Nil
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Safety Hazard / Unsafe Condition Reports:

Description

Status: Date: Department: Classification: (include description, action taken by who and when to be completed by):

closed	May 17, 2020	T&E	Class B	<p>SHR # 70000002373</p> <p>Maple Creek sub division - meet at Gull Lake - pulled into siding, provided no information for meet, contacted RTC once stopped in siding for information as the crossing was blocked. RTC stated he had 15 towers open, did not have time to provide information regarding meets. Running trade employees require information to follow regulations and corporate safety policy. Are we required to cut crossings until we have a signal to depart? Are we required to not pull into sidings until signal to depart? Communication is of vital importance for safe operations for employees and the public. This took place at approximately 2200 on May 16.</p> <p>Ryan Leblanc- Crossing will be required to be cut within 5 minutes of vehicle or pedestrian waiting. RTC's are to communicate the length time of meets.-June 11 2020</p>
Closed	May 27, 2020	T&E	Class C	<p>SHR# 700000002423</p> <p>I was Called for the c04-25 on may 25 at 0400 upon arrival to</p>

				<p>swift current my engineer was notified by alberta health services that he was exposed to someone who tested positive for covid-19 4 days prior.</p> <p>Supervisor's Reply: 2020/05/28 10:26 CP pandemic team has been in contact with all affected employees. Locomotives, bunkhouse rooms and all stations have been cleaned and sanitized as a precaution.</p>
Closed	May 30,2020	T&E	Class C	<p>SHR # 700000002436</p> <p>Rough unit/DH on the tail end 100-29. T/end unit CP 9833. Side to side motion bouncing motion.</p> <p>Supervisor's Reply: 2020/06/01 10:23 In the future please ensure this is booked through diesel doc to ensure it can be checked out on arrival at the next shop location. This unit has now been booked for rough ride and will be diagnosed.</p>
Closed	May 31,2020	T&E	Class C	<p>SHR# 700000002437</p> <p>Deadhead on T/E of 292-31, 90 km/hr winds today. Every time we would stop or slow down diesel fumes would blow into the cab. Unit was facing east, Director Brooks Sub advised by the RTC we talked to when we stopped at Crowfoot for a meet. Mr. Bell and myself were outside for the whole time of 45 minutes. RTC advised us a taxi would be at Lathom for us. Director did the right thing for us. We are both fine with only a tickle in our throats. TM Jamie Smithson advised by phone</p> <p>Ryan Leblanc: The right thing was done by getting a cab to transport you back to the objective terminal.</p> <p>Jun 06, 2020 13:53</p>
closed	June 3, 2020	T&E	Class C	<p>SHR# 700000002485</p> <p>Engine 8626 rough ride, neck was sore at end of trip. Bathroom was full and unit was disgusting. Turned into shops Alyth and Moose Jaw.</p> <p>Ryan LeBlanc – unit was booked, and issues will be repaired-June 11 2020</p>
closed	June 6, 2020	T&E	Class C	<p>SHR# 700000002463</p> <p>Signal 1215, the westbound intermediate signal to Gleichen needs to be adjusted. While westbound, the top aspect is difficult to see until close to the signal; it is pointing too far to the south of the tracks.</p> <p>Supervisor's Reply: 2020/06/06 13:38 This signal has been turned into the S&C to look at the signal and adjust if need be</p>

closed	June 6,2020	T&E	Class C	<p>SHR# 70000002486</p> <p>8626 extremely rough ride. Alyth and Moose Jaw shops advised. Bathroom toilet looks like it was not emptied in a month. Got sore neck from units rough ride.</p> <p>Ryan LeBlanc – unit was booked, and issues will be repaired-June 11 2020</p>
Open	June 7, 2020	T&E	Class B	<p>SHR# 70000002476</p> <p>Alyth bunkhouse alarm sounded from approx. 0100 to 2300 June 7.I first heard the alarm at approx. 1100,at that point I entered the common area-I was called for work. I slept, used the washroom and never heard the alarm, at no point was I advised of the alarm sounding. When I entered the common area I was advised that the cleaning staff had reported the alarm to facilities and it was still functional but in a state of disruption, someone was dispatched to fix the alarm. I again arrived at the bunkhouse at approx. 1940, the alarm was still sounding, and at this point I was advised by the cleaning staff that the problem started at 0100. I contacted the TTM, The Director, The ATM Medicine Hat, and Trainmaster Derick Edwards.</p> <p>I am requesting a 127.1, my life is in danger if I can't hear the alarm. The FERP is not being followed by cleaning staff. When the alarm sounds the facility needs to be evacuated then the reason for the alarm should be determined. CCOHS article 17.3 and sections 5 and 6 of the fire code are not at the requirements legislated.</p> <p>The alarm system has had documented issues, this was my first time at the facility when the alarm sounded. The evidence outlined puts my life in danger if I am required to stay at this facility.</p> <p>A fire alarm test and evacuation test will be conducted on the week of June 15 2020 with Patrick Nahmiash present. Ryan Leblanc June 11, 2020</p> <p>Scott Welling- Alarm was still fully functional and was just experiencing a service interruption. The alarm was still able to function as intended in this service interruption state. June 11, 2020</p>

127.1(3)



Safety Framework Activities Completed Last Month:

Status:	Date:	Department:	Description (include description, action taken by who and when to be completed by):
			Nil

Workplace Inspections:

Status:	Date:	Department:	Classification:	Description (include description, action taken by who and when to be completed by):
Open	April 7	T&E	Class B	<p>Swift Current Station –</p> <ol style="list-style-type: none"> 1) Emergency action plan needs to be updated, names and numbers need to be updated to match operational changes. Action Plan will be updated by June 12 2020- Ryan LeBlanc 2) In front of FIT and in front of AIR kiosk, floor is peeling in high traffic areas casing tripping hazard. Ryan Leblanc- runners to be added- April 14 Carpet Runner added to location in front of air kiosk- Thomas Stehr May 14, 2020 – Closed. 3) Fire extinguishers lack monthly inspection. 4) Eye wash bottle - FIT location - has no expiration date and no card for monthly check. Ryan Leblanc new eye wash with expiry date- April 14 – Closed. New Eye wash bottles to be provided ASAP-Ryan Leblanc May 14 2020 – Closed. 5) Carpet runners – all locations – extremely dirty. Compared to other locations. Ryan Leblanc- should have been cleaned April 14, 2020. Thomas Stehr confirms runners are cleaned May14 2020. – Closed. 6) All washroom. Touchless technology should be implemented for sinks, paper towel and soap dispensers to avoid spread of virus. Ryan will engage facilities –April 14, 2020 Touchless we not be implemented unless the old sinks ,paper towels and soap dispensers need replacing due to failure. Ryan Leblanc June 11, 2020
closed	April 7	T&E	Nil	<p>Dunmore Station –</p> <ol style="list-style-type: none"> 1) Outside entry ways - sand bins without lids are being used as garbage cans, also water gets into container making sand freeze. Sand bin on order. Terry to update once completed- April 14. Terry Maser to send a follow up email-May 14 2020 Sand bins have arrived and will be placed when the weather requires them- Terry Maser June 11, 2020 2) Kitchen and bathroom sink - Touchless technology should be implemented for sinks, paper towel and soap dispensers to avoid spread of virus. On order. Terry to update once completed-April 14. Touchless paper towel holders added, Sinks will be replaced with touchless technology as the old ones wear out- Terry Maser May 14, 2020 – Closed. 3) Kitchen/eating area, garbage can requires lid. Ryan



				Leblanc to Jamie Smithson to get a lid April 14, 2020. Update April 22 nd , Jamie Smithson to bring lid to station. – Closed. 4) First aid box – requires monthly check label. Labels on order Terry to update once completed-April 14 Completed May 14, 2020 – Closed.
Closed	June 9	T&E	Nil	Medicine Hat yard – All switches thrown, in good working Condition, emergency evacuation signage in good condition and match signage from inside station, good clean site.
Closed	June 9	T&E	Nil	Medicine Hat east and west parking lots – both lots cleaned of garbage, plug ins in east lot in good condition, stacking and storage in good order. Good clean site.
Closed	June 10	T&E	Nil	Dunmore Yard - All switches thrown, in good working Condition, emergency evacuation signage in good condition, good clean site.

Customer / Industry Inspections:

Status:	Date:	Department:	Classification:	Description (include description, action taken by who and when to be completed by):
Closed	June 10	T&E	Nil	Dunmore Pioneer – switches in good condition, costumer sprays weeds every 3 weeks, blue flag usage discussed, good clean site.

SOFA / Planned Peer Observations:

Status:	Date:	Department:	Employees Observed	Total Observed	At-risk Observed	Description (include description, action taken by who and when to be completed by):
						nil

Risk Assessments Completed:

Status:	Date:	Department:	Description (include description, action taken by who and when to be completed by):

Work Refusals / Right to Challenge:

Status:	Date:	Department:	Description (include description, action taken by who and when to be completed by):
			nil

Taxi Exception Reports:

Status:	Date:	Department:	Description (include description, action taken by who and when to be completed by):
			nil

Old Business Review:

Item Number:	Item Origin:	Old Business Description:	Responsible Person(s):	Status:	Due Date:
1 19-12-05	H&S Com. Member	<p>Require burn gel in locomotive first aid kits. Assessment should be considered on the types of kettles that are purchased.</p> <p>Update: Asst Supt to provide update for next H&S meeting</p> <p>Ryan Leblanc to write up escalation and forward on to GM-February 6 2020</p> <p>Ryan Leblanc to discuss with Bob Tully on Burn Gel requirements</p> <p>Red Cross doesn't recommend burn gel to be used Ryan Leblanc March 11 2020</p> <p>The possibility of kettles to be replaced with fixed handled ones as they require replacing - Greg Squires March 11, 2020</p> <p>Greg Squires Sent to cab committee- April 14 2020</p> <p>Cab committee discussing Kettles, follow up – Ryan Leblanc May 14, 2020</p> <p>Remove from minutes, at cab committee- Patrick Nahmiash June 11, 2020</p>	Ryan LeBlanc	Closed	6-Feb-20

<p>2020-02-06 2</p>	<p>T&E</p>	<p>Eaves leaking water in front of door on way to change off location outside Medicine Hat Station creating ice when it freezes</p> <p>Eaves approved Ryan Leblanc to follow up with Facilities March 11, 2020</p> <p>April 9 update, not completed.</p> <p>Pictures and information forwarded to Ryan Leblanc to follow up with Facilities-April 14 2020</p> <p>Ryan Leblanc to follow up with Scott welling on locations that need addressing- May 14, 2020</p> <p>The leaking water in front of the station will be addressed by June 25 2020- Ryan Leblanc June 11 2020</p> <p>Terry Maser to contact Scott Welling- June 11 2020</p>	<p>H&S Committee Ryan Leblanc</p>	<p>open</p>	<p>2-april-2020</p>
<p>2020-02-06 3</p>	<p>Engineering S&C</p>	<p>No eaves trough on the garages located in Medicine Hat yard.</p> <p>Eaves approved Ryan Leblanc to follow up with Facilities March 11, 2020</p> <p>April 9 update, maintenance away building garages completed. Garage by rip track needs completion.</p> <p>Ryan Leblanc to follow up with Facilities to get Mechanical-car building done April 14, 2020</p> <p>Ryan Leblanc to follow up with Scott welling on locations that need addressing- May 14, 2020</p> <p>By June 25 eaves at mechanical building will be added-Ryan LeBlanc June 11, 2020</p>	<p>Serafin Bento Freeman Hickey</p>	<p>Open</p>	<p>2-april-2020</p>
<p>3 2020-04-14</p>	<p>T&E</p>	<p><u>Brooks Sub time table</u> - needs to be updated, current date is September 25, 2017</p> <p><u>Maple Creek time table</u> - needs to be updated, current date is October 14, 2015</p> <p>Need new locations and information for updated- Ryan Leblanc May 14 2020</p> <p>Completion date of July- Ryan Leblanc June 11, 2020</p>	<p>Ryan Leblanc</p>	<p>Open</p>	<p>20-07-02</p>

<p>4</p>	<p>T&E 2020-04-14</p>	<p>Disinfecting products – nothing in vending machine, communal bottles may spread virus. Long term solutions needs to be implemented. Social Distancing in Medicine Hat bull pen – waiting for trains creates problems. Possible solution, placing 2 computers in old TM office.</p> <p>Employees have to be more responsible with use of the bottles and diligent in returning of bottles after their tour of duty. Old TM office option to be explored for use of tie up computers. April 14, 2020</p> <p>Assessment was to be done on computers being moved, to follow up with facilities – Ryan Leblanc May 14, 2020</p> <p>Computers to be moves to old TM office by June 25,2020-Ryan LeBlanc</p>	<p>Ryan Leblanc</p>	<p>Escalate</p>	<p>20-05-07</p>
<p>5</p>	<p>Committee 2020-05-14</p>	<p>Antelope SWT, continual lack of proper of implementation of blue flag. As per SHR700000001524 dated October 31, 2019, site inspection March 9, union Co-Chair witnessed May 2nd & 4th.</p> <p>Ryan Leblanc to Visit Customer and engage in conversations about Blue Flag Usage- May 14, 2020</p> <p>Ryan Leblanc contacted the elevator to address the blue flag usages and the elevator agrees to use flags at both ends. June 11, 2020</p>	<p>Ryan Leblanc</p>	<p>Open</p>	<p>June 11, 2020</p>

New Business Review:

Item Number: Item Origin: Business Description: Responsible Person(s): Status: Due Date:

1	Union co-chair	<p>- Change off location at swift current in both directions for CROR requirements - hazard to public due to duration on crossings. Ryan Leblanc and Jason Inglis to create action plan to prevent violation –June 11, 2020</p> <p>- siding locations in both directions for CROR requirements - hazard to public due to duration on crossings. Crew to contact RTC in regards to the information about the meet. Conductor to positon themselves to cut crossing as per CROR-Ryan Leblanc June 11, 2020</p> <p>-Lack of RTC awareness and visibility into long train operation can compromise critical decision making and can contribute to an unsafe condition. A failure to pre-plan and advance communicate a stop location to a train crew can result in sub-optimal decision making and contribute to an unsafe condition. Conversations took place with the OC about requirements to keep crews informed- Jason Inglis June 11, 2020</p>	<p>Ryan Leblanc Jason Inglis</p>	open	July 9 2020
2	Union Co-chair	<p>Violation of right to know. Employees not provided information for employee instructed to self isolate by Alberta Health Services on May 25th. Employee advised employer, employer deadheaded employee home and advised no employee. Legislative representative from Medicine Hat gathered information on May 26th, locomotives, rest facility and bullpens were not sanitized until after the Legislative representative from Moose Jaw and Medicine Hat requested. Covid protocol is inadequate, information is required to be provided to employees, sanitation is required immediately. Lengthy discussion took place, Pandemic plan worked as per CP Policy. In future the Facts will be distributed in a more timely way to prevent the spread of false information- Health and Safety committee June 11, 2020</p>		Closed	June 11, 2020

Escalated Item:

Item Number:	Item Origin:	Escalated Item:	Responsible Person(s):	Status:	Review Date:
1 2016-08-25	H&S Com. Member	<p>Bunkhouse Alyth - 127.1, only item outstanding from Assurance of Voluntary Compliance is item 8 - Emergency evacuation plan.</p> <p>Still awaiting schedule for Orkin and first aid Quarterly report review as per Nov 6th and 14th emails sent to Scott Welling. Bob followed up with Scott on December 5th.</p> <p>Reviewed FERP, updates sent to facilities December 5 2019</p> <p>Ryan Leblanc and Patrick Nahmiash to conference call Scott Welling about the FERP March 11, 2020</p> <p>Halcon employees to be trained as Fire Marshalls- Ryan Leblanc March 11, 2020</p> <p>All Halcon employees are trained as fire marshals and will be recertified yearly- Scott Welling June 11, 2020</p> <p>Update May 14, Orkin Reports</p> <p>Ryan Leblanc to follow up with Orkin , get added to email report list- May 14 2020</p> <p>. Orkin reports are being provided first week of the month- Committee June 11, 2020</p>	Escalate to Policy Committee	On going	6-Feb-20
2 2017-12-12	H&S Com. Member	<p>Railway Safety Management System Regulations, 2015 SOR/2015-26 Process with Respect to Scheduling Principles of fatigue science</p> <p>28 (1) A railway company must apply the principles of fatigue science when scheduling the work of the employees referred to in subsection (2), including the principles (a) that human fatigue is governed by physiology; (b) that human alertness is affected by circadian rhythms; (c) that human performance degrades in relation to hours of wakefulness and accumulated sleep debt; and (d) that humans have baseline minimum physiological sleep needs. Method (2) The railway company must include, in its safety management system, a method for applying the principles of fatigue science when scheduling the work of an</p>	Escalate to Policy Committee	on going	2019-12-20

		<p>employee who is required to work according to a schedule that (a) is not communicated to the employee at least 72 hours in advance; (b) requires the employee to work beyond his or her normal work schedule; or (c) requires he employee to work between midnight and 6:00 a.m. Communication (3)</p> <p>The railway company must communicate, to any employees who are required by the railway company to work according to a schedule referred to in subsection (2), how the principles of fatigue science have been taken into account when requiring them to work according to that schedule. April 11</p> <p>□ Superintendent and train masters to work with Directors to improve line ups. New RAC rules to hopefully resolve by following fatigue science requirements. Update: Minister of Transport Annex A Requirements due November 1, 2019 Update: September 1 Canada labour code requirements changes - 96 hours written notice of work schedule. - 24 hours written notice of shift change. - 8 hours rest periods between work periods or shifts. - 30 minute break within every five hours of work</p> <p>Update December 5, Line ups are getting worse - Deadheads and TCS continually appear and disappear, ESB's held in with no scheduling. Employees are fatigued due to noncompliance.</p> <p>Escalated to the policy committee -February 6 2020</p> <p>Patrick Nahmiash to contact Policy committee co-chair on Progress-March 11 2020 update; sent policy Committee May 12, 2020</p>			
<p>3 2018-05-16</p>	<p>Safety Hazard Rpt.</p>	<p>Swift Current Motel 6 Kyle Leafloor to inspect Motel 6 on week of November 26th. Greg Squires inspected facility on November 28-Kyle to follow up. Jan. 10/19 - Ongoing hot water outages, alternate rest facility in Swift Current needs to be considered Kyle Leafloor to send email to facilities. Forwarded to Facilities Scott Welling March 14. March 18 - analyst sourcing travel services, Jennifer Pupp in discussions with other hotels. Email from Jennifer Pupp-Analyst Sourcing travel services on May 3, no alternate facility due to collective agreement requirement for Kitchen and hotels not willing to block of rooms. Superintendent and H&S to perform inspection in coming weeks. Site inspection scheduled for June 14th.</p>	<p>Escalated to Policy Committee</p>	<p>On going</p>	<p>6-Feb-20</p>

		<p>Update: Swift Current Motel 6 June 14th 2019 inspection findings, - Second floor rooms have no black out blinds. - Dirty floors and sheets, require extra staff during busy times to keep up with demands. - Bathroom drywall peeling, floors lifting, caulking needs replacing, possible cause lack of ventilation. - Mattresses wore out/failing. - Leak under sink(in kitchen), fixed June 18th. Water outage on June 27th. Email sent to facility on July 8th for update regarding outstanding issues. Update: Co-Chairs to arrange meeting with Motel 6 in next couple of weeks. Update: 4th email sent to facility for update on August 6, 2019, information forwarded to assistant superintendent Ryan Leblanc August 8. Update: Escalated to GM by committee at September 12th meeting.</p> <p>December 5th, verbal response provided union co-chair requested written response as per policy.</p> <p>Update: Escalate to Policy Committee</p> <p>March 11, John Bell and Patrick Nahmiash inspected room 312 at motel 6, white noise machines discuss cleanliness with Motel 6 management and roller blind black out blinds with j-channel to be installed. Email sent to John Bell May 4th for update.</p> <p>Ryan Leblanc has white noise machines to provide to the hotel By next Tuesday- May 14, 2020</p> <p>Ryan Leblanc to follow up on the black out blinds with j-channel June 11, 2020</p>			
<p>4 2020-01-01</p>	<p>Safety Hazard report SHR 700000001766 New Business Committee members</p>	<p>CP 8000 & 8100 refurbished units, seats have no air ride and are attached to wall rather than floor. This creates hip and back soreness. Units are extremely loud under lode and need to be tested. have Fire screens that are too bright. while working at night the screens cannot be adjusted low enough and the minimum seems as if it is still around 15 percent. this type of blue light and glare is difficult to look at all throughout the night causing eye strain</p> <p>Rob McNulty to follow up on sound levels March 11 2020</p> <p>Cab committee looking into new chair options-Patrick Nahmiash March 11, 2020</p> <p>Robert Milne: I have engaged Tim Muhlon to see what can be done and I will provide feedback. Jan 13, 2020 20:00</p>	<p>Escalated to GM</p>	<p>On going</p>	<p>2020-05-14</p>

		<p>This issue is to forwarded to the cab committee as per Safety Committee February 6 2020 Ryan Leblanc</p> <p>Software options are being explored to allow more dim on the screens- cab committee March 11, 2020</p> <p>Escalated to Gm level April 14, 2020</p> <p>Ryan Leblanc to follow up on response with John Bell –May 14, 2020, follow up with GM June 11, 2020</p>			
5 2020-03-22	<p><u>SHR#</u> <u>700000002189</u> <u>Employee</u> <u>requested</u> <u>127.1</u></p>	<p>Motel 6 in Swift Current due to Coronavirus-required to use communal areas, spread of virus on fomites including mattresses and pillows. Investigation completed by GM March 23rd, step 4 sent to labour program March 30. Response May 7th. Further to a telephone conversation I had with Mr. Patrick Nahmiash [union representative for the complainant (CMPLT)] and in relation to a health and safety complaint we received concerning COVID-19, we both agreed it was important to include you (as the supervisor named on the complaint) on this email. Here is a recap of that conversation from yesterday afternoon.</p> <p>Based on the information provided on the complaint form, there is only one person named in Section D, as part of the Internal Complaint Resolution Process (ICRP) who investigated the complaint. Under 127.1(3) of the <i>Code</i>, “the employee or the supervisor may refer an unresolved complaint to a chairperson of the work place committee or to the health and safety representative to be investigated jointly (a) by an employee member AND an employer member of the work place committee; or (b) by the health and safety representative and a person designated by the employer.”</p> <p>This is an important point, as this demonstrates in this particular complaint, the ICRP has not been followed. Both parties (employer and CMPLT) must be aware that the internal responsibility system must be followed before the Labour Program would get involved.</p> <p>If the complaining employee and their supervisor have attempted to resolve the issue unsuccessfully, the complaint should be referred by either party (CMPLT or employer) to a chairperson of the work place health and safety committee (WPHSC) or health and safety</p>	Response from Labour affairs officer	Closed Open as email from May 20th	2020-05-14

		<p>representative (HSR) for further <u>joint</u> investigation.</p> <p>If the employer has a WPHSC in place(which appear to be the case with this employer), this would involve both an employee and employer member of the WPHSC to jointly investigate. Otherwise, if there is no WPHSC, then an HSC representative (employee) would accompany a person designated by the employer, to jointly investigate the complaint. If this isn't done, the employer could be found to be in non-compliance of 127.1(3)(a) of the <i>Code</i>.</p> <p>The end result in either case would be that the persons who jointly investigated the complaint would inform both the CMPLT and the employer the results of their investigation in writing. Regardless of whether or not the complaint is justified, the persons who jointly investigated the complain would make recommendations to the employer. The employer would then, in writing, inform the persons who jointly investigated the complaint of how and when the matter will be resolved.</p> <p>If the persons jointly investigating the complaint conclude a danger exists, the employer cannot assign another employee to the task.</p> <p>At this point, the CMPLT or the employer may refer the complaint of contravention to the Labour Program, but only if:</p> <ul style="list-style-type: none"> a) the employer disagrees with results of the joint investigation [127.1(8)(a)]; b) the employer fails to inform the investigating persons how and when the matter is to be resolved [127.1(8)(b)]; c) the investigating persons cannot agree whether or not the complaint is justified [127.1(8)(c)]. <p>On a separate note here is that the site related to the complaint is not a site under the control of the employer, and therefore many of the complaints can not be addressed by the employer other than by review of any contractual agreements they have with the site in question.</p> <p>Also, as social distancing was mentioned in the complaint, it is important to stress here, each individual (employee) is also socially responsible for ensuring they keep the distances recommended by Health Canada.</p> <p>The kitchen supplied by the site in question is again not a site under the control of the employer, but certainly a place where employees can be socially responsible to ensure they exercise social distancing. As</p>			
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		<p>well, there could be other options for food that each employee could avail themselves to, outside of the kitchen, and this option hasn't been considered or mentioned in any of the information that was provided by the CMPLT. Are there other food services available which the CMPLT could avail themselves of?</p> <p>At best, the employer should get in writing from the site in question, the contractual agreement which should outline their cleaning practices. In this way, CP Rail employees, under their right to know, would have more information under these circumstances.</p> <p>127.1 (3) outstanding May 20th email Ryan LeBlanc to follow up and find out what is the required to comply with legislation- June 11, 2020</p>			
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Miscellaneous / Comments:

- Date for Medicine Hat station evacuation drill (email from Lisa Ramsay dated June 25)?
- mid August for possible evacuation drill June 11, 2020
- Evacuation plan to be updated –June 11 2020

Next Meeting:

Place :Via Conference call	Date: July 9 2020	Time:0900

Meeting Adjourned At: 1113	Approved by Management Co-Chair:	Approved by Union Co-Chair:
	Ryan Leblanc	Patrick Nahmiash