

Medicine Hat Cross-Functional Health & Safety Committee August Minutes

August 13, 2020



Agenda:

- Call to Order**
- Attendance/Confirm Quorum**
- Introduce guests**
- Review of agenda**
- Review minutes of previous meeting/errors/omissions**
- Motion to accept previous minutes**
- Review local stats and identify any possible trends**
- Review previous month's incidents discussing the cause and recommended corrective actions**
- Safety Framework Activity Review**
- SOFA/Planned Peer Observation Review**
- Workplace/Customer Inspection Review**
- Safety Hazard Report Review**
- Old Business**
- New Business**
- Miscellaneous/Comments**
- Confirm minutes and closing comments**
- Set next meeting Date/Time/Location**

Meeting Called to Order by: 0907 by Ryan Leblanc

Quorum: Majority of the membership is present, and at least 50% are unionized. Yes (6 members 3 unionized)

Errors / Omissions Last Month's Minutes: NIL

Motion to Accept Minutes as Submitted / Amended: Thomas Stehr, Patrick Nahmiash

	T&E		Engineering		Mech.-Car	
	2020	2019	2020	2019	2020	2019
FRA Reportable Injuries	1	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	8	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	Jul-16-20 (28)	May-04-20 (101)	Jan-01-18 (955)
Train Accident	Jun-04-20(70)	Aug-02-19 (377)	May-08-19 (463)
Rules Violation	Aug-6-20(7)	Jan-01-18 (955)	Jan-01-18 (955)
Motor Vehicle Accident	Jan-12-19 (579)	Feb-26-20(169)	Aug-07-19 (372)

Previous Month's Last Incident / Injury Causes:

Personal Injuries:

Date: FRA Reviewed: Description:

July 16	Yes	Yes	<p>IM#1001282598</p> <p>At approximately 0030 the Conductor on train 304-11 reported to the RTC that he had sustained an injury to his right hand while spotting 19 cars to the Antelope elevator.</p> <p>The employee stated that while he was applying a handbrake, the chain temporarily jammed and then released, causing him to lose his balance and fall to the ground resulting in an injury to his right thumb.</p> <p>The employee was able to finish his tour of duty, however, requested medical attention upon arriving into Swift Current. The employee was taken to the hospital where he was diagnosed with a fracture to his right thumb. No medication prescribed and employee was given 1 week off work. Employee to be offered modified duties.</p> <p>Re-enactment was performed</p> <p>Action Taken:</p> <ul style="list-style-type: none"> - Incident reporting form obtained. - Interview with train master. - Health and Safety advised. - Re-enactment performed. - Mechanical to inspect handbrake for defects. <p>Preliminary cause:</p> <ul style="list-style-type: none"> - Human Factor.
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Train Accidents:

Date: FRA Reviewed: Description:

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Rules Violations:

Date: Reviewed: Description:

July 19	Yes	<p>IM#1001284273</p> <p>At approximately 0809 July 19th, 2020 train 499-17 was pulling into the east end of Medicine Hat yard when the 40th car (LAFX 40083) derailed.</p> <p>Upon further investigation, the locomotive Engineer failed to properly control the train by exceeding the dynamic braking threshold, resulting in excessive in train forces causing the B end of the empty railcar to derail.</p> <p>Action taken:</p> <ul style="list-style-type: none"> - T&E, Engineering, and Mechanical responded. - Site investigated and secured. - Download secured. - Crew initial incident forms completed. - Car was re-railed. <p>Preliminary cause:</p> <ul style="list-style-type: none"> - Excessive Dynamic brake.
August 6	Yes	<p>At 1605 08/06/2020 C07-06 was lifting their train at maple Creek Pioneer when the RTC discovered the crew was in possession of a work clearance with the wrong locomotive number</p> <p>Investigation revealed that while copying a work clearance the crew on C07-06 provided the RTC with the wrong locomotive. CP8005 instead of the 8055, resulting in the rule violation occupying the mainline without proper authority.</p> <p>Action Taken:</p> <ul style="list-style-type: none"> - T&E responded on scene - Crew interviewed by Trainmaster - Crew initial incident reports completed - Locomotive download secured - Radio tapes downloaded and confirmed - Crew taken for post incident testing, negative result for both employees <p>Preliminary Cause:</p> <ul style="list-style-type: none"> - Human Error

Motor Vehicle Accidents:

Date: Reviewed: Description:

		Nil
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				Vicki Martin: As per email dated June 23, 2020 - Confirmed that locomotive is booked and will be checked out at the first shop and repairs will be made
Closed	June 26,2020	T&E	Class C	SHR# 700000002630 2A 10 mph - No bulletin in Medicine Hat? RTC telling crews 10 mph and bulletin in Swift Current bullpen but not in Medicine Hat. What is the speed? Supervisor's Reply: 2020/07/03 10:42 Bulletin was issued after commencement of work began that is why RTC informed crews who departed after bulletin was issued to ensure compliance. Bulletin is in all books.
Closed	June 27,2020	T&E	Class C	SHR# 700000002629 CP 8539 off of Alyth Diesel shops completely filthy. Took eleven Lysol wipes out to clean commonly touched surfaces. **Pictures attached** Supervisor's Reply: 2020/07/03 10:37 Ryan Leblanc spoke with Superintendent of locomotives in Alyth. He has confirmed that all locomotive touch points are cleaned and sanitized and will take back to his team the pictures provided. He has asked in the future if there is an issue to please contact the shop foreman right away so he can come and validate and correct the issue real time if needed.
Closed	July 2, 2020	T&E	Class C	SHR# 700000002654 Deadheading on T/E 112-30 thrown around at Mackid and Maple Creek. Sore neck and headache. Supervisor's Reply: 2020/07/24 Unit was checked and no defects were noted. Further review with employee determined it was on switch locations which were also confirmed by ES no issues at both locations. Locomotive was downloaded for train handling and no issues noted. Eastward DHs on other then lead consist to be monitored.
Open	July 5, 2020	T&E	Class C	SHR# 700000002653 Bulletin 2A 10mph - Why did the RTC's stop telling crews about speed restriction. I only heard about it for 3 trips. Reference SHR 700000002630
Closed	July 6 2020	T&E	Class B	SHR# 700000002642 LE footrest missing, backs of legs get numb. Reported to Alyth shop on June 30 on my train 301-499. Reported 2nd time on July 5 to Alyth shops. Power off shops for my train 498-05

				<p>Vicki Martin: Foot stand will be fixed on arrival in St. Paul as confirmed with mechanical team. Jul 06, 2020 10:01</p> <p>Follow up with superintendent shops- Ryan Leblanc August 13, 2020</p>
Closed	July 23, 2020	T&E	Class B	<p>SHR# 70000002715</p> <p>West mile board Suffield has not been moved to new location after the siding extension.</p> <p>Mile board was moved to correct location and confirmed by ES Roadmaster. Jul 24, 2020</p>
Closed	July 25, 2020	T&E	Class C	<p>SHR# 70000002728</p> <p>Locomotives 8128 and 8054 both rough rides and extremely noisy with ear plugs in entire shift. Making it hard to effectively communicate and being exposed to loud noise for long durations of time. Hazard was reported to Alyth shops for both tours of duty.</p> <p>2020/08/02 Alyth shops had no record of any locomotive defect in July, both issues were reported to Alyth shops. Both units will be checked out at the first shop and repairs will be made accordingly</p>
Closed	July 26, 2020	T&E	Class C	<p>SHR# 70000002729</p> <p>1 refillable bottle available to sanitize work station</p> <p>More spray bottles purchased and filled with spray nine for crews in the bullpen. July 26, 2020</p>
Closed	July 27, 2020	T&E	Class C	<p>SHR# 70000002798</p> <p>CP8626 rough ride. 498 9270 feet conventional came into yard had to go full service to stop at yard lead switch.</p> <p>Supervisor's Reply: 2020/08/06 14:40 Please book locomotive defects through the diesel doctor. I booked CP 8626 for rough ride and will be inspected at first shop.</p> <p>Which 498? Engineers need to take into account train length, weights and braking power. Full set should never need to be applied with the use of proper train handling procedures.</p>

<p>Move to new Business As required by terms of reference and Canada labour code</p>	<p>July 29, 2020</p>	<p>T&E</p>	<p>Class A</p>	<p>SHR# 70000002751</p> <p>Required to deadhead on tail end locomotive travelling eastward(locomotive facing westward). Carcinogenic diesel fumes continuously entered the cab regardless of window position. I was exposed for 60 plus minutes to carcinogenic fumes. This is a step 1 of a 127.1, 1. I should not be placed in this situation, exposed to Carcinogenic fumes for deadheading purposes. 2. Deadheading on pusher units that take in outside air from the lead engine or tail end units traveling in reverse position. 3. Study and Determine requirements and parameters that I'm required to occupy locomotives other than lead, that jeopardize my immediate and long term health. Advised RTC, he stated he talked to director</p> <p>Jason Inglis: The locomotive was turned into the shops and was inspected with no leaks found. Once the crew turned the hazard into the RTC, the field team immediately called a taxi and the crew was removed from the train. July 31, 2020</p> <p>127.1(3) that is the joint investigation</p>
<p>Closed</p>	<p>July 30,2020</p>	<p>T&E</p>	<p>Class C</p>	<p>SHR# 70000002767</p> <p>wasp in the bunk house</p> <p>Derick B Edwards: Calling facilities supervisor to get situation rectified Jul 31, 2020 18:37</p>
<p>Closed</p>	<p>July 30,2020</p>	<p>T&E</p>	<p>Class A</p>	<p>SHR#70000002801</p> <p>Excessive wasps. Killed one entering room, slept and three appeared. One stung me. I left room and cleaning lady killed six more and then another three appeared</p> <p>Vicki Martin: As per email dated August 6, 2020 Orkin went and sprayed Alyth. Aug 06, 2020 12:26</p>
<p>Closed</p>	<p>July 31,2020</p>	<p>T&E</p>	<p>Class A</p>	<p>SHR#70000002764</p> <p>Called for 601-362...8573 was lead loco and was swapped out and train re-robotized at Moose Jaw. 8108 was Air conditioned equipped and 2nd out. +36 Celsius and on duty for 9 hours. Conductor and myself felt ill from the heat. In siding at Walsh for 3 hours in extreme heat. Used 8108 at that time for shelter from heat. should this not have been moved to leader at Moose Jaw?</p> <p>Supervisor's Reply</p>

				Jason Inglis: The company provides drinking water to stay hydrated, and will ensure locomotives equipped with A/C are the lead position whenever possible. Jul 31, 2020 14:46
Closed	July 31, 2020	T&E	Class C	SHR# 700000002799 Road crossing mile 27.30 - No whistle posts on main or SDG going east bound. Also need site line 900ft sign for SDG west of crossing. I am sure it is in the works to get done as they just finished a week ago, Just a reminder. Ryan Leblanc: Whistle posts have been installed at required locations. No requirement for site line signs Aug 06, 2020 14:34
closed	August 3, 2020	T&E	Class C	SHR# 700000002800 Weeds are growing like trees - Track 1 swt, Track 3 swt (Higher than swt stand), Track 4 southside, conductor cannot even walk or detrain safely. Derail, cannot see derail. Restricted clearance sign (weeds are tall as the sign). Weeds around elevator spots. Not sure how the eastend looks, may want to have a look as well. Vicki Martin: As per email dated August 6, 2020, customer was contacted and told they are to have the weeds removed by this Friday. Aug 06, 2020 12:34 Thomas Stehr: Pictures were provided to Health and Safety August 12 2020, to confirm areas were cleared of weeds
Open	August 6, 2020	T&E	Class B	SHR#700000002818 Walk way scraped by something lifting on the Northside in front of the station.
Moved to escalated	August 12 , 2020	T&E	Class C	SHR #700000002815 Cp engine 8120 like other rebuilt units (8000(s),8100(s),8200(s)) are excessively noisy inside the cab when in throttle and exposing employees to long durations of loud noise which I feel is in contradiction with Canada Labour Code, Part II, (R.S.C. 1985, c. L-2) Canada Occupational Safety and Health Regulations, (SOR/86-304) Section 7.4(1)(b) Limits of Exposure Paragraphs 7.4(a) and (b) prescribe limits of exposure of employees to sound in any 24-hour period. Paragraph (a) references the Schedule which sets out the maximum duration of exposure in hours to which an employee can be exposed in a 24-hour period to A-weighted sound pressure levels from 87 dBA to 120 dBA. Paragraph (b) prescribes that the noise exposure level (Lex, 8) of an employee shall not exceed 87 dBA for 8 hours in any 24-hour period. The following points should be noted: The reference to the 24-hour period is meant to protect those employees who may work more than 8 hours within that time period. For example, if an employee starts his shift at 8 am, ends at 4 pm,

			<p>then comes back to duty at midnight for another 8-hour shift, that employee shall be considered to have worked for 16 hours within that 24-hour period. In that case, the employee's noise exposure level (Lex, 8) shall not exceed 84 dBA over a 16-hour period (as opposed to the limit of 87 dBA over an 8-hour period). Even though the Schedule starts at an A-weighted sound pressure level of 87 dBA and ends at 120 dBA, it is incumbent upon the employer to take into consideration all noise from at least 74 dBA onwards as per subsections 7.2(3) and (4). The maximum duration of exposure should be based on the time spent exposed to noise at the work site, regardless of whether or not the individual is on duty. In the Schedule, the exposure duration is decreased by half for every 3 dBA increase in A-weighted sound pressure level.</p> <p>Add to escalation sent to policy and cab committee- Ryan LeBlanc August 13, 2020</p>
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Safety Framework Activities Completed Last Month:

Status:	Date:	Department:	Description (include description, action taken by who and when to be completed by):
Closed	June 11, 2020	T&E	Updated emergency action plan for Medicine Hat Station, Valid until June 11 2021
Closed	Aug 6, 2020	Committee	Mock evacuation drill Medicine Hat yard

Workplace Inspections:

Description

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

Open	April 7	T&E	Class B	Swift Current Station – 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 No conformation to date-August 13 2020 Items 2-6 achieve due to items being completed
Open	June 17	T&E	Class B	Alyth Bunkhouse 1) Needs to include bulletins as well as safety meetings in locations throughout 2) Possible hearing of alarm in rooms with door closed 3 new alarms were installed as requested we just need to test them again- Ryan Leblanc August 13, 2020 3) 2 of the 4 extinguishers have not been checked since February 4) Alarm System trouble code RS232, Explained by fire alarm techs, the trouble alarm problem from CP police monitoring system 5) HVAC coils, Coils build up 6) Adjacent building Washrooms, Continuous water drip fixed-Ryan Leblanc August 13, 2020 Require conformation of completion
Closed	July 7 2020	T&E	NIL	Dalemead BT 447E Good clean site
Closed	July 8, 2020	T&E	Nil	Larkhall Good clean site, left over debris(from work gangs) removed from walking path between Depot 1 and 2
Closed	July 8, 2020	T&E	Nil	Brier park Good clean site
Closed	August 5, 2020	T&E	Nil	Golden Prairie – Good clean site.
Open	August 11, 2020	T&E	Class B	Strangmuir BT445E Weeds overgrown in walking and entraining/detraining path from middle of track to the west end.
Closed	August 11, 2020	T&E	Nil	Carseland back track BT446E Good clean site.
Closed	August 12, 2020	T&E	Nil	Kincorth back tracks MT318A Pile of spikes in entraining/detraining path Hazard cleaned up August 13, 2020-Colten Moquin
Closed	August 12, 2020	T&E	Nil	Maple Creek back tracks MT316A, MT316F, MT316E Good clean site.



Customer / Industry Inspections:

Status:	Date:	Department:	Classification:	Description (include description, action taken by who and when to be completed by):
Closed	July 7, 2020	T&E	Nil	Indus elevator Good clean Site
Open Closed on Aug, 12	July 7, 2020	T&E	Class B	Caresland Cargil Grain Elevator Weeds growing over walking paths creating tripping hazards while walking and entraining/detraining Second inspection on August 11, east end was still not completed. TM contacted customer, pictures provided August 12 with all areas in question rectified.
Closed	July 9, 2020	T&E	Nil	Canadian Fertilizer Industries Good clean site, Covid-19 retina temperature scanner in place and mandatory for everyone before entrance into facility at gates.
Closed	July 9, 2020	T&E	Nil	Air Liquide Good clean site, Covid-19 retina temperature scanner in place and mandatory for everyone before entrance into facility at gates.
Open	August 5, 2020	T&E	Class B	Golden Prairie RGV Loaders Weed are in the entraining/detraining path, tripping hazard – cut and sprayed by August 28, 2020. Customer will not be getting serviced until September.
Open	August 11, 2020	T&E	Class B	Carseland Pioneer Weeds growing over walking paths creating tripping hazards while walking and entraining/detraining
Open	August 12, 2020	T&E	Class B	Maple Creek Pioneer All switches east and west end need oiled and adjusted, no brooms in broom holders, customer to have items completed by Aug. 28.

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):
	July 9, 2020	T&E	3	89	5	5.6% at risk activities. At risk activities were random occurrences with no repeat negative behavior. Good safe crew.

<p>2020-02-06 2</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>Ryan Leblanc to follow up with Scott Welling on status-August 13 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>Brooks Sub time table - needs to be updated, current date is September 25, 2017</p> <p>Maple Creek time table - 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>Rob McNulty to give update to Ryan Leblanc by August 17, 2020</p> <p>T&E to be involved in completion if it can not be completed promptly, Ryan Leblanc to provide follow up to Patrick Nahmiash by August 18 2020</p>	<p>Ryan Leblanc</p>	<p>Open</p>	<p>20-07-02</p>
<p>4 2020-04-14</p>	<p>T&E</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>Ryan Leblanc</p>	<p>Open</p>	<p>20-05-07</p>

		<p>Computers to be moves to old TM office by June 25,2020-Ryan LeBlanc</p> <p>August 13, bottles are continuously braking and leaking in peoples grips. Long term solution required.</p> <p>Due to size and crew requirements bullpen continues to be problematic for social distancing requirements.</p> <p>New cleaning products to be explored with safety team due to the bottles leaking and breaking, Spray 9 possibly eating away at bottles .Isopropyl alcohol possible option.</p> <p>Computers to be moved immediatly, computers being moved was previously told to have been completed- Ryan Leblanc August 13, 2020</p>			
<p>5 2020-06-11</p>	<p>T&E</p>	<p>- Change off location at swift current in both directions for CROR requirements - hazard to public due to duration on crossings.</p> <p>Ryan Leblanc and Jason Inglis to create action plan to prevent violation –June 11, 2020</p> <p>Ryan Leblanc to follow up with Moose Jaw and Swift current Management teams for Swift Current change offs-August 13 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</p>	<p>Ryan Leblanc Jason Inglis</p>	<p>Open</p>	<p>July 9 2020</p>

<p>4 August 13, 2020</p>	<p>H&S Com. Member</p>	<p>Injured employee - IM#1001282598, re-enactment is a contravention of the Medicine Hat terms of reference and Canada Labour Code. Privacy violation, pictures were taken during the re-enactment without the individuals knowledge (individual realized pictures were being taken half way through the approximate 9 pictures). Individual was not advised of his right to have a union committee member at the re-enactment). Individual was advised to be at station for re-enactment after tour of duty, commute from Swift Current to Medicine Hat and hospital stay. Re-enactment should be scheduled with labour committee member when individual is fit.</p> <p>NO pictures will be taken going forward of any injury, and Health and Safety will be present at all future re-enactments where an injury occurred- Ryan Leblanc August 13, 2020</p>		<p>Closed</p>	<p>August 13, 2020</p>
<p>5 August 13, 2020</p>	<p>H&S Com. Member</p>	<p>The West Pool, members are spending eight plus hours in a 60-70 square foot (shared space) locomotive then are self isolating in approximately eighty square foot room for eight to fourteen plus hours, in the Alyth bunkhouse - then a return trip home of eight plus hours (possibly a turn away from home, that can add another twelve to Eighteen hours). Bunkhouses are designed to be communal, members physical or psychological health may start to be jeopardized, use of kitchens, washrooms, t.v. areas, and gyms is extremely limited or has been removed for multiple months. Individuals are coming forward to the labour side of the committee and will not come forward to management due to fear - the fear of lost of employment, the fear of being judged and the fear of being victimized. The culture where people with a lot of power and prestige can use and have used that power to victimize the people who work so hard, It is a culture where people who are victims do not feel safe to bring those complaints forward. With no end in the short term for the current pandemic, resources are required for the mental and physical health of the membership represented by this committee.</p> <p>Will look into opening the gym area with a maximum of one occupant at a time- Ryan Leblanc August 13, 2020</p>	<p>Ryan Leblanc</p>	<p>open</p>	<p>September 10 2020</p>

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>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>Ryan to follow up with Patrick Nahmiash August 13, 2020 to review updated FERP.</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 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</p>	Escalate to Policy Committee	on going	2019-12-20

		<p>his or her normal work schedule; or (c) requires he employee to work between midnight and 6:00 a.m.</p> <p>Communication (3) 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 □ 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</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>Ryan Leblanc to follow up- August 12 2020</p>	<p>Escalated to Policy Committee</p>	<p>On going</p>	<p>6-Feb-20</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>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> <p>Escalated to policy committee on August 13, 2020 as per John Bell</p>	<p>Escalated to policy committee</p>	<p>On going</p>	<p>2020-05-14</p>
<p>5 2020-03-22</p>	<p><u>SHR#</u> <u>700000002189</u> <u>Employee</u> <u>requested</u> <u>127.1</u></p>	<p><u>Motel 6 in Swift Current due to Coronavirus</u>-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>Response from Labour affairs officer</p>	<p>Closed Open as email from May 20th</p>	<p>2020-05-14</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 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>			
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		<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 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:

Follow up on Safety walk about

Additional GBO forms, extra forms in bullpen with the other authority forms, Vicki Martin ordered 500 extra GBO forms- August 13, 2020

June 23	No	Yes	<p>IM# 1001263656</p> <p>At approximately 0140 June 23 , 2020 assignment 112-21 was descending down hill from Cousins to Medicine Hat when they observed a person on the tracks waving their arms. At which point a vehicle was seen on the tracks, the train was put I emergency and the vehicle was struck at 33 mph lunging the vehicle away from the tracks and down the hill. The train came to a stop at mile post 1.5 on the Brooks Sub. The person observed waving their arms ran away from the scene prior to the train and POV impact.</p> <p>Action taken:</p> <ul style="list-style-type: none"> - Train master Derick Edwards responded. - Download to be secured by TM Derick Edwards - Engineering and Mechanical dispatched - Crew interviewed - Initial incident report completed <p>Preliminary Cause: Trespasser fouling track with POV</p>
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June 29	No	Yes	<p>IM# 1001269012</p> <p>At approximately 1830 June 29, 2020 assignment 2co6-28 was pulling the elevator at west end of Pioneer Swift Current. While shoving light engine with one locomotive eastward on top the lead at Swift Current Pioneer the locomotive lead wheels north and south side derailed one set of wheels on the CP 5027. After further drill down the cause was a kink in the rail which caused the leading set of wheels on both sides to pop off the rails. The area around the derailment was inspected and no other concerns were noted.</p> <p>Action taken:</p> <ul style="list-style-type: none"> - Gm John Bell responded - Moose Jaw TM Jason Ross responded - Medicine Hat TM Derick Edwards responded - Engineering and mechanical dispatched - Crew interviewed - Re-enactment conducted <p>Preliminary cause; Kink in the rail.</p>
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Next Meeting:

Place :Via Conference call	Date: September 10,2020	Time:0900

Meeting Adjourned	Approved by Management Co-Chair:	Approved by Union Co-Chair:
1152	Ryan Leblanc	Patrick Nahmiash