

# Medicine Hat Cross - Functional Health & Safety Committee September Minutes

September 10, 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: Ryan Leblanc 0905**

**Quorum:** Majority of the membership is present, and at least 50% are unionized. Yes (9 members 5 unionized)

**Errors / Omissions Last Month's Minutes: NIL**

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



## Committee Members:

Name:                      Email:                      Phone                      Department:                      Committee # of                      H&S Present  
Number:                      Position:                      Meetings: Trained: at  
Meeting:

Jason Inglis	Jason_inglis@cpr.ca	807-620-1127	Mgr, T&E	Alternate	2	Yes	Yes
Ryan Leblanc	ryan_leblanc@cpr.ca	250-420-1421	Mgr, T&E	Co-Chair	8	Yes	Yes
Jamie Smithson	jamie_smithson@cpr.ca	403-866-1826	Mgr, T&E	Member	3	Yes	No
Patrick Nahmiash	patrick_nahmiash@cpr.ca	403-458-1825	T&E, Engrs	Co-Chair	8	Yes	Yes
Thomas Stehr	thomas_stehr@cpr.ca	403-979-1107	T&E, Cndrs	Alternate	7	Yes	Yes
Colin Sehn	colin_sehn@cpr.ca	403-866-1306	Mgr, T&E	Member	0	Yes	No
Darren Burzminski	darren_burzminski@cpr.ca	403-548-1212	T&E, Engrs	Member	0	Yes	No
Jason E Ross	jasone_ross@cpr.ca	403-581-0752	Mechanical Union	Member	3	Yes	No
Terry Maser	terry_maser@cpr.ca	403-581-0912	Eng. Track Structure	Member	5	Yes	Yes
Miles Heit	miles_heit@cpr.ca	403-548-4970	Eng. Track Structure	Member	5	Yes	Yes
Colton Moquin	colton_moquin@cpr.ca	306-713-3714	Mgr, Eng. Track Structure	Member	3	Yes	Yes
Serafin Bento	Serafin_bento@cpr.ca	306-313-4719	Mgr, S&C	Member	6	Yes	No
Tim Hazen	Timothy_Hazen@cpr.ca	403-504-9092	S&C	Member		No	No
Freeman Hickey	freeman_hickey@cpr.ca	403-594-1455	Mgr, Eng Track / Structure	Member	6	Yes	Yes
Willie Davis	willie_davis@cpr.ca	403-866-9955	Mgr, Eng Track / Structure	Member	3	Yes	No
Ryan Lauzon	ryan_lauzon@cpr.ca	416-885-7066	Mgr, Car	Member	5	Yes	No
Jody Barron	jody_barron@cpr.ca		Eng. Track Structure	Member	3	Yes	No
Derek Hammel	derek_hammel@cpr.ca	403-581-5242	T&E, Cndrs	Member	0	No	No
Vicki Martin	vicki_martin@cpr.ca	403-528-5000	Other	Secretary	7	Yes	Yes

**Guests: Nil**

## Employees & Geographical Region WHSC Represents:

Department	Craft Employees Represented		Subdivision Miles Represented:		Numbers Represented:	
	WHSC member:		(Include subdivision name and mileage range)		Employees	Buildings
T&E, Engrs	Patrick Nahmiash		Medicine Hat Yard, Brooks and Maple Creek Sub - the number is the total for engs and cndrs		196	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	Tim Hazen		Brooks, Maple Creek		14	4

**Sub Committee: Nil**



	T&E		Engineering		Mech.-Car	
	2020	2019	2020	2019	2020	2019
<b>FRA Reportable Injuries</b>	1	4	3	0	0	0
<b>Non FRA Reportable Injuries</b>	1	1	0	0	0	0
<b>FRA Train Accidents</b>	1	2	0	2	0	1
<b>Non FRA Train Accidents</b>	3	2	0	0	0	0
<b>Rule Violations</b>	9	7	1	0	0	0
<b>Motor Vehicle Accidents</b>	0	1	2	3	0	1

Date of Last Local Incidents	T&E	Engineering	Mech.-Car
<b>Number of Days Since:</b>	Date (Days)	Date (Days)	Date (Days)
<b>Personal Injury</b>	Jul-16-20 (56)	May-04-20 (129)	Jan-01-18 (983)
<b>Train Accident</b>	Jun-04-20(98)	Aug-02-19 (405)	May-08-19 (491)
<b>Rules Violation</b>	Aug-23-20(18)	Aug-13-20 (28)	Jan-01-18 (983)
<b>Motor Vehicle Accident</b>	Jan-12-19 (607)	Feb-26-20(197)	Aug-07-19 (400)

**Previous Month's Last Incident / Injury Causes:**

**Personal Injuries:**

Date:                      FRA Reviewed:    Description:

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**Train Accidents:**

Date:                      FRA Reviewed:    Description:

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**Rules Violations:**

Date: Reviewed: Description:

2020-08-13	Yes	<p>IM#1001301599 – On August 13<sup>th</sup>, 4 section employees were working on a turnout on non-main track in Dunmore yard. The foreman, Colton Wogrinc, got permission from the ATM to occupy the track. The foreman set up e red flag on the east side and placed a red pylon on the west end. The train crew, stopped at the red flag and asked the ES crew on the timelines for the ongoing repairs. The train crew noticed the red pylon but a missing red flag and discussed with the ES crew. Foreman explained he was short on a red flag, so he was using a pylon instead. The train crew reported this incident through “safety hazard reporting” process on August 14<sup>th</sup> at 0308.</p> <p>Action Taken:</p> <ul style="list-style-type: none"> <li>- Employee initial incident report secured from the foreman and other 3 ES crew members.</li> <li>- Incident escalated to Director track and Assistant Chief on august 14<sup>th</sup>.</li> <li>- Investigation scheduled.</li> </ul> <p>Preliminary cause: Human error.</p>
2020-08-23	Yes	<p>IM#1001306998 – At 0930 8/23/2020, the C02-23 switcher received a work clearance to perform their work at Brier Park on the Brooks sub. While cancelling the work clearance, the RTC noticed that the crew had wrote down clearance number 1809 instead of 1808, resulting in a rule violation. The crew was removed from service and taken for post incident testing.</p> <p>Action Taken:</p> <ul style="list-style-type: none"> <li>- T&amp;E responded on scene</li> <li>- Crew interviewed by Trainmaster</li> <li>- Crew initial incident reports completed</li> <li>- Radio tapes downloaded and confirmed</li> <li>- Crew taken for post incident testing, negative result for all three employees</li> </ul> <p>Preliminary cause: Human error</p>

**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	July 5, 2020	T&E	Class C	<p>SHR# 700000002653</p> <p>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</p> <p><b>Supervisor's Reply As per email dated August 31, 2020 - “ Bulletin issued and placed in bulletin book “</b></p>
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Closed	August 14, 2020	T&E	Class B	<p>SHR# 70000002823</p> <p>Foreman working on the switch had a red flag for eastward movements but was using red pylon for westward movement</p> <p>Supervisor's Reply: 2020/08/14 10:26 As per email dated August 14, 2020 - Foreman is not suppose to use a red pylon, it is suppose to be red flags. Foreman has been coached and proper consequences will be applied.</p>
Closed	August 23,2020	T&E	Class C	<p>SHR# 70000002858</p> <p>Engines 8109 and 8048 need to be repaired for engine noise inside the cab and entire cab rattling creating dangerously high noise exposure. Both engines were turned into the shops to ensure they can be booked for repair.</p> <p>On-board train and Occupational Health and safety Regularions</p> <p>Limits of Exposure: 4.4 No employee in a work place shall be exposed</p> <p>(a) in any 24-hour period, to an A-weighted sound pressure level set out in column I of the schedule to this Part for a duration of exposure that exceeds the applicable duration set out in column II; or (b) at any time, to a noise exposure level (Lex,8) of more than 87 dBA. Both engines were extremely rough rides with lots of side to side action with the potential to cause muscular skeletal injury (to the neck, back and hips)if not serviced immediately. Suspension needs to be inspected and repaired.</p> <p>On-board train and Occupational Health and safety Regulations</p> <p>Vibration: 10.4 All self-propelled rolling stock shall be so designed and constructed that the operator will not be injured or his control of the rolling stock impaired by any vibration, jolting or uneven movement of the rolling stock.</p> <p>Repairs: 10.14 Any repair, modification or replacement of a part of any rolling stock shall not decrease the safety of the rolling stock or part.</p> <p>Supervisor's Reply: As per email dated - "Shops inspected both units and tightened a few things that might contribute to the noise. 8000 and 8100 series locomotives have been escalated to the policy committee."</p>
Closed	September 7,2020	T&E	Class C	<p>SHR#70000002940</p> <p>No label on spray bottles in hat to clean units. one is green and one is clear. wonder what chemicals if any? How to respond to reaction?</p> <p>Supervisor's Reply Chemical to be replaced with Isopropyl Alcohol. Labeling will be in place .Sep 10, 2020 12:17</p>

### Safety Framework Activities Completed Last Month:

Status:	Date:	Department:	Description (include description, action taken by who and when to be completed by):
Completed	September 9, 2020	T&E	Update Gull Lake Pronghorn and Redcliff Trican job aid

### Workplace Inspections:

Status:	Date:	Department:	Classification:	Description (include description, action taken by who and when to be completed by):
Closed	April 7	T&E	Class B	<b>Swift Current Station –</b> 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 – <b>Completed September 7, 2020</b> No conformation to date-August 13 2020 Items 2-6 achieve due to items being completed
Open	June 17	T&E	Class B	<b>Alyth Bunkhouse</b> 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. <b>Alarms need to be retested Week of September 14-Ryan Leblanc September 10, 2020</b> 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  <b>Require conformation of completion</b>
Closed	August 11, 2020	T&E	Class B	<b>Strangmuir BT445E</b> 1) Weeds overgrown in walking and entraining/detraining path from middle of track to the west end. <b>Completed September 7, 2020</b>
Closed	September 8, 2020	T&E	Nil	<b>Seward MT302A</b> Good clean Site
Closed	September 8, 2020	T&E	Class C	<b>Carmichael MT307E</b> Rail in middle south side of back track in walking path causing tripping hazard.  <b>Completed, Colten Moquin September 10, 2020</b>
Closed	September 8, 2020	T&E	Nil	<b>Tompkins MT308A</b> Good clean site
Closed	September 8, 2020	T&E	Nil	<b>Sidewood MT310A</b> Good clean Site



### Customer / Industry Inspections:

Status:	Date:	Department:	Classification:	Description (include description, action taken by who and when to be completed by):
Closed	August 5, 2020	T&E	Class B	<b>Golden Prairie RGV Loaders</b> 1) Weed are in the entraining/detraining path, tripping hazard – cut and sprayed by August 28, 2020. Customer will not be getting serviced until September. <b>Completed September 7, 2020</b>
Closed	August 11, 2020	T&E	Class B	<b>Carseland Pioneer</b> 1) Weeds growing over walking paths creating tripping hazards while walking and entraining/detraining <b>Completed September 7, 2020</b>
Open	August 12, 2020	T&E	Class B	<b>Maple Creek Pioneer</b> All switches east and west end need oiled and adjusted, no brooms in broom holders, customer to have items completed by Aug. 28. <b>Follow up call on August 26<sup>th</sup>, completion September 10. Follow up call on September 9<sup>th</sup>, advised new completion date of September 14<sup>th</sup>.</b>
Closed	September 9, 2020	T&E	Nil	<b>Methanex</b> 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):
			Nil

### 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:



Description

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

			nil
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**Old Business Review:**

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

<p>2020-02-06 1</p>	<p>T&amp;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>Thomas Stehr and Patrick Nahmiash preformed a visual inspection July 8, 2020 during rain and was issue still present.</p> <p>Contractor to be on site August 14 2020- Ryan Leblanc August 13, 2020</p> <p>Contractor and Scott Welling confirmed to Ryan Leblanc that this has been completed- September 10, 2020</p>	<p>H&amp;S Committee Ryan Leblanc</p>	<p>Closed</p>	<p>2-april-2020</p> <p>To Be completed by August 21,2020</p>
<p>2020-02-06 2</p>	<p>Engineering S&amp;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>Serafin Bento Freeman Hickey</p>	<p>Closed</p>	<p>2-april-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><b>Contractor and Scott Welling confirmed to Ryan Leblanc that this has been completed- September 10, 2020</b></p>			
3 2020-04-14	T&E	<p><b>Brooks Sub time table</b> - needs to be updated, current date is September 25, 2017</p> <p><b>Maple Creek time table</b> - 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&amp;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><b>Completed and waiting for approval and to be issued by October 8 2020- Ryan LeBlanc September 10, 2020</b></p>	Ryan Leblanc	Open	20-07-02
4 2020-04-14	T&E	<p><u>Disinfecting products</u> – nothing in vending machine, communal bottles may spread virus. Long term solutions needs to be implemented. <u>Social Distancing in Medicine Hat bull pen</u> – 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>	Ryan Leblanc	<b>Closed</b>	20-05-07

		<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 immediately, computers being moved was previously told to have been completed- Ryan Leblanc August 13, 2020</p> <p>Two computers have been moved to old TM office, completed August 21, 2020</p> <p>.Isopropyl alcohol to be provided to medicine hat Station- Ryan Leblanc September 10, 2020</p>			
5 2020-06-11	T&E	<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 position 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</p>	Ryan Leblanc Jason Inglis	<b>Open</b>	July 9 2020

		<p>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>Labour Co-Chair to provide proposed procedure to alleviate crossing concerns-September 10,2020</p>			
<p>6 July 29, 2020</p>	<p>SHR# 700000002751</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>August 13 - 127.1(3) joint investigation</p> <p>NO JOINT INVESTIGATION REQUIRED AS RESOLVE at the supervisor level -September 10 2020</p> <p>If windows are going to be required to be open for</p>		<p>Closed</p>	

		temperature control(no air Conditioning) while deadheading on locomotives and employees are going to be exposed to fumes. Notify the OC and they will remove employees from situation- Jason Inglis September 10, 2020			
7 August 13, 2020	H&S Com. Member	GOI section 2 item 12.5, tail end remotes required to be at extreme tail end. Trains with 2 tailed units have the pusher at extreme tail end, tail end unit is isolated for tram requirements. Distributed power locomotive is not at extreme tail end. A remote locomotive consist at the tail end of the train is considered the extreme tail end. When emergency brake is activated through brake pipe it is repeated on electronic signal. If the emergency is triggered electronically it is repeated through the brake pipe. The signals will be received either way on the tail end consist.- Mark Clarstrom Manager of Operating Practices September 10, 2020	Rob McNulty	Closed	August 17,2020
8 August 13, 2020	H&S Com. Member	Rob McNulty to monitor t/e remote DH. He will provide train ID, length, tonnage and crew member comments via email to Co-chairs  Crews to provide Rob McNulty if there is issues with the quality of the ride. - September 10, 2020	Rob McNulty	Open	November 12, 2020
9 August 13, 2020	H&S Com. Member	The West Pool, members are spending eight plus hours in a 60-70 square foot (shared space) locomotive then are self isolating in approximately 80 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	Ryan Leblanc	Escalate to GM	September 10 2020

		<p>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>Escalated to gm level – Co chairs September 10 2020</p>			
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**New Business Review:**

Item Number:    Item Origin:                      Business Description:                      Responsible                      Status:                      Due Date:

			Person(s):		
1		<p>SHR# 700000002728 July 25, 2020</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 <b>Alyth shops had no record of any locomotive defect</b> 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	

		<p>Contravention of Canada Labour Code general duties of employer 125(1), investigation required.</p> <p><b>(c)</b> investigate, record and report in the manner and to the authorities as prescribed all accidents, occupational diseases and other hazardous occurrences known to the employer;</p> <p><b>(k)</b> ensure that the vehicles and mobile equipment used by the employees in the course of their employment meet prescribed standards;</p> <p><b>(q)</b> provide, in the prescribed manner, each employee with the information, instruction, training and supervision necessary to ensure their health and safety at work;</p> <p><b>(t)</b> ensure that the machinery, equipment and tools used by the employees in the course of their employment meet prescribed health, safety and ergonomic standards and are safe under all conditions of their intended use;</p> <p><b>(u)</b> ensure that the work place, work spaces and procedures meet prescribed ergonomic standards;</p> <p><b>(z)</b> ensure that employees who have supervisory or managerial responsibilities are adequately trained in health and safety and are informed of the responsibilities they have under this Part where they act on behalf of their employer;</p> <p><b>This is a onetime event, all other locomotives being booked have been validated that defects are being addressed- Ryan Leblanc &amp; Jason Inglis September 10, 2020</b></p>			
2	Framework	<p>Safety Plan goals – Time required to complete.</p> <p>S:67 new hires in Medicine Hat, 48 Engineers with 2 years or less service.</p>	<p>Thomas Stehr Rob McNulty</p>	<p>On going</p>	<p>Third quarter</p>

		<p>M: Upgrade track schematics (job aid) to assist with knowledge of territory for each subdivision.  A: Health and Safety committee to work together by starting on the Brooks Sub in the first quarter.  R: By updating 50 miles per month.    T: Success will be completion by third quarter, September 2020.</p> <p>Work to be started by September 15 2020- Co Chairs</p>			
3	Structures members	<p>Mask compliance is an issue as required by CP policy, employees are required to abide by mask/social distance requirements</p> <p>Situation will be monitored by Management September 10, 2020</p>	Ryan Leblanc	closed	

**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> <p>Labour Co-Chair sent updates to Ryan Leblanc and Scott welling on September 9, 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</p> <p>Process with Respect to Scheduling Principles of fatigue science 28 (1) A railway company must apply the principles of fatigue science when scheduling the work of the employees</p>	Escalate to Policy Committee	on going	2019-12-20



		<p>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 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>			
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<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 4<sup>th</sup> 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><b>Ryan Leblanc – J channel blinds will not be installed, black out blinds are installed September 10, 2020</b></p>	<p>Escalated to Policy Committee</p>	<p>Closed</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 &amp; 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>SHR #70000002815 - August 12 , 2020</p> <p>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, 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>			
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		<p><b>Add to escalation sent to policy and cab committee- Ryan LeBlanc August 13, 2020</b></p>			
<p>5 2020-03-22</p>	<p><u>SHR#</u> <u>70000002189</u> <u>Employee</u> <u>requested</u> <u>127.1</u></p>	<p><b><u>Motel 6 in Swift Current due to Coronavirus</u></b>-required to use communal areas, spread of virus on fomites including mattresses and pillows. Investigation completed by GM March 23<sup>rd</sup>, step 4 sent to labour program March 30. <a href="#">Response May 7<sup>th</sup></a>. 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 representative (HSR) for further <u>joint</u> investigation.</p>	<p>Response from Labour affairs officer</p>	<p><del>Closed</del> Open as email from May 20th</p>	<p>2020-05-14</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"> <li>a) the employer disagrees with results of the joint investigation [127.1(8)(a)];</li> <li>b) the employer fails to inform the investigating persons how and when the matter is to be resolved [127.1(8)(b)];</li> <li>c) the investigating persons cannot agree whether or not the complaint is justified [127.1(8)(c)].</li> </ul> <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>			
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		<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 20<sup>th</sup> email Ryan LeBlanc to follow up and find out what is the required to comply with legislation- June 11, 2020</p> <p>Email dated August 13, 2020 Hello Mr. Ryan Leblanc, Concerning an email I sent to you on May 07, 2020, where I explained the importance of ensuring a thorough and complete investigation was/is to be conducted concerning the health and safety complaint discussed with you by Mr. Mike Hanson on March 22, 2020, it is the employer's obligation to follow the internal complaint resolution process as set out in section 127.1 of the <b>Code</b>. According to this forwarded email I recently received from the employee chair of your work place health and safety committee, the steps required in the joint investigation have not been followed.</p>			
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		<p>As you may likely be aware, failing to comply with federal legislation with respect to health and safety could result in enforcement activities being brought against CP Rail by the Labour Program.</p> <p>A timely response would be appreciated.</p> <p>Kind Regards,</p> <p>Email from ESDC dated August 13, 2020</p> <p>Hello Mr. Ryan Leblanc,</p> <p>Concerning an email I sent to you on May 07, 2020, where I explained the importance of ensuring a thorough and complete investigation was/is to be conducted concerning the health and safety complaint discussed with you by Mr. Mike Hanson on March 22, 2020, it is the employer's obligation to follow the internal complaint resolution process as set out in section 127.1 of the <b>Code</b>.</p> <p>According to this forwarded email I recently received from the employee chair of your work place health and safety committee, the steps required in the joint investigation have not been followed.</p> <p>As you may likely be aware, failing to comply with federal legislation with respect to health and safety could result in enforcement activities being brought against CP Rail by the Labour Program.</p> <p>A timely response would be appreciated.</p> <p>Kind Regards,</p> <p>Ryan LeBlanc to follow up with ESDC officer for requirements- September 10 2020</p>			
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**Miscellaneous / Comments:**

- Discuss new legislation, Work Place Harassment and Violence Prevention Regulations (attached document)

**Next Meeting:**

Place :Via Conference call	<b>Date: October 8 2020</b>	Time: 0900

Meeting Adjourned: 1027	Approved by Management Co-Chair:	Approved by Union Co-Chair:
	Ryan Leblanc	Patrick Nahmiash