

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

October 8, 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: Jason Inglis 0903**

**Quorum:** Majority of the membership is present, and at least 50% are unionized. Yes (7members 5 unionized)

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

Correction made to reflect Jason Inglis attending 5 meetings

**Motion to Accept Minutes as Submitted / Amended: Thomas Stehr & Jason Inglis**



|                                    | T&E  |      | Engineering |      | Mech.-Car |      |
|------------------------------------|------|------|-------------|------|-----------|------|
|                                    | 2020 | 2019 | 2020        | 2019 | 2020      | 2019 |
| <b>FRA Reportable Injuries</b>     | 2    | 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    |

| <b>Date of Last Local Incidents</b> | <b>T&amp;E</b>  | <b>Engineering</b> | <b>Mech.-Car</b> |
|-------------------------------------|-----------------|--------------------|------------------|
| <b>Number of Days Since:</b>        | Date (Days)     | Date (Days)        | Date (Days)      |
| <b>Personal Injury</b>              | Sep-26-20 (12)  | May-04-20 (157)    | Jan-01-17 (1376) |
| <b>Train Accident</b>               | Jun-04-20(126)  | Aug-02-19 (433)    | May-08-19 (519)  |
| <b>Rules Violation</b>              | Aug-23-20(46)   | Aug-13-20 (56)     | Jan-01-17 (1376) |
| <b>Motor Vehicle Accident</b>       | Jan-12-19 (635) | Feb-26-20(225)     | Aug-07-19 (428)  |



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

### Personal Injuries:

Date:                      FRA Reviewed:    Description:

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| September 26, 2020 | yes | yes | <p>At approximately 0130 September 26 the Conductor while working on 2C05-24 had crossed over to the north side of the main track heading towards the cab which was on the right-of-way vehicle trail about 10 cars east of the West Gull Lake VTR switch( mille 39.54) Maple Creek Sub, when about 5 steps away from the cab the employee stepped in a badger hole in the ground causing him to fall and roll his right ankle. The Employee reported the injury to the RTC and advised that he didn't need immediate medical treatment and could take the train to Medicine Hat.</p> <p><b>Immediate Actions:</b></p> <p>ES contacted to find badger hole and fill</p> <p><b>Preliminary Cause:</b></p> <p>Conductor unaware and did not see badger hole causing them to twist ankle</p> |
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### Train Accidents:

Date:                      FRA Reviewed:    Description:

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### Rules Violations:

Date:                      Reviewed:            Description:

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### Motor Vehicle Accidents:

Date:                      Reviewed:            Description:

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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 | September 21,2020 | T&E | Class C | <p><b>SHR#70000003005</b></p> <p>SHR received Sept 28/20 - Gym at Alyth Bunkhouse is blocked out. Please open gym for our mental health.</p> <p style="color: red;"><b>Oct 01, 2020 09:49As per email dated October 1, 2020 - Gym will not be opened at this current time due to current pandemic.</b></p>  |
| Closed | September 24,2020 | T&E | Class C | <p><b>SHR#70000002996</b></p> <p>The gym at the Alyth bunkhouse is closed due to covid. One of the best and most effective ways of bolstering our immune systems to exercise. Its more important now than ever to incorporate regular exercise into our daily routines to improve our overall health.</p> <p style="color: red;">Sep 25, 2020 13:14 Email dated September 24, 2020 - Due to covid-19 and the possibility of transmission the gym will currently not be opened at this time.</p> |
| Open   | October 6,2020    | T&E | Class C | <p><b>SHR#70000003038</b></p> <p>Weeds in B yard Swift between all tracks, Maybe A yard could not see in dark.</p> <p style="color: red;"><b>Forwarded on to Moose Jaw-Jason Inglis October 8, 2020</b></p>   |

## Safety Framework Activities Completed Last Month:

Description

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

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| On going | September 30,202 | T&E | <p><b>Footing, Slips and Trips Footboard meeting</b></p> <p>Engaging employees of importance of paying attention to their environment and staying clear of hazards not only when entraining and detraining but walking , getting off stationary equipment , and working on or about the equipment.</p> <p style="color: red;">As of October 7 @2030 54% of available employees completed</p> |
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## Workplace Inspections:

| Status: | Date:           | Department: | Classification: | Description   |
|---------|-----------------|-------------|-----------------|---|
| Open    | June 17         | T&E         | Class B         | <b>Alyth Bunkhouse</b><br>1) Needs to include bulletins as well as safety meetings in locations throughout<br>2) Possible hearing of alarm in rooms with door closed<br>3 new alarms were installed as requested we just need to test them again- Ryan Leblanc August 13, 2020. Alarms need to be retested Week of September 14-Ryan Leblanc September 10, 2020<br><b>Facilities added additional smoke heads and testing will take place week of October 12-Jason Inglis October 8, 2020</b><br>3) 2 of the 4 extinguishers have not been checked since February<br>4) Alarm System trouble code RS232, Explained by fire alarm techs, the trouble alarm problem from CP police monitoring system<br>5) HVAC coils, Coils build up<br>6) Adjacent building Washrooms, Continuous water drip fixed-Ryan Leblanc August 13, 2020 |
| Closed  | October 6, 2020 | T&E         |                 | Lathom (BT436a)<br><br>Good clean site  |
| Closed  | October 6, 2020 | T&E         |                 | Bassano Yard<br><br>Good clean site, west end Needed to be locked out to limit access past trk 2.<br><b>Out of service tracks locked out-Freeman Hickey Via email October 8, 2020</b>   |

## Customer / Industry Inspections:

| Status: | Date:           | Department: | Classification: | Description   |
|---------|-----------------|-------------|-----------------|---|
| Closed  | August 12, 2020 | T&E         | Class B         | <b>Maple Creek Pioneer</b><br>All switches east and west end need oiled and adjusted, no brooms in broom holders, customer to have items completed by Aug. 28.<br><b>Follow up call on August 26<sup>th</sup>, completion September 10.</b><br><b>Follow up call on September 9<sup>th</sup>, advised new completion date of September 14<sup>th</sup>.</b><br><b>As per email received September 15, all repairs have been completed at Maple Creek Pioneer.</b> |







**Old Business Review:**

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

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| <p>1<br/>2020-04-14</p> | <p>T&amp;E</p> | <p><b>Brooks Sub time table</b> - needs to be updated, current date is September 25, 2017<br/> <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>Completed and waiting for approval and to be issued by October 8 2020- Ryan LeBlanc September 10, 2020</p> <p><b>Timetables with Rules Department and have committed to completing it for end of October-Jason Inglis October 8, 2020</b></p> | <p>Ryan Leblanc</p>                  | <p>Open</p>          | <p>20-07-02</p>    |
| <p>2<br/>2020-06-11</p> | <p>T&amp;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 position themselves to cut crossing as per CROR-Ryan Leblanc June 11, 2020</p>   | <p>Ryan Leblanc<br/>Jason Inglis</p> | <p><b>Closed</b></p> | <p>July 9 2020</p> |

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|                       |                 | <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>Labour Co-Chair to provide proposed procedure to alleviate crossing concerns-September 10,2020</p> <p>Procedures forward to directors and RTC's and best practiced will be followed-Jason Inglis October 8, 2020</p> |                                  |        |                      |
| 3<br>August 13, 2020  | H&S Com. Member | <p>Rob McNulty to monitor t/e remote DH. He will provide train ID, length, tonnage and crew member comments via email to Co-chairs</p> <p>Crews to provide Rob McNulty if there is issues with the quality of the ride. - September 10, 2020</p> <p>No Crews have come forward with rough rides while Deadheading on t/e remotes. It will continued to be monitored and be re-opened if issues become present-Jason Inglis October 8, 2020</p>  | Rob McNulty                      | Closed | November 12, 2020    |
| 4<br>September10,2020 | 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>M: Upgrade track schematics (job aid) to assist with knowledge of territory for each subdivision.</p> <p>A: Health and Safety committee to work together by starting on the Brooks Sub in the first quarter.</p> <p>R: By updating 50 miles per month.</p>   | Thomas Stehr<br>Patrick Nahmiash | Closed | End of Third Quarter |



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| <p>2<br/>2017-12-12</p> | <p>H&amp;S Com. Member</p> | <p>Railway Safety Management System Regulations, 2015 SOR/2015-26<br/>Process with Respect to Scheduling Principles of fatigue science<br/>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 his or her normal work schedule; or (c) requires he employee to work between midnight and 6:00 a.m.<br/>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<br/><br/>Update December 5<sup>th</sup>, 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. Escalated to the policy committee –February 6 2020 Patrick Nahmiash to contact Policy committee co-chair on Progress-March 11 2020 update; sent policy Committee May 12, 2020</p> | <p>Escalate to Policy Committee</p> | <p>on going</p> | <p>2019-12-20</p> |
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| <p>3<br/>2020-01-01</p> | <p>Safety Hazard report<br/>SHR<br/>70000001766<br/>New Business<br/>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>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</p> | <p>Escalated to policy committee</p> | <p>On going</p> | <p>2020-05-14</p> |
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|  |  | <p>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> <p><b>Add to escalation sent to policy and cab committee- Ryan LeBlanc<br/>August 13, 2020</b></p> |  |  |  |
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| <p>4<br/>2020-03-22</p> | <p><u>SHR#</u><br/><u>700000002189</u><br/><u>Employee</u><br/><u>requested</u><br/><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>If the employer has a WPHSC in place(which appear to be the case with this employer), this would involve</p> | <p>Response from Labour affairs officer</p> | <p><b>Closed</b><br/>Open as email from May 20<sup>th</sup><br/><b>Closed</b></p> | <p>2020-05-14</p> |
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|  |  | <p>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> <p>Also, as social distancing was mentioned in the complaint, it is important to stress here, each</p> |  |  |  |
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|  |  | <p>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<br/>Hello Mr. Ryan Leblanc,<br/>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>.<br/>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.<br/>As you may likely be aware, failing to comply with federal legislation with</p> |  |  |  |
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|  |  | <p>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,<br/>         Email from ESDC dated August 13, 2020<br/>         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> <p>127.1(3) was completed September 30, 2020 by Patrick Nahmiash and Jason Inglis.</p> <p>The Safety Concerns brought forward were;<br/>         1) Cleanliness</p> |  |  |  |
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|                        |                                       | <p>2) Proper Disinfecting of accommodations. Evidence of dust</p> <p>3) Pillows, mattresses and comforter carrying the virus</p> <p>4) Hotel Staff Self-isolation</p> <p>5) Kitchen Facility unsanitary and creates close proximity to other employees</p> <p>Investigation Findings:</p> <p>1&amp;2) Room was clean, no dust was found on any hard surfaces</p> <p>3) All coverings are being washed after each use of the room.</p> <p>4) Individuals are required to abide by Provincial and federal regulations</p> <p>5)Kitchen facility was clean, Microwaves added to additional rooms to alleviate crowding</p> <p>Patrick Nahmiash contacted the employee requesting the 127.1 and discussed the findings.</p>  |                        |                 |                       |
| <p>August 13, 2020</p> | <p><u>Safety committee member</u></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 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 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</p> | <p>Escalated to Gm</p> | <p>On going</p> | <p>October 8,2020</p> |

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|  |  | <p>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<br/>September 10 2020</p> <p>Letter to be Forwarded to committee from GM. Employees will be provided Transportation and access to Building 1 gym upon request. Jason Inglis<br/>October 8, 2020</p> |  |  |  |
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**Miscellaneous / Comments:**

**Next Meeting:**

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| Place :Via Conference call | <b>Date: November 12 2020</b> | Time: 0900 |
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| Meeting Adjourned: 0945 | Approved by Management Co-Chair: | Approved by Union Co-Chair: |
|                         | Thomas Stehr                     | Jason Inglis                |