

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

November 19, 2020





**Meeting Called to Order by: Jason Inglis 0917**

**Committee Members:**

Name:	Email:	Phone Number:	Department:	Committee Position:	# of Meetings:	H&S Trained:	Present at Meeting:
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Jason Inglis	Jason_inglis@cpr.ca	807-620-1127	Mgr, T&E	Co-Chair	7	Yes	yes
Asley Reid	ashley_reid@cpr.ca	250-814-3979	Mgr, T&E	Alternate	0	Yes	no
Jamie Smithson	jamie_smithson@cpr.ca	403-866-1826	Mgr, T&E	Member	4	Yes	yes
Patrick Nahmiash	patrick_nahmiash@cpr.ca	403-458-1825	T&E, Engrs	Co-Chair	9	Yes	yes
Thomas Stehr	thomas_stehr@cpr.ca	403-979-1107	T&E, Cndrs	Alternate	9	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	1	Yes	no
Jason E Ross	jasone_ross@cpr.ca	403-581-0752	Mechanical Union	Member	5	Yes	yes
Terry Maser	terry_maser@cpr.ca	403-581-0912	Eng. Track Structure	Member	5	Yes	no
Miles Heit	miles_heit@cpr.ca	403-548-4970	Eng. Track Structure	Member	6	Yes	yes
Colton Moquin	colton_moquin@cpr.ca	306-713-3714	Mgr, Eng. Track Structure	Member	4	Yes	yes
Serafin Bento	Serafin_bento@cpr.ca	306-313-4719	Mgr, S&C	Member	7	Yes	yes
?			S&C	Member			
Freeman Hickey	freeman_hickey@cpr.ca	403-594-1455	Mgr, Eng Track / Structure	Member	8	Yes	yes
Willie Davis	willie_davis@cpr.ca	403-866-9955	Mgr, Eng Track / Structure	Member	3	Yes	no
Christopher Kime	Christopher_Kime@cpr.ca	204-218-8896	Mechanical mgr	Member		Yes	
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	yes	no
Vicki Martin	vicki_martin@cpr.ca	403-528-5000	Other	Secretary	9	Yes	yes

**Quorum:** Majority of the membership is present, and at least 50% are unionized. Yes ( 10 members 6 unionized)

**Sub Committee:** Nil

**Guests:**

Allan Dihari- Mechanical union  
Scott Welling – Facilities



**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**

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

**Motion to Accept Minutes as Submitted / Amended: Miles Heit and Thomas Stehr**

**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, Engs	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



	T&E		Engineering		Mech.-Car	
	2020	2019	2020	2019	2020	2019
<b>FRA Reportable Injuries</b>	3	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>	Oct-23-20 (27)	May-04-20 (199)	Jan-01-17 (1418)
<b>Train Accident</b>	Jun-04-20(168)	Aug-02-19 (475)	May-08-19 (561)
<b>Rules Violation</b>	Aug-23-20(88)	Aug-13-20 (98)	Jan-01-17 (1418)
<b>Motor Vehicle Accident</b>	Jan-12-19 (677)	Feb-26-20(267)	Aug-07-19 (470)

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

**Personal Injuries:**

Date:                      FRA Reviewed:    Description:

October 23, 2020	yes	yes	<p>IM#1001349587 - At 1500 the Conductor on train 293-21 reported to the Trainmaster that he had sustained an injury to his left hand while yarding into Alyth yard.</p> <p>The employee stated that while he was on the nose of the locomotive, he leaned over to look at the track beside him and the wind blew the front door shut on his left hand resulting in an injury to his left ring finger.</p> <p>The employee was offered immediate medical attention and was taken to the hospital for further assessment where he received two stitches. No medication was prescribed and employee was given 72hours off work.</p> <p><b>Actions Taken:</b></p> <p>Incident reporting form obtained.</p> <p>Interview with Trainmaster &amp; assistant Sup.</p> <p>Health and Safety advised</p> <p>Photos taken.</p> <p>Re-enactment to be performed</p> <p><b>Preliminary Cause:</b></p> <p>Human factor</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 Framework Activities Completed Last Month:**

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

Closed	September 30,202	T&E	<b>Footing, Slips and Trips Footboard meeting</b> Engaging employees of importance of paying attention to their environment and staying clear of hazards not only when entraining and detraining but walking, pinch points, getting off stationary equipment, and working on or about the equipment.  Completed October 30 <sup>th</sup> .
Closed	November 12, 2020	T&E	<b>Union safety expenses.</b> Confirmed and provided alternate boot subsidy submission format, provide;  CP Subsidy form + the boots receipt. With your employee # and name to <b>AP_-_Union Business_Expense@cpr.ca</b>
Closed	November 17	T&E	Job aid updates, Silver Sage, Gull Lake Pioneer and Dunmore Patterson
Closed	November 17 &18	Health and Safety Committee	Safety Walkabout  Discussed outstanding items with a plan in place to resolve
Closed	November 18, 2020	Health and Safety Committee	Emergency Action plan and emergency phone list(cheat sheet) updated



**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):
	October 4, 2020	T&E	2	101	3	2.97% at risk activities. At risk activities, operating handbrake release lever above shoulder height, failing to communicate to engineer intentions to get on and off, failing to give car lengths on a shove movement.
	November 11, 2020	T&E	2	80	3	3.75% at risk activities. Crew diligent in duties, excellent job during blizzard.
	November 11, 2020	T&E	2	50	1	2% at risk activities. Crew diligent in duties, Engineer did not repeat with identity twice. Excellent job in blizzard.
	November 12, 2020	T&E	3	157	4	2.55% at risk activities. Crew diligent in duties
	November 12, 2020	T&E	2	43	1	2.33% at risk activities. Excellent radio communication.
	November 12, 2020	T&E	2	51	0	0 at risk activities.

**Workplace Inspections:**

Status:	Date:	Department:	Classification:	Description (include description, action taken by who and when to be completed by):
Open	June 17	T&E	Class B	<p><b>Alyth Bunkhouse</b></p> <ol style="list-style-type: none"> <li>Needs to include bulletins as well as safety meetings in locations throughout. <b>FERP updated and copy to be provided to union co-chair for review - Scott Welling November 19, 2020</b></li> <li>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. Alarms need to be retested Week of September 14-Ryan Leblanc September 10, 2020 Facilities added additional smoke heads and testing will take place week of October 12-Jason Inglis October 8, 2020. <b>Completed November 19, 2020- Scott Welling</b></li> <li>2 of the 4 extinguishers have not been checked since February. <b>Extinguishers have been checked and will continue to be checked- Scott Welling November 19, 2020</b></li> <li>Alarm System trouble code RS232, Explained by fire alarm techs, the trouble alarm problem from CP police monitoring system. <b>Scott Welling to provide email with update- November 19, 2020</b></li> <li>HVAC coils, Coils build up. <b>HVAC Techs have a schedule and regularly clean the coils when rooms are available to be cleaned, occupants to forward any issues- Scott Welling November 19, 2020</b></li> </ol>

### Customer / Industry Inspections:

Status:	Date:	Department:	Classification:	Description (include description, action taken by who and when to be completed by):
Closed	November 10	T&E	Class B	<b>Dunmore Patterson</b> 1) East end switch derail, no broom, shovel and holder. <b>Installed November 19</b> 2) Switches packed with snow. <b>Cleaned November 12.</b>
Open	November 13	T&E	Class B	<b>Super 8</b> 1) Black out blinds 2) Lockers need be installed and removed from being stored in pool area.

### Safety Hazard / Unsafe Condition Reports:

Status:	Date:	Department:	Classification:	Description (include description, action taken by who and when to be completed by):
closed	October 6, 2020	T&E	Class C	<b>SHR#70000003038</b> Weeds in B yard Swift between all tracks, Maybe A yard could not see in dark. Forwarded on to Moose Jaw-Jason Inglis October 8, 2020 <b>Nov 18, 2020 11:48 Snow fighter/Regulator have removed the weeds in Swift Current yard</b>
closed	October 16, 2020	T&E	Class B	<b>SHR#70000003077</b> Deadhead in second unit on 118 (9831) reported to RTC heavy fumes in cab(worse with window open), director ordered a cab, I moved to lead unit account of feeling ill, we got off at Gleichen and waited for taxi <b>Nov 18, 2020 11:58 The locomotive was turned into the shops and inspected. Once the crew turned the hazard into the RTC, the field team immediately called a taxi and the crew was removed from the train.</b>



<p>Open</p>	<p>November 9, 2020</p>	<p>T&amp;E</p>	<p>Class C</p>	<p><b>SHR#70000003196</b></p> <p>Please open fitness room or provide instructions for access to building one fitness facility - attached letter;</p> <p><i>This letter is in regards to our fitness facility in the Alyth Resthouse used by Medicine Hat and Lethbridge road crews.</i></p> <p><i>The company or a committee closed it due to the covid-19 issue and government recommendations, which was for our safety until we all learned stricter procedures for cleaning and sanitizing. All of us have always been impressed with the cleanliness and comfort that our rest house has been through this whole thing and even before this whole covid situation it was always a great place to rest up for the next tour of duty.</i></p> <p><i>I am unsure of who all reads this, knows that the folks who stay in the bunkhouse are a close bunch, we share plates and utensils, dish rags, drying towels, sinks, dish water if it's still decent. We do our best to wash everything to its cleanest for our fellow co-workers. This all resumed throughout the whole pandemic period, but this is not the main point of my letter but does cover the sanitary issue of the fitness facility as it could be fixed with some sanitizer spray and a limit of the amount of people in the facility at one time.</i></p> <p><i>The Health and Safety our fitness facility provides is such a benefit for us as employees and you as an employer. We only have 3-4 machines in there, but we are happy with what we have and the room also has enough space to stretch out for floor exercises. In our current rooms there is not enough space to stretch or even do a proper floor exercise without disturbing the room next to you.</i></p> <p><i>As a locomotive engineer in the West pool from Medicine Hat to Alyth our average time on a train is 8hours minimum, most are over that amount. Throughout our trip if we are lucky enough to step off the locomotive to do rolling inspections of trains that we meet, we get to stretch our legs and arms and backs for 5min and then we climb back on and continue down the track. Sometimes the conductor gets to step off and do some switching, that is great for them health wise. As for me, I am stuck sitting in my seat for almost my full shift with minimal room to stretch. So lets say its a 9hour trip, very common for that length of shift on the Brooks subdivision. I arrive at the bunkhouse, have some eats and go to bed. I'm a good sleeper, so I can sleep for a solid 5-7 hours if the train lineup allows that. Average lay time lately has been around 10-12hours. And we'll say another 8hours on the train home, multiply that by three trips in a week, that is a good amount of time without</i></p>
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				<p><i>providing the stretching and circulation one's body needs to be healthy and operate without fatigue. At home I do my best to stay healthy and fit, but even a 30min run on a treadmill would be nice after a long shift on a train at my away from home terminal.</i></p> <p><i>As for the health benefits of our fitness facility, we as railroaders have a great risk of many health issues over our career. I believe our facility can at least help lower that risk. The seated position of a railroader limits spinal motion which provides the motive force for fluids to the spine. Fluids that stagnate over long periods of sitting and the discs in the back suffer causing muscle fatigue which can lead to poor posture, which leads to hip and neck issues. We also have little leg movement and restricted leg room on a locomotive, over a long period this can cause blood pooling from lack of movement causing cramps and leg pain which is common throughout our trade. We have potential to develop issues such as Phlebitis which can lead to clot formation in the legs which can lead to a stroke or PAD disease that can lead to poor circulation in your legs causing constant pain or worse.</i></p> <p><i>As for the safety of our facility, it is safe. But with the closure of it, some may frequent off the property onto a trail behind the bunkhouse to stretch their legs and get their blood moving. I for one am not comfortable with that, as it's an unfamiliar city and trail system for me and some sketchy people frequent there as we have constantly seen CP Police going behind our bunkhouse to check on such people's activity. And the coming winter months will make it harder on your men and women workers to get out and go for that walk or run.</i></p> <p><i>Such a facility with very little cost to you will have so many benefits for some of us health wise, and save you health costs in the future to lower the risk of such diseases that affect us as railroaders.</i></p> <p><i>Also have recently learned that we have access to Building One for a fitness facility. If this is our only option and our Resthouse fitness facility will remain closed. I request in writing or a bulletin to be issued for Medicine Hat and Lethbridge road crews to inform us of the steps of accessing that facility and who to talk to once we arrive on site as well is there a secure place for our belongings while we use such facility?. And also include protocols for the fitness facility and hours of operation, and also covid restrictions in Building One so we can be prepared when we arrive there. Most of us have never been to Building One, so we will also need someone to educate us on emergency procedures or at least know the emergency exits if that can also be included in the bulletin.</i></p>
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				<p>Nov 18, 2020 11:37 Gym will not be opened at this current time due to current pandemic</p> <p>Process to be discussed between Co-chairs for gym usage at other facilities. Jason Inglis –November 18 2020</p>
closed	November 12, 2020	T&E	Class C	<p>SHR# 70000003212</p> <p>Manager not understanding how we are supposed to compare TGBOs for run through trains paper work. Called for Train 602-811 pulled TGBO 602-812 no way to compare paper work prior since it was a run through train. I climb on compare paper work to TGBO I realize it is an incorrect TGBO before turning a wheel. (Plus we were in DOB limits and our movement was protected by DOB'S) Notified terminal and RTC immediately about the incorrect TGBO and getting the proper one. Assist Superintendent Leafloor Calgary kept trying to tell us we failed when we successfully caught it before a possible rules violation. I believe this is an unsafe practice intentionally setting someone up with the wrong TGBO by 1 digit. I also Believe this fails to follow Home safe principals commitment "if I see a coworker at risk I will warn them" "warn people who you believe are putting themselves at risk" "identify, report and remove Hazards" He stated he did this intentionally. Why would we intentionally try to put employees in a possible rules violation and our safety at risk knowingly.</p> <p>Jason Inglis to have Discussion with crew and talk to Manager in question about E-test protocol and fails to be removed from the record- November 18 2020</p>
closed	November 18, 2020	T&E	Class C	<p>SHR#70000003265</p> <p>7033 is missing sun visors which have been purposely removed on the conductor and engineer side to prevent camera blockage. Removing this I believe is a labour code violation and should be considered tampering with a safety device. As per Onboard train occupational health and safety regulations 8.3 All protection equipment (a) shall be designed to protect the person from the hazard for which it is provided; 8.4 All protection equipment provided by the employer shall (a) be maintained, inspected and tested by a qualified person; and The sun visor is part of the original design of the locomotive. To provide protection for my vision and to operate the train safely and reduce my exposure to the sun. 10.1 Rolling stock shall, if feasible, be so designed and constructed that a failure of any part of the rolling stock will not result in loss of control of the rolling stock or create a hazardous condition. The removal of the sun visor reduces my field of vision and affects operation of the Locomotive leaving me susceptible to missing whistle posts and speed signs. 10.3 (1) Rolling stock shall be fitted with a roof or other structure that protects the operator from exposure to any weather condition that may be hazardous to the operator's health or safety. 10.5 The arrangement and design of dial displays and the controls and general layout and design of the operator's compartment or position on all self-</p>

			<p>propelled rolling stock shall not hinder or prevent the operator from operating the rolling stock 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. 10.14 is the most important part of this modification it reduces safety of the rolling stock and operation of the locomotive. Which puts the crew and general public higher at risk. Which is “modification” of the sun visors should be considered tampering with a safety device and requires approval by the cab committee to make such modification.</p> <p>Visors were not removed intentionally Jason Inglis November 19, 2020</p> <p>Created By: Christopher Bains Nov 19, 2020 10:23 Notification 1002042098 has been created and Locomotive status has been moved to Trail use only until the defect has been resolved at next shopping. Unit currently OFLN in Eastport.</p>
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**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:**

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

### Old Business Review:

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

		Person(s):			
1 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>Completed and waiting for approval and to be issued by October 8 2020- Ryan LeBlanc September 10, 2020</p> <p>Timetables with Rules Department and have committed to completing it for end of October-Jason Inglis October 8, 2020</p> <p><b>Time tables in effect November 6</b></p>	Ryan Leblanc Jason Inglis	Closed	20-07-02
2	H&S committee member	<p>Road needs to be graded at Larkhall before winter/snow. <b>November 10<sup>th</sup></b>, checked “ok” by <b>Thomas Stehr and Patrick Nahmiash</b></p>	Jason Inglis	Closed	November 12, 2020

### New Business Review:

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

		Person(s):			
1	H&S committee member	<p>Labels for spray bottles so employees know description of product in every bottle.</p> <p>Labels were ordered, and will be placed as they arrive. Labels will be in place by end of week- October 8, 2020 Jason Inglis</p>	Medicine Hat Trainmasters	Closed	October 8, 2020
2	H&S committee member	<p>Injured employees privacy – photos taken IM#1001349587(November minutes), injured employee Alyth photos taken of injured knee(November 7).</p>		Closed	

		<p>Copied from August 2020 minutes</p> <p><i>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.</i></p> <p><i>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</i></p> <p><i>Photos not to be taken of Injured employees all team members are aware- Jason Inglis November 19, 2020</i></p>			
3	H&S committee member	<p>Enhanced FTO safety concerns;</p> <ol style="list-style-type: none"> <li>1. Attention of engineer is taken away from required tasks and is required on monitoring FTO. <b>System Bulletin issued November 18, 2020 - closed</b></li> <li>2. Training inadequate. <b>Trip Optimizer Supplemental Operator Training job aid provided, Road Manager available for further education. November 18 2020- closed.</b></li> <li>3. GOI violations are continuous, GOI is implemented for the safety of the crew, safety of the public, and safe train operations. Examples of GOI violations,             <ol style="list-style-type: none"> <li>a) FTO instructs Engineer to make minimum application with no plan of the 10psi reduction Section 1 36.0 Minimizing Sticking brakes C- The total brake pipe reduction should be 10 psi or more before the release is made. An overall reduction of less than 10 psi should therefore be increased to 10 psi or more before releasing. Brake pipe exhaust must be stopped for at least 20 seconds before releasing.</li> <li>b) FTO transitions with GOI requirements Section 1 38.2 When changing from motoring to DB when the train is in motion, pause for ten seconds with the throttle in IDLE.</li> <li>c) 38.6 Dynamic Brake (DB) Limitation C - When governed by a Temporary Speed Restriction:</li> </ol> </li> </ol>	Jason Inglis	Open	December 10, 2020

		<p>the DB effort MUST NOT exceed 40 Klbs on AC locomotives</p> <p>Conventional: one half mile prior to the temporary speed restriction, and until the locomotive(s) are no longer on the temporary speed restriction.</p> <p>Distributed Power: one half mile prior to the temporary speed restriction, and until the entire movement has passed over the temporary speed restriction.</p> <p>d) FTO uses independent motoring, violates Section 2 b) Remote Locomotive Operating Restrictions – Mixed Locotrol Trains ONLY (as defined in Section 7, item 2.3) Independent Motoring (Back Group)</p> <p>i) When the remote locomotive(s) is in independent motoring (back group), use the same throttle position as the lead locomotive consist, or a lower throttle position than the lead locomotive consist.</p> <p>ii) When the lead consist is in dynamic brake, do not use the remote locomotive(s) in throttle position</p> <p>. System Bulletin issued November 18, 2020 - <b>closed</b></p> <p>What violations is the engineer required to overlook? How is the engineer supposed to plan train control without knowing when he will be required to intervene?</p> <p>New bulletin issued- Jason Inglis November 19, 2020</p>			
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**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
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		Labour Co-Chair sent updates to Ryan Leblanc and Scott welling on September 9, 2020			
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            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.            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. Escalated to the policy committee –February 6 2020 Patrick Nahmiash to contact Policy committee</p>	Escalate to Policy Committee	on going	2019-12-20

		co-chair on Progress-March 11 2020 update; sent policy Committee May 12, 2020			
3 2020-01-01	Safety Hazard report SHR 700000001766 New Business Committee members	<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 #700000002815 – 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.</p>	Escalated to policy committee	On going	2020-05-14

		<p>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> <p>Add to escalation sent to policy and cab committee- Ryan LeBlanc August 13, 2020</p>			
<p>4  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</p>	<p>Escalated to Gm</p>	<p>On going</p>	<p>October 8,2020</p>

		<p>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>Escalated to gm level – Co chairs 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 October 8, 2020</p> <p>Email response from GM, November 10, 2020. Employees will be afforded the opportunity to use a fitness facility close to the Alyth Bunkhouse when they provide an on duty manager with an adequate amount of notice to facilitate transportation. I find it difficult to understand how employees are feeling victimized with bringing their concerns to local management in M Hat as the team there is always looking to help. As COVID cases continue to escalate within Canada and the US we will continue to follow the parameters put out by our Chief Medical Officer and Pandemic Team to minimize the potential for outbreak.</p>			
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**Miscellaneous / Comments: Nil**

**Next Meeting:**

Place :Via Conference call	<b>Date: December 10, 2020</b>	Time: 0900

Meeting Adjourned: 1011	Approved by Management Co-Chair:	Approved by Union Co-Chair:
	Jason Inglis	Patrick Nahmiash