

Medicine Hat Cross - Functional Health & Safety Committee

November 18, 2021





Agenda:

- Call to Order
- Review minutes of previous meeting/errors/omissions
- Safety Briefing
- Attendance/Confirm Quorum
- Introduction of Guests
- Motion to accept previous minutes
- Local Stats
- Safety Performance/Incident Review
- Safety Framework Activity Review
- SOFA/Planned Peer Observation Review
- Review E-Testing discussing results
- Workplace/Customer Inspection Review
- Safety Hazard Report Review
- Risk Assessments Review
- Work Refusals
- Taxi Exception Reports
- Old Business
- New Business
- Escalated items
- Confirm minutes and closing comments

Meeting Called to Order by: 9:00 am Jason Inglis

Quorum: A quorum of a committee consists of the majority of members, at least half of which are employee members and at least one of which is an employer member

Errors / Omissions Last Month's Minutes: nil

Motion to Accept Minutes as Submitted/Amended: Patrick Nahmiash/Freeman Hickey

Committee Members:

Name:	Email:	Phone Number:	Department:	Committee Position:	# of Meetings:	H&S Trained:	Present at Meeting:
Jason Inglis	jason_inglis@cpr.ca	807-620-1127	Mgr, T&E	Co-Chair	10	Yes	Yes
Ashley Reid	ashley_reid@cpr.ca	250-814-3979	Mgr, T&E	Alternate	7	Yes	Yes
Jamie Smithson	jamie_smithson@cpr.ca	403-866-1826	Mgr, T&E	Member	4	Yes	No
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	3	Yes	No
Colin Sehn	colin_sehn@cpr.ca	403-866-1306	Mgr, T&E	Member	1	Yes	Yes
Darren Burzminski	darren_burzminski@cpr.ca	403-548-1212	T&E, Engrs	Member	4	Yes	Yes
Derek Hammel	derekmicheal_hammel@cpr.ca	403-581-5242	T&E, Cndrs	Member	2	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	8	Yes	Yes
Miles Heit	miles_heit@cpr.ca	403-548-4970	Eng. Track Structure	Member	3	Yes	No
Geoff Tedrick	geoff_tedrick@cpr.ca	306-313-8244	Mgr, Eng. Track Structure	Member	0	Yes	No

Daniel Villeneuve	daniel_villeneuve@cpr.ca	705-698-4330	Mgr, S&C	Member	1	Yes	Yes
Mason Monti	mason_monti@cpr.ca	403-866-8822	S&C	Member	4	Yes	No
Freeman Hickey	freeman_hickey@cpr.ca	403-594-1455	Mgr, Eng Track / Structure	Member	5	Yes	Yes
Willie Davis	willie_davis@cpr.ca	403-866-9955	Mgr, Eng Track / Structure	Member	2	Yes	No
Kory Hill	kory_hill@cpr.ca	403-329-7794	Mechanical Mgr	Member	3	Yes	No
Jody Barron	jody_barron@cpr.ca		Eng. Track Structure	Member	6	Yes	No
Vicki Martin	vicki_martin@cpr.ca	403-528-5000	Other	Secretary	10	Yes	Yes

Guests: nil

Employees & Geographical Region WHSC Represents:

Department	Craft Employees Represented WHSC member:	Subdivision Miles Represented: (Include subdivision name and mileage range)	Numbers Represented: Employees Buildings	
T&E, Engrs	Patrick Nahmiash	Medicine Hat Yard, Brooks and Maple Creek Sub - the number is the total for Engineers and Conductors	236	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	
	2021	2020	2021	2020	2021	2020
FRA Reportable Injuries	3	3	0	3	0	0
Non FRA Reportable Injuries	0	1	2	0	0	0
FRA Train Accidents	0	1	1	0	0	0
Non FRA Train Accidents	2	3	1	0	0	0
Rule Violations	2	11	1	1	0	0
Motor Vehicle Accidents	0	0	1	2	0	0

Date of Last Local Incidents	T&E	Engineering	Mech.-Car
Number of Days Since:	Date (Days)	Date (Days)	Date (Days)
Personal Injury	29-Jul-21 (112)	04-Oct-21 (45)	01-Jan-17 (1782)
Train Accident	3-Sep-21 (76)	19-Sep-21 (60)	08-May-19 (925)
Rules Violation	19-Oct-21 (30)	24-Apr-21 (208)	01-Jan-17 (1782)
Motor Vehicle Accident	12-Jan-19 (1041)	29--Mar-21(234)	07-Aug-19 (834)



Previous Month's Last Incident / Injury Causes:

Personal Injuries:

Date: FRA Reviewed: Description:

		nil
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Train Accidents:

Date: FRA Reviewed: Description:

		nil
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Rules Violations:

Date: Reviewed: Description:

19-Oct-21	Yes	<p>IM 1001581517 Ogden AB At Approximately 1500 October 19th while entering Alyth yard train 292-19 trailed through the NT14/Fast Track crossovers. Conductor was riding the footboard but failed to notice the improperly lined switch ahead of the movement. Crew placed the movement in emergency at 10 mph and travelled through the switch at 6.6 mph.</p> <p>Action Taken: Escalation to GM & VP; Locomotive Downloaded; Yard Camera footage reviewed; Lococam footage reviewed; T&E attended; Engineering attended; Initial Incident reports completed; Post Incident testing underway</p> <p>Preliminary Cause: Failure to stop before an improperly lined switch</p>
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Motor Vehicle Accidents:

Date: Reviewed: Description:

		nil
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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):
completed	3-Nov-21 4-Nov-21 16-Nov-21 17-Nov-21 18-Nov-21	T&E	Darren Burzminski participated in committee work as required and approved. Canada Labour code 135 (7) and 135.1 (8). Performed site inspections at Carmicheal, Antelope Elevator & backtrack, Seward. Safety meeting, updated emergency evacuation plan, and a safety/rules blitz for October 28 th implementation.
completed	19-Oct-21 2-Nov-21 3-Nov-21 4-Nov-21 16-Nov-21 17-Nov-21 18-Nov-21	T&E	Patrick Nahmiash participated in committee work as required and approved. Canada Labour code 135 (7) and 135.1 (8). Performed site inspections at Carmicheal, Antelope Elevator & backtrack, Seward, and Methanex. Safety meeting, updated emergency evacuation plan, and safety/rules blitz for October 28 th implementation. Re-enactment for personal injury and a SOFA.



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):

completed	20-Oct-21	T&E	3	110	4	Good crew, no issues
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E-Testing:

Status Department Tests Performed Failed E-tests Description

completed	T&E	71	3	Switches
completed	T&E	65	5	Verbal Confirmation between crews
completed	T&E	51	0	On or About Tracks

Workplace Inspections:

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

completed	17-Nov-21	T&E	Class C	Medicine Hat yard Good clean site. All switches thrown and were in good working conditions. Brooms are in place.
completed	16-Nov-21	T&E	Class C	Seward Back track (mt302a) Good clean site, no visible issues
completed	16-Nov-21	T&E	Class C	Carmichael MT307E Good clean site
completed	16-Nov-21	T&E	Class C	Antelope Back track (MT304a) Good clean location, no visible issues
completed	20-Oct-21	T&E	Class C	Methanex Good Clean site

Customer / Industry Inspections:

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

completed	16-Nov-21	T&E	Class C	Antelope Elevator SWT Good clean site
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Safety Hazard / Unsafe Condition Reports:

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

closed	15-Nov-21	T&E	Class A	SHR 70000004435 Near signal 17S Lister south track at Swift Current Approximately 8 ties are broken in a 100 foot stretch of the south track. Many of the tie plates are also missing spikes. Located roughly 100 feet east of signal 17S Lister on south track. Please inspect track. Reply: ES – Ed Zanidean inspected the track and found no issues.
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closed	5-Oct-21	T&E	Class B	<p>SHR 70000004405 (entered into app on Oct 28) Bullpen Medicine Hat station paper recycle & shredding box</p> <p>Bullpen Medicine Hat station, paper recycle & shredding box, screw sticking out the side approximately 1" - garbage can side. This was turned in October 5, scotch tape was placed on screw as temporary measure. 22 days later screw is still a cutting hazard. Trainmasters need to review corporate safety policy, stop making excuses and make safety a priority. Take 2 minutes with hack saw and cut expose part of screw.</p> <p>Reply: This has been repaired.</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 Person(s):	Status:	Due Date:
1	T&E	<p>Covid – 19 precautionary measures. Reference SHR#700000004334</p> <p>Government of Canada Covid – 19 prevention. Physical distancing means avoiding close proximity and direct physical contact when interacting with people from outside your immediate household. Modify your routines to limit or avoid close interactions or direct physical contact with others. Individuals in vehicle transportation when required to have more than three passengers are not provided options to abide and prevent physical contact.</p> <p>Reply: Employees are reminded they are to wear their mask while riding in company & 3rd party vehicles. We will also be utilizing the yard van when transporting more than one</p>	Jason Inglis to check into	closed	18-Nov-21

		crew in preference of the RTW driver and/or Company officer. We are also utilizing TCS' in preference over DH's which will reduce multiple crews being transported in the same vehicle.			
2	T&E Committee members 13-May-21	<p>Step 1 of 127.1 for contravention of 135.1 Payment of wages. Bulletin number LR-009-21 requires committee members to contravene Canada Labour code 135.1 and the Medicine Hat terms of wages and time alliance section 17. Committee members use the provided CP Rail turn tracking system to submit for wages.</p> <p>Update: WHSC Representatives from Union will be Thomas Stehr and Management will be Asst Supt Ashley Reid performing the investigation as per Step 2 of the 127.1</p> <p>Update (Aug 19): This has been Referred to the Head, waiting investigation result.</p> <p>File has been closed. Ruling has been received from Bradley Tetarenko Official Delegated by the Minister of Labour. Committee members are to be paid for their time and duties as committee members.</p>	Co-chairs	closed	25-Oct-21
3	T&E	<p>WCB Policy part II is not being followed. Appropriate safe full return to pre-injured duties may be impaired, and further damage to injury. Injured individuals are being provided information that does not follow WCB Policy part II. CP is creating a return to work plan without medical information (question 14), no functional abilities form (question 5), and no options are being provided to the injured individual (question 5). WCB Policy: 04-05 part II, question 14. What is "suitable work"? The answer, Suitable work is work that the worker is medically able to do, does not make the injury worse, and will provide benefits to both the worker and the employer.</p> <p>WCB Policy: 04-05 part II, question 5. What are the cooperation provisions for employers and workers? The answer, Employers must: attempt to provide suitable employment that is available and consistent with the worker's functional abilities and that, when possible, restores the worker's earnings to the level paid on the date of the accident;</p> <p>WCB Policy: 04-05 part II, question 5. Another example is that a case manager may ask the worker and employer to identify alternative or suitable work options that will meet the worker's anticipated restrictions, involving the union where required.</p> <p>Reply: WCB Policy part II is not being followed. Appropriate safe full return to pre-injured duties may be impaired, and further damage to injury. Injured individuals are being provided information that does not follow</p>	Jason Inglis	closed	14-Oct-21

	<p><i>WCB Policy part II. CP is creating a return to work plan without medical information (question 14), no functional abilities form (question 5), and no options are being provided to the injured individual (question 5).</i></p> <p><i>WCB Policy: 04-05 part II, question 14. What is “suitable work”? The answer, Suitable work is work that the worker is medically able to do, does not make the injury worse, and will provide benefits to both the worker and the employer.</i></p> <p><i>In the absence of a FAF, Disability Management can, and will when available, offer non-safety sensitive sedentary work. In the absence of a FAF, initial modified work duties do not require a sign off from the doctor.</i></p> <p><i>WCB Policy: 04-05 part II, question 5. What are the cooperation provisions for employers and workers? The answer, Employers must: attempt to provide suitable employment that is available and consistent with the worker’s functional abilities and that, when possible, restores the worker’s earnings to the level paid on the date of the accident;</i></p> <p><i>Employees will be offered non-sedentary duties until a Functionality form has been filled out and provided to OHS for review.</i></p> <p><i>5. Another example is that a case manager may ask the worker and employer to identify alternative or suitable work options that will meet the worker’s anticipated restrictions, involving the union where required.</i></p> <p><i>Employers have a duty to accommodate under the WCB Act, Canada Labour Code and Human Rights. By not accommodating, CP is in direct violation of those obligations to which financial penalties can be levied at us. Workers have an obligation to participate in the return to work planning but they are not necessarily required to identify alternative or suitable work options. Each is a case by case basis and we will also ensure to utilize the RTW committee if/when required.</i></p>			
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4	T&E	<p>Super 8, fumigation of facility for bed bugs. From March 4 to date, 7 times bed bugs have been reported. The one, two room fumigation has proven to be ineffective. Reference August 12th email.</p> <p>Update: Can we have hotel fumigated in one day?</p> <p>Update: Orkin inspected Swift Current station where employees keep their bags. No evidence found. Further reviewing taxi company cabs for any signs of bug activity. Exploring the idea to use Bed Bug Detection Dogs to identify activity in hotel.</p> <p>Reply: Both Medicine Hat & Moose Jaw WHSC's have agreed to continue to monitor the bed bug problem on a case by case basis. Orkin will continue to follow their fumigation process if/when a bug has been detected. All of the previous Orkin reports have come back with no sign of any infestation and these occurrences have only been a single bug which Orkin has been unable to identify the root cause and origin of the bugs.</p>	Committee to explore lodging alternatives and fumigation process	closed	18-Nov-21
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New Business Review:

Item Number:	Item Origin:	Business Description:	Responsible Person(s):	Status:	Due Date:
1	T&E	Flag at Shepard reported again on November 10, 2021 @ approximately 1900. Windsock has been ordered and once it arrives, it will be put up.	Scott Wellings	open	9-Dec-21

Escalated Item:

Item Number:	Item Origin:	Escalated Item:	Responsible Person(s):	Status:	Review Date:
		nil			

Miscellaneous / Comments:

1. Orkin Reports (CP Rail Rest House) for following months have been sent to Co-chair Pat Nahmiash: May; August, October, November
2. Update securing unattended equipment grades for Piapot, Irvine, Suffield and Crowfoot.
3. Bulletin issued November 18, 2021 - Cleaning of parking Lot East End of Medicine Hat Yard
4. Bulletin issued November 18, 2021 - Parking in front of the Medicine Hat Station regarding Winter Snow Removal
5. Time for Co-chair to review and approve October minutes

Next Meeting:

Place	Date	Time
Via Conference/Training room if you feel comfortable to be at meeting.	9-Dec-21	09:00 AM
Meeting Adjourned At: 9:50 am	Approved by Management Co-Chair: Jason Inglis	Approved by Union Co-Chair: Patrick Nahmiash
End of meeting recap completed? Yes		