

Medicine Hat Cross - Functional Health & Safety Committee

November 15, 2022





Agenda:

- Call to Order 10:17
- 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: Chris Gingras 10:17

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.

New Errors / Omissions Last Month's Minutes:

1. October minutes do not meet CCHOS requirements and are a contravention of the CP rail corporate safety policy. Minutes do reflect October meeting and do not reflect the certificate provided by labour co-chair. Step 1 of 127.1 was enacted on October 31.
2. 127.1 contravention of duties of committee (7) shall consider and expeditiously dispose of complaints relating to the health and safety of employees. This item was closed as Management representative during October Safety meeting advised that agreement in investigation by investigators, labour investigator provided report on October 19.

Motion to Accept Minutes as Submitted/Amended:

Committee Members:

Name:	Email:	Phone Number:	Department:	Committee Position:	# of Meetings:	H&S Trained:	Present at Meeting:
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Chris Gingras	chris_gingras@cpr.ca	250-272-6319	Mgr, T&E	Co-Chair	5	Yes	Yes
Ashley Reid	ashley_reid@cpr.ca	250-814-3979	Mgr, T&E	Alternate	5	Yes	No
Patrick Nahmiash	patrick_nahmiash@cpr.ca	403-458-1825	T&E Engrs	Co-chair	9	Yes	Yes
Darren Burzminski	darren_burzminski@cpr.ca	403-548-1212	T&E, Engrs	Alternate	2	Yes	No
Colin Sehn	colin_sehn@cpr.ca	403-866-1306	Mgr, T&E	Member	7	Yes	Yes
Evan Deadlock	evan_deadlock@cpr.ca	403-548-5587	Mgr, T&E	Member	2	Yes	Yes
Ryan Marshall	ryantcrc@icloud.com	403-580-6552	T&E, Cndrs	Member	1	No	Yes

Liam Smith	liamtcr@icloud.com	403-581-0755	T&E, Cndrs	Member	1	No	Yes
Zack Hartley	tcr322zh@gmail.com	613-601-1655	T&E, Engrs	Alternate	5	Yes	Yes
Jason E Ross	jasone_ross@cpr.ca	403-581-0752	Mechanical Union	Member	8	Yes	No
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	6	Yes	Yes
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	7	Yes	No
Clive Gray	clive_gray@cpr.ca	403-304-2141	S&C Tech	Member	5	Yes	Yes
Lucas Harding Brooks Sub	Lucas_harding@cpr.ca	403-863-8219	Mgr, Eng Track / Structure	Member	2	Yes	Yes
Willie Davis Maple Creek Sub	willie_davis@cpr.ca	403-866-9955	Mgr, Eng Track / Structure	Member	5	Yes	Yes
Kory Hill	kory_hill@cpr.ca	403-329-7794	Mechanical Mgr	Member	5	Yes	No
Jody Barron	jody_barron@cpr.ca		Eng. Track Structure	Member	5	Yes	No
Nick Lepard Brooks Sub	nick_lepard@cpr.ca		Eng. Track Structure	Member	1	Yes	No
Vicki Martin	vicki_martin@cpr.ca	403-528-5000	Other	Secretary	8	Yes	Yes

Guests: Scott Welling- Facilities, Don Ashley-Policy Committee, Tom Doherty-Policy Committee, Jeff Basarab-TC, James Moran-TC, Russ Phipps-TC, Brian Gornik-Functional Safety Group, Robert Tully-Managing Director Safety

Employees & Geographical Region WHSC Represents:

Department	WHSC member:	Subdivision Miles Represented: (Include subdivision name and mileage range)	Employees	Buildings
T&E, Engrs / Cndrs	Patrick Nahmiash / Liam Smith	Medicine Hat Yard, Brooks and Maple Creek Sub - the number is the total for Engineers and Conductors	240	2
Mech, Car	Jason E Ross	Medicine Hat	2	1
Eng, Track Structure	Miles Heit, Jody Barron	Medicine Hat, Maple Creek Sub, Brooks Sub	26	6
Eng, S&C	Daniel Villeneuve	Brooks, Maple Creek	14	4

	T&E		Engineering		Mech.-Car	
	2022	2021	2022	2021	2022	2021
FRA Reportable Injuries	3	4	2	0	0	0
Non FRA Reportable Injuries	3	1	2	3	1	0
FRA Train Accidents	0	1	1	1	0	0
Non FRA Train Accidents	2	2	3	1	0	0
Rule Violations	4	2	2	1	0	0
Motor Vehicle Accidents	0	0	0	1	0	0

Date of Last Local Incidents	T&E	Engineering	Mech.-Car
Number of Days Since:	Date (Days)	Date (Days)	Date (Days)
Personal Injury	09-Nov-22 (6)	31-Oct-22 (15)	01-Jan-17 (2144)
Train Accident	08-May-22 (191)	23-Sept-22 (53)	05-Jul-22 (133)
Rules Violation	03-Nov-22 (12)	24-Apr-21 (570)	01-Jan-17 (2144)
Motor Vehicle Accident	12-Jan-19 (1403)	29-Mar-21 (596)	07-Aug-19 (1196)

Previous Month's Last Incident / Injury Causes:

Personal Injuries:

Date: FRA Reviewed: Description:

9-Nov-22	Yes	Yes	<p>IM 1001795482 Gleichen (T&E)</p> <p>On Nov 09, Employee in Medicine hat reports being diagnosed with a slight concussion from an unreported incident that occurred one day prior. Employee was lining the power switch by hand at the east switch at Gleichen on the Brooks Subdivision while working train 148-07 and states that while pulling up the handle, it moved quicker than he expected and contacted his chin. Employee states no lacerations, swelling or bruising and no discomfort during the remainder of his tour of duty. After developing a headache over the next 24 hours, he decided to seek medical evaluation. Employee was prescribed 7 days lost time, although he will not miss a scheduled shift account being off until December 1st account Miles and Vacation.</p> <p>Action Taken: Switch inspected Loco cam secured Incident form completed Re-enactment performed Health & Safety advised.</p> <p>Preliminary Cause: Human Factor</p>
31-Oct-22	Yes	Yes	<p>IM 1001788661 Brooks Sub (ES)</p> <p>On Oct 31st, 2022, a section crew was working on replacing a cracked joint bar at mile 141.19 on the Brooks Sub. When the crew replaced the cracked joint bar, there was a mismatch of about ½” in order for the holes to line up. The employee inserted a drift pin into the joint bar hole and contacted it with a sledge hammer twice in order to get it to line up. On the third strike, he hit the corner of the drift pin and a piece of metal broke off and contacted the left shin of the employee causing a laceration. Employee was taken to the hospital where he received two stitches.</p> <p>Action Taken: Escalated to director and assistant chief engineer; Initial incident reports were completed; Employee was taken to the hospital</p> <p>Preliminary Cause: Defective Tool.</p> <p>Note: Engineering developed a Safety Flash to inform employees of the proper use of tolls and proper reporting of defective tools. 30 more new drift pins were purchased ordered.</p>

Train Accidents:

Date: FRA Reviewed: Description:

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Rules Violations:

Date: Reviewed: Description:

3-Nov-22	Yes	<p>IM 1001790140 RTS (T&E)</p> <p>Trains 319-426 and 318-122 were working together in the Crow at Dunmore at the ACU to perform Locomotive moves. 319-426 lifted their locomotive and left the east most loco on the Crow account it was not drivable for train 318-122 to tie onto and shove it back into the ACU-East Pioneer Elevator. Once 318-122 cleared into the ACU train 319-426 lined the ACU East Pioneer Elevator switch normal and</p>
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		<p>departed eastward out of the Crow and back to their train at Larkhall. Crew on train 318-122 did not hear or see 319-426 depart. Conductor was on the trailing locomotive after he brake tested the locomotives leaving in the ACU he informed LE to pull ahead. Crew did not communicate or validate the ACU East Pioneer Elevator switch, which was lined for the normal position and against their movement. Subsequently the crew ran thru the switch with both locomotives.</p> <p>Action Taken: ES Willie Davis responded and Switch was inspected TM Colin responded Employees interviewed by Trainmaster and Superintendent. Incident Reports filled out Photos taken Employees taken for post incident testing.</p> <p>Preliminary Cause: H702 – Switch Improperly Lined</p>
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Motor Vehicle Accidents:

Date:	Reviewed:	Description:
		Nil

Safety Framework Activities Completed Last Month:

Status:	Date:	Department:	Description (include description, action taken by who and when to be completed by):
Completed	13-Oct-22 14-Oct-22	T&E	Derrick Hammel and Patrick Nahmiash participated in committee work, performed, site inspections and safety meeting.
Completed	18-Oct-22 19-Oct-22	T&E	Darren Burzminski and Patrick Nahmiash participated in committee work, T&E footboard meetings as per safety plan.
Completed	11-Nov-22	T&E	Darren Burzminski participated in committee work, safety critical task tasks new hires.
Complete	11-Nov-22	T&E	Patrick Nahmiash participated in video re-enactment of personal injury

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

E-Testing:

Status	Department	Tests Performed	Failed E-tests	Description
Completed	T&E	CR123.2 370 tests	1 non-compliance 0.27% fail rate	<p>Radio Communication Procedures (CR123.2) and Switches (CRT26.3 / CRTPOINT)</p> <ol style="list-style-type: none"> Proper Radio Communication Procedure, Identification, Direction, Distance (CR123.2)—using proper initial radio identification, specify direction and distance to travel, stopping at once if no further communication is received when the movement has travelled one-half the distance travelled. Point and Observe (CRTPOINT)—prior to and after lining a switch employees are to use their hand to point at the target and then follow with their hand the route to be used. Switches (CRT26.3)—properly checking the points before and after lining the switches handled and communicating the switch with the LE repeating back confirmation.
		CRTPOINT 480 tests	6 non-compliance 1.25% fail rate	
		CRT26.3 411 tests	4 non-compliance 0.97% fail rate	

Completed	T&E	CRT24TC 44 tests	3 non-compliance 6.82% fail rate	RIDING EQUIPMENT TANK CARS (CRT24TC) <ol style="list-style-type: none"> 1. Employees while riding on the platform do not place their feet outside the rail with their body turned towards the car outside the handrail, facing the direction of travel 2. Employee does not maintain three points of contact 3. Employee rides platform between moving cars.
Completed	T&E	CRT115A 260 tests	0 non-compliance 0.00% fail rate	SHOVING ON NON-MAIN TRACK AND OPERATING ON NON MAIN TRACK – PROTECTING THE POINT <ol style="list-style-type: none"> 1. This year alone there have been 10 train accidents where the switch was run thru, or a shoving movement went over a derail or end of track happened on these occasions. There have been a total of 11 train accidents thus far where shoving on Non-Main track incidents makes up 91% of the incidents. 2. It's imperative that employees are protecting their points when making a shoving movement and ensure that it is completed safely.

Workplace Inspections:

Status:	Date:	Department:	Classification:	Description
Closed	12-Oct-22	T&E	Class B	<p>Alyth Bunkhouse:</p> <ol style="list-style-type: none"> 1) Faucet. 2) Water filtration system not operational. 3) Ladies washroom - Toilette not flushing, zip tie in place. - Seat needs replacement. 4) Door not sealing. 5) Men's toilette not filling after flush. 6) Fire extinguisher not being checked monthly as required. 7) Room 20 HVAC not working. 8) Room 26 requires new box spring and mattress. 9) Room 3 & 24 burnt out bulbs. 10) T.V. burnt out bulbs. 11) Emergency lighting, not checked monthly as required, implement plan. 12) Emergency lighting, between room 29 & 30 not operational. 13) HVAC through entire facility needs coils regular maintenance. 14) Fan laundry room not operational. 15) AED, implement monthly check and confirm operation. Update from Eric Nilsson email dated Oct 18: Firstly, AEDs aren't required by code. Secondly, Alyth falls under the Alyth Health and safety committee. A member of the Alyth health and safety committee inspects and maintains the AEDs. I know this, because I approve his time off each month to do exactly this. Thirdly, if you'd scroll down in the email chain you're responding to, you'd see that Curtis Mellish inspected this AED on Oct 12th. It seems like that information was readily available. Fourthly, we have a policy committee. You skipped that part and bolded and underlined the section after "if there is no policy committee..." 16) Linen room missing ceiling panel. Adjacent building (exercise room)

				<ul style="list-style-type: none"> - Fire extinguisher monthly check. - NW door does not seal. <p>Scott Welling will provide an update next week. Feedback was given by Scott Welling to all items completed on October 26, 2022</p>
Closed	Oct 14	T&E	Class B	Antelope back track east end 60 feet inside derail spike piles, escalated to ES and piles cleaned up on site

Customer / Industry Inspections:

Status:	Date:	Department:	Classification:	Description (include description, action taken by who and when to be completed by):
Closed	Oct 14	T&E	Class B	Antelope SWT Elevator workers performing work at own facility without Blue Flag protection. Immediately stopped and had Blue flag replaced. Escalated to plant manager and T&E Colin Sehn to which a 3 step process for protection of employees working under Blue Flag protection was implemented Nov 10, 2022 Supt Chris Gingras Validated crew at Antelope working under Blue Flag protection and flags were present.

Safety Hazard / Unsafe Condition Reports:

Status:	Date:	Department:	Classification:	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:

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 13-Oct-22	T&E	IPad, e-binder app, Books app required documents, GOI in outdated in Books app. Labour co-chair contacted IPad group. Waiting on email to identifying possible changes and clarifying requirements of documents to be carried while on duty.	Rules Group Keith Hooper	Closed	10-Nov-22

		<p>Reply: Bulletin to be issued. This item is still open.</p> <p>Required supplies was completed on October 14, 2022.to be provided.</p> <p>October 31, 2022 Keith Hopper provided confirmation that The Summary Bulletins and System Revision Documents have been uploaded to the Books app.</p>			
2 11-Aug-22	H&S Member	<p>This is step 1 of 127.1. Contravention of Canada Labour code 136; Time required for duties (8) A health and safety representative is entitled to take the time required, during their regular working hours, (a) to perform any of the representative's functions; Labour co-chair requested time on June 2nd management co-chair advised him to complete committee tasks on his own time Update September 8: Move to Step 3. Chris and Darren to complete joint investigation as required</p> <p>This is step 1 of 127.1. Contravention of Canada Labour code 135.1; Chairpersons to assign functions (8) The chairpersons of a committee shall jointly designate members of the committee to perform the functions of the committee. The management co-chair assigned Harassment and Violence in the workplace assessments after not providing time for duties. Update September 8: Move to Step 3. Chris and Darren to complete joint investigation as required.</p> <p>Reply: Old Business (2&3) from September meeting have been combined. Joint investigation preformed Sept 21, 2022. No report provide by Labour side. Referred to the head on October 19</p>	Darren Burzminski Chris Gingras	Open moved to tabled	30-Jan-23
3 11-Aug-22	H&S Member	<p>This is step 1 of 127.1. Contravention of Canada Labour code 135; Duties of committee (7) A work place committee, in respect of the work place for which it is established, (a) shall consider and expeditiously dispose of complaints relating to the health and safety of employees; SHR#700000004833, step 3 of 127.1 required to date not completed. Management co-chair not responding to 127.1, email June 19. Management co-chair not responding or providing cleaning products, email July 28. Update September 8: Waiting on cleaning supplies arrival, joint investigation with Chris and Darren to be conducted before next meeting for SHR 4833.</p> <p>Clean safe workplaces outlined in June 2022 minutes, cleaning supplies to be reordered as required. Email to Management co-chair July 28, 2022</p>	Darren Burzminski Chris Gingras	Open	8-Dec-22

		<p>outlined the supplies; - The hand sanitizer is expired and appears to have gone bad. Need to order a new tub. - We are down to the last 4 bottles of isopropyl alcohol and last 2 bottles of wipes. Need more supplies.</p> <p>- The bottles that are filled with isopropyl alcohol need to be replenished, only a few are left in bullpen - they leak and brake with regular use. As of today's date almost no supplies remain</p> <p>Reply: cleaning supplies have been ordered and were received on Oct. 12.</p> <p>Reply: Old Business (4&5) from September meeting have been combined. Joint investigation preformed Sept 21, 2022. No report provided by Labour side.</p> <p>Labour report provided on October 19. Chris and Darren to review and advise committee if agreement in place or referred to the head.</p>			
4 11-Aug-22	H&S Member	<p>is step 1 of 127.1 for contravention of 136 Duties of representative (5) (g) shall participate in all of the inquiries, investigations, studies and inspections pertaining to the health and safety of employees, including any consultations that may be necessary with persons who are professionally or technically qualified to advise the representative on those matters; Personal injury August 26, 2022 - re-enactment without labour committee member. Injured employee requested labour participation, Trainmaster stated shouldn't need anyone for the re-enactment, show me the particulars of the accident.</p> <p>Reply September 8 Chris Gingras: management drill down is required. Labour participation will happen when the option is available.</p> <p>Step Move to Step 3. Chris and Patrick to complete joint investigation as required.</p> <p>This is step 1 of 127.1 for contravention of 136 Duties of representative (5) (g) shall participate in all of the inquiries, investigations, studies and inspections pertaining to the health and safety of employees, including any consultations that may be necessary with persons who are professionally or technically qualified to advise the representative on those matters; Personal injury August 9, 2022 - video re-enactment without labour committee member, labour co-chair not advised of re-enactment when advised of incident. Chris Gingras responses September 8: there was no contravention of duties from the Labor Co chair, in fact the video re-enactment was available for viewing and participation in a discussion of the events</p>	Darren Burzminski Chris Gingras	Open Move to tabled	30-Jan-23

		<p>occurred with co- chairs with discussion on preventative measures. Move to Step 3 Chris and Patrick to complete joint investigation as required.</p> <p>Reply: Old Business (6) and New Business (5) from September meeting have been combined. Joint investigation preformed September 21, 2022. A disagreement to resolve by both parties and submission will be sent to the Head to occur.</p> <p>referred to the head on October 19</p>			
5 13-Oct-22	Mech	<p>Larkhall Road needs its daily maintenance. Update: Nick Whittle to call Willie Davis to line up a grader.</p> <p>Completed October 20, 2022</p>	Nick Whittle Willie Davis	Closed	10-Nov-22
6 11-Aug-22	T&E	<p>Alyth Bunkhouse. CCOHS - Meetings of Emergency Wardens and Drills 17.10 (1) At least once every year and after any change is made in the emergency evacuation plan or the emergency procedures referred to in paragraph 17.5(1)(c) for a building. (c) a full description of the evacuation procedures to be followed in evacuating the building, with the time required to complete the evacuation, including</p> <p>(i) activating the fire alarm,</p> <p>(ii) notifying the fire department, and</p> <p>(iii) evacuating employees who require special assistance; and</p> <p>Update: review of action plan to be conducted at October 13 meeting much evacuation drill to be completed on November 10.</p> <p>Update: Forward to Scott Welling for him to update action plan. Once completed, a bulletin will need to be issued.</p> <p>To plan educational briefings of the FERP to all Operations employees including a Bulletin and pre job briefings. Annual Fire alarm testing has been completed for 2022 and Patrick confirms signage in Alyth Bunkhouse is present and sufficient. Briefings to be completed as per the framework.</p> <p>Ryan Marshall/Patrick Nahmiash assigned to participate as required.</p>	Chris Gingras assigned from Med Hat Committee	Open	10-Nov-22 Completion: 7-Dec-22

7 11-Aug-22	T&E	<p>Medicine Hat station. CCOHS - Meetings of Emergency Wardens and Drills 17.10 (1) At least once every year and after any change is made in the emergency evacuation plan or the emergency procedures referred to in paragraph 17.5(1)(c) for a building. (c) a full description of the evacuation procedures to be followed in evacuating the building, with the time required to complete the evacuation, including</p> <p>(i) activating the fire alarm,</p> <p>(ii) notifying the fire department, and</p> <p>(iii) evacuating employees who require special assistance; and</p> <p>Update: review of action plan to be conducted at October 13 meeting much evacuation drill to be completed on November 10.</p> <p>Update: Evacuation drill down to be completed on November 10.</p> <p>To plan educational briefings of the FERP to all Operations employees including a Bulletin and pre job briefings. Annual Fire alarm testing has been completed for 2022 and Patrick confirms signage in Alyth Bunkhouse is present and sufficient. Briefings to be completed as per the framework.</p> <p>Ryan Marshall/ Patrick Nahmiash to participate as required. assigned including Mock drill</p>	Chris Gingras assigned from Med Hat Committee	Open	10-Nov-22 Completion: 7-Dec-22
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New Business Review:

Item Number:	Item Origin:	Business Description:	Responsible Person(s):	Status:	Due Date:
1	T&E	<p>As per email sent to committee including Management Co-chair on October 31. This is step 1 of 127.1 (ICRP), the October meeting minutes contravene part 2 of the Canada Labour Code and the CCOHS regulations. Email of 127.1</p> <p>Meeting set up between Co-chairs for Sunday November 20, 2022 to re-establish the October minutes.</p>	Chris Gingras	Open	8-Dec-22
2	T&E	<p>Time requested to complete was on October 21st. This is step 1 of a 127.1. Contravention of Canada Labour code specific duties of employer 125 (1) (q) provide, in the prescribed manner, each employee with the information, instruction, training and supervision necessary to ensure their health and safety at work and Labour code 135(10); Time required for duties (8) A health and safety representative is entitled to take the</p>	Chris Gingras	Open	8-Dec-22

		<p>time required, during their regular working hours, (a) to perform any of the representative's functions; identified in the safety plan, rules footboard to support 100% rules compliance and to brief 100% of active employees to be coordinated with summary bulletin.</p> <p>No response provided during the submission of item however Ryan Marshall and Patrick Nahmiash allotted November 23/24 respectively to participate in safety briefings and inspections</p>			
3	T&E	<p>Step 1 of 127.1 for contravention of ICRP required steps. Separate ICRP were combined for the joint investigation. Old Business October minutes number 1 and 2. All items enacted on using the ICRP have not been addressed.</p> <p>The 127.1 process investigation that was discussed in Octobers minutes was re-presented to the Committee once again with validation email from Darren Burzminski to confirm agreement between the Labour and the Company investigating officers on the Joint investigation</p>	Chris Gingras	Open	8-Dec-22
4	T&E	<p>This is step 1 of 127.1 (ICRP), on October 18th committee members were advised to do committee work without committee time provided, same day labour co-chair requested time and provided part 2 of the CLC time required for duties legislation requirements.</p>	Chris Gingras	Open	8-Dec-22
5	T&E	<p>This is step 1 of 127.1. Contravention of Canada Labour code 135.1; Chairpersons to assign functions (8) the chairpersons of a committee shall jointly designate members of the committee to perform the functions of the committee. The management co-chair/committee secretary advised the committee to provide new business prior to meeting, this item was never discussed during the meeting nor was the labour co-chair contacted.</p>	Chris Gingras	Open	8-Dec-22
6	T&E	<p>Training for T&E members for Duty and Rest Period Rules section 5 part B, on October 17, 2022 labour co-chair requested T&E committee members participate and provided peer to peer training. And requested timelines for the training. Individuals are being texted, contacted while on vacation, and approached in the station and being signed off as completed, with no training. Confusion continues to be ongoing, the June minutes identify that no Fatigue Management plan has been provided as outlined and required in the Duty and Rest Period Rules. Contacting individuals that are away and off work is a contravention of the Psychological Health and Safety Standard of Canada.</p> <p>TC James Moran did respond that the Fatigue management is to be rolled out by CP Rail by</p>	Chris Gingras	Open	8-Dec-22

		November 25, 2022. The Company is rolling this out presently to all employees.			
7	T&E	<p>CMC refusing to change the off duty time. Crews are reporting tying up at Swift Current station as required, taxiing to the rest facility and waiting in excess of 30 minutes for rooms. CMC is offering to change rest booked, but not the off duty time.</p> <p>Chris Gingras to take this on and send email to CMC and follow with a phone call on November 15, 2022.</p>	Chris Gingras	Closed	8-Dec-22
8	T&E	<p>This is step 3 of 127.1 for contravention Clothing Storage, 2 lockers are required for secure storage and to prevent contamination of clothing.</p> <p>9.43 Clothing storage facilities shall be provided by the employer for the storage of overcoats and outer clothes not worn by employees while they are working.</p> <p>9.44(1) A change room shall be provided by the employer where</p> <ul style="list-style-type: none"> (a) the nature of the work engaged in by an employee makes it necessary for that employee to change from street clothes to work clothes for health or safety reasons; or (b) an employee is regularly engaged in work in which his work clothing becomes wet or contaminated by a hazardous substance. <p>(2) Where wet or contaminated work clothing referred to in paragraph (1)(b) is changed, it shall be stored in such a manner that it does not come in contact with clothing that is not wet or contaminated.</p> <p>Timeline;</p> <p>September 8th Muhamad A Pasha stated update on lockers will be provided, this was first time lockers were brought forward and placed on minutes.</p> <p>October 13 the ICRP was enacted</p> <p>October 14th Chris Gingras provided Collective agreement requirements.</p> <p>October 17 co-chair Patrick Nahmiash provided a few examples:</p> <ul style="list-style-type: none"> -During locomotive power moves boots get creosol on them from the ties. - Locomotives that are required to perform work with are covered in coal and other unknown chemicals. -While connecting locomotives hoses and jumper cables, clothes get covered in oil and grease. - Platforms on locomotives regularly have oil, grease, and other mechanical contaminants 	Ryan Marshall Colin Sehn	Open	To be completed the week of Nov 21.

		<p>on the side panels and floor - these get on work clothes. - Locomotives are cleaned when it rains, the inside only when crews clean them and crews are not provided the means to steam clean seats.</p> <p>- October 19th Patrick Nahmiash advised Chris Gingras at no time was the collective agreement referenced and this is CLC and CCOHS requirements.</p> <p>Update: Ryan Marshall and Colin Sehn assigned to complete joint investigation. Dates to be determined and be completed the week of November 21st.</p>			
9	T&E	<p>February 2021 Medicine Hat minutes escalation to policy committee response in part reads, "<i>CP does not ever want a running trades employee to work when they have not had the proper rest and there are provisions that as a last resort can be exercised to ensure this doesn't happen</i>".</p> <p>Update: T&E AVAILABILITY STANDARD CANADA is a contravention of the Psychological Health and Safety Standard of Canada, contravenes all leave parameters provided in the Code, and may create a contravention of Canada Labour Code 124. Employees are being assessed discipline for using leaves provided by regulation and provisions referenced by the policy committee. This is creating a fear of using provisions to be away from work as required and determined by each individual. Individuals may be at work when they should be off due to fear of reprisal.</p>	Chris Gingras	Open	8-Dec-22
10	T&E	<p>Safety Hazard App referenced by Paul Jorundson during October meeting. Closures of many hazards contravene legislation and do not close out hazard.</p> <p>Examples; SHR # 70000005003 Closed same day as submitted with sign has been ordered and will be installed, and closed prior to committee review. East End of Patterson Elevator at Larkhall: East derail sign and switch point derail target are facing westward and should be facing or also facing eastward toward the mainline switch. Adjust or add derail / switch targets to face eastward on east end Reply: Signs have been ordered by ES Braden Mclean and will be installed as soon as arrived. Employee given feedback and thanked for her escalation. Briefings provided to crews to work in this area.</p> <p>SHR 700000004833 Submitted May 1st, use of ICRP outlined in submission, closed by management May 2nd.</p>	Chris Gingras	Open	8-Dec-22

		ICRP was actually closed in safety minutes October 13, response provided with closure on May 2 nd has changed but not been updated in the app. Update: Chris Gingras to action with all department heads with reflective learning, review legislative and safety requirements for steps to be followed to close out SHR.			
11	T&E	Clean safe workplaces, cleaning supplies need to be restocked regularly. Again hand sanitizer is expired, no refill bottles are available. No wipes are available. Isopropyl alcohol bottles leak and brake, new better long term solution is required. MSDS sheets are required for current chemical in bottles.	Chris Gingras Pat Nahmiash	Open	8-Dec-22
12	T&E	CP August 2020 Customer Safety Handbook 6.3.2 Use on Customer Tracks in part states, “if you choose to use blue flag protection on your property” Blue flags should be a requirement for protection of division members required to service the facility. Chris Gingras to investigate if we have the authority to change or request these conditions with customers with the safety groups	Chris Gingras	Open	8-Dec-22

Escalated Item:

Item Number:	Item Origin:	Escalated Item:	Responsible Person(s):	Status:	Review Date:
1	Old Business	This is step 1 of 127.1. Contravention of Canada Labour code 136; Time required for duties (8) A health and safety representative is entitled to take the time required, during their regular working hours, (a) to perform any of the representative’s functions; update of local job aids as identified in safety plan, time requested and not provided. Response: Colin and Evan to review and have job aids updated by October 14, 2022 October 14, 2022 all job aids have been updated by Colin Sehn in the system. November 15, 2022 Committee decision to escalate to policy committee as a national issue to get placed on to the IPADs for all divisional job aids. Additionally a tracking list to be created to show the list of job aids and updated format dates for each one listed. Step 3 was enacted during meeting	Original: Evan Deadlock Colin Sehn Escalate to Policy Committee	Open	8-Dec-22

Tabled item:

Item Number:	Item Origin:	Escalated Item:	Responsible Person(s):	Status:	Review Date
1 11-Aug-22	S&C Maintainer Richard Bergeron	Undercutting Brooks and Maple Creek sub: - Multiple crossings are muddy on Brooks sub from poor drainage, undercutting to resolve this issue. Maple Creek sub undercutting scheduled from mile 0-76 and to be completed by end of October. Update: Dunmore – Should be completed today. Brooks –working on changing planks and working on the drainage for mud. Maple Creek – on-going. Move to tabled for October meeting. Update: Dunmore has been completed. Maple Creek is on-going. Update: Committee decision to close item base on too large a basis of track identified and will need specific details to locations of concerns in future. Feedback to be given to employee about closure and handling of any further section issues. Ground is frozen and poor drainage not a concern any longer.	Roadmasters Brooks and Maple Creek sub Terry Maser	Closed	31-Dec-22
2	Old Business #3 from June 19 (127.1) and August 2022 (new business item 1)	Item closed without committee review. A request for an AED to be placed in the Maintenance of Way Building was sent in. Update: Waiting for approval on AED. Reply: AED does not meet the requirements to have at the Maintenance Way Building. Update September 8: committee concerns with access to AED that is located in station when trains are present, distance required to travel even with no trains is concerning. Update: A sub-committee has formed and outcome/update will be reported at next H&S meeting. Nov 11, 2022-subcommittee put letter together to submit to Scott Welling, Kevin Scholes and Robert Tully to request a site assessment and report of such on reasoning behind declination of AED supply. Terry Maser to email the letter.	Kory Hill Terry Maser Jason E Ross	Open	10-Nov-22 New timeline: 8-Dec-22
3 5-May-22	T&E	Calgary Standard Operating Procedures for Calgary terminal is still a required document to be used in conjunction with summary bulletin, timetable and bulletins. Document with outlined issues was sent to Chris Gingras.	Chris Gingras Eric Nilsson	Open	30-Sept-22 New timeline: GM response Nov - 30

		<p>This Document in its current state can't be safely used in conjunction with the other required documents. It is inaccurate and hasn't been updated since June 2016.</p> <p>Update (June 9): Looking to see if job aid will be updated or removed.</p> <p>Completion date: Alyth has team on this to be completed before end of September 2022.</p> <p>Reply: Calgary submitted on September 20, 2022 to Mark Clarstrom and Sam Burns. Alyth has completed updates and has submitted to Rules Group for approvable and issuances.</p> <p>Update: Nov 15, 2022 update the CSOP for Calgary Terminal was submitted to the Operating Practices team and returned with revisions to be made. As of November 12 the revisions were made and resent to the Operating Practices team once again for final approval. Escalation email sent to GM Adam Smith for assistance to get completed on November 15, 2022</p>			
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Miscellaneous / Comments:

Ryan Marshall and Liam Smith approved to perform critical task sign off on Friday November 18, 2022 with new hires in Medicine Hat and perform LMS Health and Safety qualifications.
Inspections scheduled for Terry Maser and Willie Davis on November 22/23
Inspections and briefings scheduled for Ryan Marshall and Ashley Reid on November 23/24
Inspections and briefings scheduled for Patrick Nahmiash and Colin Sehn on November 23/24
Patrick Nahmiash approved November 20, 2022 to meet with Chris Gingras and approve meeting minutes for October and November

Next Meeting:

Place	Date	Time
Medicine Hat Board room, 2 nd floor, 402 North Railway Street SE Medicine Hat AB	8-Dec-22	9:00 am
Meeting Adjourned At: 16:00	Approved by Management Co-Chair: Chris Gingras	Approved by Union Co-Chair: Patrick Nahmiash
End of meeting recap completed? Yes		