

Medicine Hat Cross - Functional Health & Safety Committee

January 12, 2023





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: Chris Gingras 9:05

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: Old Business # 2 & #3 missing dates, updated.

Motion to Accept Minutes as Submitted/Amended: Patrick Nahmiash

Committee Members:

Name:	Email:	Phone Number:	Department:	Committee Position:	# of Meetings:	H&S Trained:	Present at Meeting:
Chris Gingras	chris_gingras@cpr.ca	250-272-6319	Mgr, T&E	Co-Chair	1	Yes	Yes
Ashley Reid	ashley_reid@cpr.ca	250-814-3979	Mgr, T&E	Member		Yes	No
Patrick Nahmiash	patrick_nahmiash@cpr.ca	403-458-1825	T&E Engrs	Co-chair	1	Yes	Yes
Darren Burzminski	darren_burzminski@cpr.ca	403-548-1212	T&E, Engrs	Member		Yes	No
Colin Sehn	colin_sehn@cpr.ca	403-866-1306	Mgr, T&E	Alternate		Yes	No
Evan Deadlock	evan_deadlock@cpr.ca	403-548-5587	Mgr, T&E	Alternate	1	Yes	Yes
Ryan Marshall	ryantcrc@icloud.com	403-580-6552	T&E, Cndrs	Alternate		Yes	No
Liam Smith	liamtcr@icloud.com	403-581-0755	T&E, Cndrs	Alternate	1	Yes	Yes
Zack Hartley	tcr322zh@gmail.com	613-601-1655	T&E, Engrs	Alternate	1	Yes	Yes
Jason E Ross	jasone_ross@cpr.ca	403-581-0752	Mechanical Union	Member	1	Yes	Yes
Miles Heit	miles_heit@cpr.ca	403-548-4970	Eng. Track Structure	Member	1	Yes	Yes



Geoff Tedrick	geoff_tedrick@cpr.ca	306-313-8244	Mgr, Eng. Track Structure	Alternate		Yes	No
Daniel Villeneuve	daniel_villeneuve@cpr.ca	705-698-4330	Mgr, S&C	Member		Yes	No
Clive Gray	clive_gray@cpr.ca	403-304-2141	S&C Tech	Member	1	Yes	Yes
Lucas Harding Brooks Sub	Lucas_harding@cpr.ca	403-863-8219	Mgr, Eng Track / Structure	Member	1	Yes	Yes
Willie Davis Maple Creek Sub	willie_davis@cpr.ca	403-866-9955	Mgr, Eng Track / Structure	Member	1	Yes	Yes
Kory Hill	kory_hill@cpr.ca	403-329-7794	Mechanical Mgr	Member	1	Yes	Yes
Jody Barron	jody_barron@cpr.ca		Eng. Track Structure	Alternate		Yes	No
Nick Lepard Brooks Sub	nick_lepard@cpr.ca		Eng. Track Structure	Member	1	Yes	Yes
Vicki Martin	vicki_martin@cpr.ca	403-528-5000	Other	Secretary	1	Yes	Yes

Guests: Scott Welling facilities manager

Employees & Geographical Region WHSC Represents:

Department	WHSC member:	Subdivision Miles Represented: (Include subdivision name and mileage range)	Numbers Represented: Employees	Buildings
T&E, Engrs / Cndrs	Patrick Nahmiash / Darren Burzminski	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, Nick Lepard	Medicine Hat, Maple Creek Sub, Brooks Sub	26	6
Eng, S&C	Daniel Villeneuve	Brooks, Maple Creek	14	4

	T&E		Engineering		Mech.-Car	
	2023	2022	2023	2022	2023	2022
FRA Reportable Injuries	0	4	0	2	0	0
Non FRA Reportable Injuries	0	5	0	2	0	0
FRA Train Accidents	0	0	0	1	0	0
Non FRA Train Accidents	1	2	0	3	0	0
Rule Violations	0	5	0	2	0	0
Motor Vehicle Accidents	0	0	0	0	0	0

Date of Last Local Incidents	T&E	Engineering	Mech.-Car
Number of Days Since:	Date (Days)	Date (Days)	Date (Days)
Personal Injury	22-Dec-22 (21)	31-Oct-22 (73)	01-Jan-17 (2202)
Train Accident	7-Jan-23 (5)	23-Sept-22 (111)	05-Jul-22 (191)
Rules Violation	3-Jan-23 (9)	24-Apr-21 (628)	01-Jan-17 (2202)
Motor Vehicle Accident	12-Jan-19 (1461)	29-Mar-21 (654)	07-Aug-19 (1254)

Previous Month's Last Incident / Injury Causes:

Personal Injuries:

Date:	FRA Reviewed:	Description:
22-Dec-22	Yes	<p>Yes</p> <p>IM 1001818237 Morse, SK (T&E) The Conductor on 119-19 detrained at Morse, Swift Current subdivision, to inspect their train after it developed a combined flow of 115cfm. Employee reports that they did not have a toque, but did have a thick hoodie with an insulated hood. Employee put the hoodie hood, and their jacket hood up and tied it under their chin before walking the train. However, the temperatures were -35 degrees Celsius and there was not enough to protect employee ears from developing frostbite on their right ear.</p> <p>Action Taken: The frostbite was reported to the Director by the employee, and Employee advised him that Employee would monitor it. The employee went to the walk-in clinic the next day where Employee was diagnosed with frostbite, given a prescription, and told to stay out of the cold and off work until December 31st, 2022. Employee came into the Medicine Hat station to fill out Initial Incident Report. Escalated to the Asst. Supt., Supt., and GM. Photos of their right ear and the hoodie they reported wearing were taken.</p> <p>Preliminary Cause: Employee was not prepared for the extreme cold/winter conditions by carrying the appropriate protective clothing.</p>
8-Dec-22	Yes	<p>Yes</p> <p>IM 1001809987 Dunmore AB (T&E) At ~23:40 On December 8, 2022 Medicine Hat Employee reported injuring their arm. The Conductor working the C03 switcher job reported that while walking along the roadway at the east end of Dunmore Yard wearing ice cleats employee slipped on the hard packed snow and fell landing on their right arm. Employee was taken to the hospital where employee was provided a sling, diagnosed with a deep bruise and advised to take 6-8 days off. No medications prescribed.</p> <p>Action Taken: Escalated to Assistant Supt. & GM; Trainmaster Responded; Employee interviewed; Incident Report filled out; Employee taken for medical attention; Photos taken of walking area.</p> <p>Preliminary Cause: 9: Human Factor and compacted ice and snow.</p>

Train Accidents:

Date:	FRA Reviewed:	Description:
7-Jan-23	No	<p>Yes</p> <p>IM 1001825068 RTS-Dunmore AB Crew was switching East End of Dunmore yard. They shoved track 7 back to make more room for their next few cars. Both conductor and brakeman were at the East End and not on the tail end of the movement or in a position to verify that the shove move was protected. Shortly After the conductor instructed the engineer to make a reverse movement, it was then noted by ATM, through viewing the camera, that Track 7 was now foul of the west end lead. He contacted the crew immediately via radio to tell them to stop and what he had observed. The conductor walked back to find 1 axle of the west end car had gone through the trailing end of the switch points not lined in their favor creating a run-through switch.</p> <p>Action Taken: ATM Contacted crew to Stop immediately, and not to make another move; ATM Called Trainmaster; Trainmaster Called Superintendent; Trainmaster arrived on scene couple minutes after incident; Trainmaster took photos and interviewed crew; Crew taken for post-incident testing.</p> <p>Preliminary Cause: Shove protection was not provided</p>
19-Dec-22	No	<p>Yes</p> <p>IM 1001816625 Run thru Switch Medicine Hat (T&E) At ~ 08:45 December 19th, 2022 C01-19 ran through the west shop track 1 switch at Medicine Hat. Investigation revealed that the Conductor, Brakeman & Conductor Trainee were all out on the nose of the leading locomotive approaching the switch and had communicated to the Locomotive Engineer that the switch was against them. The Locomotive Engineer tried to stop prior to the switch but had failed to condition the brakes on the locomotive, therefore it was not braking as he had expected. Subsequently the west shop track 1 was ran thru with the leading set of wheels by the time the locomotive came to a stop.</p>

			<p>Action Taken: T&E Responded; ES responded and switch repaired; Employees interviewed; Initial Incident Reports filled out; Photos taken.</p> <p>Preliminary Cause: H702 – Switch improperly lined</p>
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Rules Violations:

Date:	Reviewed:	Description:
3-Jan-23	Yes	<p>IM 1001822458 Operating or Safety Rule Maple Creek (T&E) C05-22 tied down their train in Maple Creek siding and proceeded into the Pioneer Elevator Light Engine. The engineer was pulling his 2 engines clear of the main crossing and the conductor was in position on the ground to line the switch back for their next shove move. While they were pulling into MT316A in the Elevator to run to the west end of the tracks that had cars in there for them to lift, the conductor brought it up on the radio to the engineer about the snow drifts on the east end of the middle track they needed to lift. As the engineer finished pulling ahead into the track while looking at the snow drifts now and wondering if those were going to cause an issue, the engineer subsequently drove over the derail in the derailling position. The Lead engines 1st truck went over the derail and the engine came to a stop on the rail.</p> <p>Action Taken: Stopped Engine Immediately; Called RTC, Who contacted Trainmaster and Roadmaster; Roadmaster showed up, Unbolted Derail, removed derail; Engines pulled ahead, Derail Restored.</p> <p>Preliminary Cause: Lack of Situational Awareness and focus on task at hand.</p>

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	3-Jan-23 4-Jan-23 5-Jan-23 6-Jan-23	T&E	Patrick Nahmiash participated in committee work: update job aids, update terms of reference.
Completed	15-Dec-22	T&E	Patrick Nahmiash on December 15 th participated in committee work: T&E footboard.
Completed	13-Dec-22 14-Dec-22	T&E	Patrick Nahmiash, Liam Smith on December 13 and 14 participated in committee work: T&E footboard and 4 th quarter safety walkabout.
Completed	7-Dec-22 6-Dec-22	T&E	Darren Burzminski, Patrick Nahmiash and Ryan Marshall participated in committee work: Site inspections, frame work 2023, and Medicine Hat evac drill.
Completed	2-Dec-22 1-Dec-22 30-Nov-22	T&E	Ryan Marshall Participated in committee work, joint investigation for ICRP

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 (AB South):

Status	Department	Tests Performed	Failed E-tests	Description
Completed	T&E	CRT26.3 23 tests CRTPOINT 5 tests	CRT26.3 1 non-compliance 4.35% fail rate CRTPOINT 0 non-compliance 0.00% fail rate	Switches and Point and Observe (CRT26.3 and CRTPOINT) <ul style="list-style-type: none"> - Employees check the switch points prior to and after operating a switch - Employee must replace the keeper or lock after operating a switch - Employees must use both hands to line a switch - Employees must not kick or use excessive force to operate a switch handle - Employees must communicate to the engineer that the points have been checked, the switch is locked and lined for the intended route
Completed	T&E	CRT115A 9 tests	CRT115A 0 non-compliance <u>0.00 % fail rate</u> <u>With a train accident as a result of shoving equipment already this year and with 15 in 2022 a 0% fail rate is NOT reality. We MUST get out in front of this and observe and test our crews and hold them accountable. Need to ensure they are adhering to the rules when shoving equipment in</u>	SHOVING ON NON-MAIN TRACK AND OPERATING ON NON MAIN TRACK – PROTECTING THE POINT <ul style="list-style-type: none"> - This year alone there have been 2 train accidents where the switch was run thru, or a shoving movement went over a through the other end of a track with no one on the point. - 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	9-Dec-22	T&E	N/A	Carmichael MT307E Good clean site.
Closed	9-Dec-22	T&E	N/A	Cardell MT314A Good clean site.
Closed	9-Dec-22	T&E	N/A	Redcliff back track BT420A, BO201 Good clean site. Recommend performing Inspection for 2023 in warmer months to touch up paint and reflector tape.
Closed	9-Dec-22	Track Willie Davis	Class C	Tompkins MT30BA East back track switch Tompkins (south side), the foot pedal lock needs to be replaced. We were unable to remove it while at that location. Timeline: 9-Jan-23 Reply: Foot pedal has been replaced as per email sent on December 30, 2022.

Closed	9-Dec-22	Track Willie Davis	Class C	Irvine back track (MT323e) West back track switch Irvine requires a broom. Timeline: 9-Jan-23 Reply: Broom has been put into place as per email sent on December 30, 2022.
Closed	9-Dec-22	Track Willie Davis	Class C	Piapot MT312E East Back Track switch Piapot has a new frog positioned next to the switch creating a potential tripping hazard. Is there a time frame for it to be installed or removed? Timeline: 9-Jan-23 Reply: Above has been completed as per email sent on December 30, 2022.
Closed	7-Dec-22	Track Willie Davis	Class B	Walsh MT321E Weeds need to be cut along back track. Timeline: 9-Jan-23 Reply: Willie Davis can have someone out there next week to cut the weeds. Info bulletin will be done up to advised and weeds will be completed by Dec 16. Reply (Jan 9): Weeds have been cut down.
Open	23-Nov-22	T&E	Class B	Women /men's change room shower & east restroom shower No clean towel and soap has been provided Under review with the CP H&S Dept. Scott Welling to check with Bob Tully for an update. Forward to Facilities. Timeline: Dec 7 Update (Jan 12): Scott Welling has a call with Legal tomorrow morning for an update. He will provide the info to Chris Gingras by January 31 which will be discussed at the February H&S meeting.

Customer / Industry Inspections:

Status:	Date:	Department:	Classification:	Description (include description, action taken by who and when to be completed by):
Closed	7-Dec-22	T&E	Class C	Viterra Gull Lake (Pronghorn) Multiple locations – Brooms and shovels need to be placed in required locations. Email with pictures sent to Nick March. Update: Willie Davis to bring a few brooms to site. Update: Email sent to costumer on January 5, reply brooms were replaced and subsequently broke, new brooms to be placed in required locations on January 6.
Closed	24-Nov-22	T&E	Class C	Gleichen Long Plain All switches – Brooms are worn out. Have them replaced. Timeline: Dec 7, 2022 emailed was sent to customer on Nov. 24 to have issues completed. Update: Dec. 7, costumer stated brooms should be arriving this week. Customer is waiting to hear back from Gregg Distributors to give them a call when they are in. Should be this week. Update: Lucas Harding to bring a few brooms to site. Update: Email sent to costumer on January 5, reply same day that completion was on December 9.

Safety Hazard / Unsafe Condition Reports:

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

Status	Date	Department	Classification	Description
Completed	2-Jan-23	T&E	Class C	<p>SHR 700000005293 Medicine Hat Station The grey spikes for boots fall off every trip without notice. The strap available are for the old black covers. Hopefully we can get spikes like moose jaw has that stay on better. Cost to get new ones each day also hazardous when they fall off without noticing. Get the spikes Moose Jaw has.</p> <p>Reply: There are cleats available that meet the safety standards required, admin has ordered more straps for the cleats available, we are also looking into other options similar the ones supplied by moose jaw to order when availability permits from the vendors.</p>
Completed	14-Dec-22 (From SWA)	T&E	Class A	<p>SHR 700000005263 West end of Medicine Hat yard from track 10 to 19 Some of the switch brooms are missing from the west end of Medicine Hat yard. This hazard was brought up during the Medicine Hat safety walkabout. Locate exact tracks that require brooms and add.</p> <p>Reply: Created By: Chris Gingras Dec 15, 2022 00:46 Escalated to ES Foreman and brooms will be in place by first light December 15, 2022 escalation and corrective actions were supplied to the employee as feedback--will close the SHR once the brooms are in place and feedback is given to employee</p> <p>Created By: Patrick Nahmiash Dec 15, 2022 09:40 Performed inspection of brooms available while working the west lead. Further, engaged crew working the west lead, verification was attained that sufficient brooms and locations of brooms is adequate.</p>
Completed	14-Dec-22 (From SWA)	Track Willie Davis	Class B	<p>SHR 700000005261 West silver sage main track switch Maple Creek Sub Switch hard to line, binding to the tie. Adjust switch.</p> <p>Reply: As per email from Supvr Track Geoff Tedrick from Dec 14, Switch is working as intended and throws easily.</p>
Completed	9-Dec-22	T&E	Class B	<p>SHR 700000005239 Old Stairway at the East end of the Station leading up to the training room.</p> <p>The Railing leading up to the Training Room at the East end of the Medicine Hat Station needs to be fixed. It's very loose and is creating a hazard of potentially falling off. Screws replaced or added to existing railing or new railing installed.</p> <p>Reply: B&B will be on site at 14:00 December 10 to complete repairs to the railing employee was left feedback and will be sent confirmation of the repairs once confirmed.</p>

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 Nov 15, 2022	T&E	Time requested to complete was on October 21 st . 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 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. 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 Time to be provided December 13-15 to complete. Update Jan 5: Time provided to complete as required.	Chris Gingras	Closed	8-Dec-22 Jan-12-23
2 Nov 15, 2022	T&E	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	Chris Gingras	Escalate	8-Dec-22 27-Jan-23

	<p>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 November 25, 2022. The Company is rolling this out presently to all employees.</p> <p>Update December 8: Email sent to Paul Jorundson, Brian Gornik on December 5;</p> <p>Individuals logging on to CP employee station to complete the required training are already shown as completed without having completed the training.</p> <p>Confusion still persists due to contravention of;</p> <p>Specific duties of employer 125</p> <p>(q) provide, in the prescribed manner, each employee with the information, instruction, training and supervision necessary to ensure their health and safety at work;</p> <p>(z.06) consult the work place committee or the health and safety representative in the implementation of changes that might affect occupational health and safety, including work processes and procedures;</p> <p>Fatigue management plan ongoing issues; when crews get swapped trains status of fatigue disappears, individuals are confused when reporting red why are they still working, individuals are fearful of reprisal when reporting fatigue status even though the Duty and Rest Period rules part D:</p> <p>13 f. (i) measures to ensure that employees are protected from adverse actions that would discourage reporting, consistent with the railway company's safety management system Process for Reporting Contraventions and Safety Hazards.</p>			
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	<p>Update: Pat Nahmiash, Darren Burzminski and Ryan Marshall will give Amy Shields a call today to discuss.</p> <p>Update Jan 5: list of questions sent on December 8 & 11;</p> <ol style="list-style-type: none"> 1) Do you have to advise all crew members of your fatigue status? 2) Can fatigue status change from green to yellow enroute? 3) Can fatigue status change from red to yellow? 4) What is process to use if the RTC doesn't respond in a timely manner when changing fatigue status? 5) When called for duty, how long does an employee have to change status after accepting call? 6) Sleeping when called for work, individuals are not provide the time, nor are they alert enough to determine KSS. How is this reported once awake and assessment is completed? 7) Different red status while working examples need to be provided. Example: red unfit - unfit to continue, red able to continue. 8) Training has been inadequate, when will more training be provided? 9) Will the FMP be revised to include tools to stay awake, such as; napping, music, other than company reading material, etc. 10) When tying up at facilities without CP terminals with no access to fax (ex: hotels), and when outages in access to CMA. Individuals are unable to tie up as the system will not allow progression until fatigue status is reported? [another example; using smart phone to tie up, but not all individuals have smart phone to log in and update fatigue status] 11) When an individual accepts a call with the caveat that they are yellow for fatigue, is the requirement to report to the RTC all fatigue changes while implementing fatigue measures while staying in the yellow? <p>Update Jan 5: Confusion persists with use of the plan. Members are being assessed discipline for use of the plan; 13 f. (i) measures to ensure that employees are protected from adverse actions that would</p>			
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		<p>discourage reporting, consistent with the railway company's safety management system Process for Reporting Contraventions and Safety Hazards.</p> <p>Jan 5: Email sent by Chris Gingras for info to be provided by January 12.</p> <p>Jan 12: Question 4,5,6,8 and 10 were not posted. These will be resubmitted.</p> <p>Update January 12: Conductor envelopes are not equipped with FMP self-assessment forms and the forms are not always available.</p> <p>Fear of reprisal due to company discipline is leading to the opposite of what the plan is intended for.</p> <p>System Bulletin Dated January 9, 2023</p> <p>“ Q: What happens if I book unfit for duty (RED) due to fatigue?</p> <p><i>A: Section 5.6 of the DRPR states:</i></p> <p><i>“Every employee shall be permitted to report in accordance with sections 5.2, 5.4 and 5.5 without fear of reprisal”</i></p> <p><i>However, a formal investigation may take place to establish the facts and if, after a fair and impartial investigation abuse of the provision(s) has been established, the employee may be subject to discipline. “</i></p> <p>Formal investigations for fatigue status reporting contravention:</p> <ul style="list-style-type: none"> - The purpose of the Duty and Rest Period Rules. - The Fatigue Management Plan. 13 f.(i)measures to ensure that employees are protected from adverse actions that would discourage reporting, consistent with the railway company's safety management system Process for Reporting Contraventions and Safety Hazards. - Canada Labour Code 122.1 The purpose of this Part is to prevent accidents, occurrences of harassment and violence and physical or psychological injuries and illnesses arising out of, linked with or occurring in the course of employment to which this Part applies. 			
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		<ul style="list-style-type: none"> - Canada Labour Code 125 (1) (v) adopt and implement prescribed safety codes and safety standards; - Psychological health and safety in the workplace, National Standard of Canada. - Corporate Safety Policy Corporate Commitment <ul style="list-style-type: none"> • Provide the leadership, training, tools and resources needed to maintain a safe work environment • Maintain and continuously improve our safety culture, processes, technologies and management systems <p style="text-align: center;">Manager Accountability</p> <ul style="list-style-type: none"> • Ensure the safety of our workplace and our corporation is our first priority and personal responsibility • Empower all employees to perform their work safely and to participate in safety processes <p>Q: What do I do with my form after my shift? Members are not provided the tools to send emails, fax number is required.</p> <p><u>Recommendation:</u></p> <p>Train and Engine personal (labour) from the Health and Safety committee to be trained in the FMP. To complete a T&E Footboard with 100% of active employees. Reasoning; peer to peer is non-judgemental with no fear of reprisal, leading to open and honest conversations, resulting in thorough understand of the plan and the requirements.</p> <p>Rescind and remove formal investigations – the intent by Transport Canada as indicated: <i>13 f.(i)measures to ensure that employees are protected from adverse actions that would discourage reporting, consistent with the railway company's safety management system Process for Reporting Contraventions and Safety Hazards.</i> – create a sub-committee; the sub-committee will meet monthly, review, track and provide recommendations on alleviating fatigue relevant to local issues.</p> <p>Create an auto prompt system on CMC, members to call back within 10 minutes of</p>			
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		<p>call time to report Fatigue status; correct self-assessment is not possible when asleep and taking a call for work.</p> <p>Create and provide a Conductor/Train Person, Locomotive Engineer log book with self-assessment information along with trip information. Forms are not accessible at all locations or in the conductor's envelope. A log book is the least wasteful process to have self-assessment forms available for each trip.</p> <p>Patrick to send escalation to the GM</p>			
3 Nov 15, 2022	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> <p>Update December 8: 2.1. FATIGUE MANAGEMENT POLICY STATEMENT</p> <p>CP will enable employees to perform their duties as safely and effectively as possible by mitigating risks associated with fatigue. To this end, CP is committed to develop and maintain a Fatigue Management Program. The objective of the Fatigue Management Program is to prevent, mitigate and manage the risks related to fatigue during CP operations, and to promote health and wellbeing for employees and contractors and for the provision of quality services.</p> <p>4. FATIGUE MANAGEMENT ROLES AND RESPONSIBILITIES</p> <p>Managing fatigue involves a shared responsibility between CP and its employees. Duties and responsibilities of</p>	Chris Gingras	Open	8-Dec-22 9-Feb-23

		<p>personnel who have a role in managing fatigue are described in this section.</p> <p>Individuals are using the tools as advised by the policy committee and outlined in the Canada Labour Code.</p> <p>Requirements in 4.7, Operating employees use of leaves is a requirement.</p> <p>To be reviewed between GM and co-chairs for escalation to policy committee?</p> <p>Update: A meeting will be done with Adam Smith during the week of December 12 with Pat Nahmiash.</p> <p>Update January 5: Adam cancelled meeting, rescheduled for Jan 3-6. Restructuring at GM level, meeting did not happen.</p> <p>Contraventions of: Canada Labour Code 122.1 The purpose of this Part is to prevent accidents, occurrences of harassment and violence and physical or psychological injuries and illnesses arising out of, linked with or occurring in the course of employment to which this Part applies. Specific duties of employer</p> <p>125 (v) adopt and implement prescribed safety codes and safety standards;</p> <p>(z) ensure that employees who have supervisory or managerial responsibilities are adequately trained in health and safety and are informed of the responsibilities they have under this Part where they act on behalf of their employer;</p> <p>Corporate Safety Policy</p> <p>Meet or exceed all applicable safety laws and regulations</p> <p>Provide the leadership, training, tools and resources needed to maintain a safe work environment</p> <p>Maintain and continuously improve our safety culture, processes, technologies and management systems</p> <p>Empower all employees to perform their work safely and to participate in safety processes.</p> <p>Update Jan 12: Chris Gingras to arrange meeting with John Bell and Patrick</p>			
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		<p>Nahmiash. Meeting to be scheduled for January 20.</p> <p><u>Recommendation:</u></p> <p>T&E availability standard needs to be revised to meet the leaves identified in the Canada Labour Code and approved by the Policy Committee. No Canada Labour Code contraventions may be present. Current contraventions part 2 of the Canada Labour Code;</p> <ul style="list-style-type: none"> - 122.1 The purpose of this Part is to prevent accidents, occurrences of harassment and violence and physical or psychological injuries and illnesses arising out of, linked with or occurring in the course of employment to which this Part applies. - 125 (1) (v) adopt and implement prescribed safety codes and safety standards; - Psychological health and safety in the workplace, National Standard of Canada. <p>The updates need to include provisions for The Fatigue Management Plan. 13 f. (i)measures to ensure that employees are protected from adverse actions that would discourage reporting, consistent with the railway company's safety management system Process for Reporting Contraventions and Safety Hazards.</p> <p>The February 2021 response states the expectation for Medicine Hat employee's attendance. Assed discipline from February 2021 to date should be reviewed by co-chairs, GM and labour policy committee co-chair. If determination that the Code was contravened, discipline to be expunged.</p>			
4 Nov 15, 2022	T&E	<p>Clean safe workplaces, cleaning supplies need to be restocked regularly. Again hand sanitizer is expired, no refill bottles are available.</p> <p>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.</p> <p>On Board Trains Occupational Health and Safety Regulations Sanitation Interpretation</p> <p>6.1 In this Part, food preparation area includes an area used for the storage of food.</p> <p>General</p>	Chris Gingras Pat Nahmiash	Closed	8-Dec-22

		<p>6.2 (1) Every employer shall maintain each on-board accommodation and food preparation area used by employees in a clean and sanitary condition.</p> <p>(2) On-board accommodation and food preparation areas shall be so used by employees that the accommodation or areas remain as clean and in as sanitary a condition as is possible.</p> <p>Chris, Vicki, and Patrick are looking at gaining access to 3gal. Pails of wipes and permanent smaller bottles for isopropyl alcohol bottles.</p> <p>Reply: Bucket w/lid and wipes have been ordered and have arrived at the yard. This has been placed in book-in room. As well, small (118 ml) bottles of Liquid Hand Sanitizer has been ordered (70 % Alcohol). I have added a picture in the comments below. This item is currently on back order till Jan 3-17, 2023.</p> <p>Update Jan 5: 3-gallon tub of wipes and small refillable isopropyl alcohol bottles are available. Items will be replenished as required. T&E committee members to include check of supplies with first aid and eye wash monthly check.</p>			
<p>5 Date: 6-Dec-22 Moved from Safety Hazard Report</p>	<p>T&E</p>	<p>SHR 70000005234 Alyth Bunkhouse main doors by front step</p> <p>There is ice building up outside the Alyth Bunkhouse doors by the bottom of the stairs. The downspout is crushed and needs to be replaced. With the constant melting and freezing temperatures of southern Alberta the location of the spout needs to be moved as it directs it to a low spot near the steps. Down spout needs to be fixed and rerouted.</p> <p>Update (Dec 7): Email from facilities "I will get these items looked after and provide confirmation. Cleaners will have someone to ensure all the pathways, entrance/exits are clear of ice and snow today. I will advise once I have a time line for the downspout."</p> <p>Reply: The cleaners have completed clearing the snow from the entrances at the resthouse. Pictures provided below.</p> <p>Update on the downspouts still to come.</p> <p>Update: Scott Welling to give us an update on when the downspouts will be done by the end of the day. Re-sloping the gutters and redirecting away from the walkways.</p> <p>Reply (Dec 14): Email from Facilities "Downspout repair has now been completed, and it has been redirected away from the walkways to prevent that ice</p>	<p>Scott Welling</p>	<p>Closed</p>	<p>12-Jan-23</p>

		buildup from accumulating again." Pictures were sent too.			
6 23-Nov-22	Site Inspection	Medicine Hat Station 1. Men & Woman's change rooms Work Boots not stored in provided lockers- Tripping falling hazard – On going facilities issue. Validation today. Bulletin will be posted today to have boots/supplies to be removed by Jan 15, 2023. Update Jan 5, boots not stored correctly. Update: Jan 12 – Scott Welling looking into options for storing boots. First need to have a count of lockers. Accountable: Evan Deadlock Timeline: March H&S meeting	Chris Gingras	On-going	March 9
7 15-Nov-22	Mech	There is in need of a women's Change room/locker room at the Maintenance of Way Building. Update: Scott willing looking into options and provide inform by the end of the month..	Scott Welling Jason Ross	Open	12-Jan-23 Update: 9-Mar-23

New Business Review:

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

1	Result of joint investigation ruling by ESDC	Process and access for individuals that are based out of Medicine Hat station to access the washer and dryer in the facilities. Formation of subcommittee. Update: To be reviewed in January 2023 after response with locker investigation.	Jason Ross Patrick Nahmiash	Closed	12-Jan-23
2	T&E	Heavy grade signs in Medicine Hat: Main track signage is leading to confusion. Response: GOI section 4 securing equipment and GOI section 1 appendix 1: Descending heavy grade protocol differential in use therefore the signage applies to GOI section 1 for train handling and does not apply for securement of equipment (GOI section 4)		Closed	
3	T&E	Heavy grade signage at Dunmore: 1 sign is present on north side but is difficult to see when equipment is on the north and south main from the crow extension. Install second side on south side. Update (Jan 6-email from Willie Davis) – "We will get a sign up we are not sure if we have a BEGIN HEAVY GRADE sign in our inventory we are looking now, if not we will have to order one." Update: January 12, 2023 Sign has been ordered. There is a sign in Medicine Hat Mechanical building to loan for installation by January 20 th by Willie Davis-confirmation when complete to send to Pat, Chris and Vicki	Willie Davis	Open	20-Jan-23

Escalated Item:

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

Tabled item:

Item Number:	Item Origin:	Escalated Item:	Responsible Person(s):	Status:	Review Date
1	Old Business June 19, 2022	<p>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.</p> <p>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.</p> <p>Update Nov 21 email sent. December 6 – Email sent from Kevin Scholes “it makes sense to me to provide another AED based on what Terry lay’s out below. I ran it through Bob Tully and I have not gotten his response. I will review with him tomorrow as I know your meeting is on Thursday. I will then advise Facilities that Safety supports an additional AED for MH as they pay for them ~\$1800.00. The last piece in all of this is whether we can get a new one from our supplier – Action First Aid - quickly...there has been a real problem getting AED’s in the last 6-8 months.</p> <p>Reply: Email (Dec 7) from Kevin Scholes “The request for a new AED to be implemented in Medicine Hat has been approved. Please reach out to Superintendent, Chris Gingras (chris_gingras@cpr.ca) (250) 272-6319 to initiate the implementation process. Please arrange to ship a new Stryker Wi-Fi enabled AED to this location subject to Mr. Gingras’ instructions.”</p>	Kory Hill Terry Maser Jason E Ross	Open	<p>10-Nov-22</p> <p>New timeline: 8-Dec-22</p> <p>New timeline: 13-Apr-23</p>


		Update: AED is on its way once it arrives, Terry Maser will install it. Terry Maser will call us when this has been completed.			
2	H&S Member	<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; September 8th Muhamad A Pasha stated update on lockers will be provided, this was first time lockers were brought forward and placed on minutes. October 13 the ICRP was enacted October 14th Chris Gingras provided Collective agreement requirements.</p> <p>October 17 co-chair Patrick Nahmiash provided a few examples: -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 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. - October 19th Patrick Nahmiash advised Chris Gingras at no time was the collective</p>	Ryan Marshall Colin Sehn	Open	To be completed the week of Nov 21. Response required within 30 days

		<p>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> <p>Dec 2 update: written report provided employer response to be provided by Jan 1. Forward to Scott Welling.</p> <p>Update: Scott Welling will provide in writing by Monday, January 16.</p>			
3 Nov 15 - 22	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 70000004833 Submitted May 1st, use of ICRP outlined in submission, closed by management May 2nd. ICRP was actually closed in safety minutes October 13, response provided with closure on May 2nd has changed but not been updated in the app.</p> <p>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. The corrective actions are in place, this item to be tabled and monitored for 3 months.</p>	Chris Gingras	Open	8-Dec-22 9-Feb-23 Update: 9-Mar-23
4	T&E	<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; 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</p>	Patrick Nahmiash	Closed	12-Jan-22

		<p>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.</p> <p>Patrick Nahmiash to update all job aids January 3-6, 2023 to reflect current information and version. Completed on January 6.</p>			
5 26-Nov-22	Moved from Safety Hazard Report	<p>SHR 70000005213 Shepard Intermodal Facility track U7 While working 113-20 at Shepard at approximately 1430 I was riding the tail end car into a track and was updating my engineer of car lengths. While coming to 2 cars to a joint we lost radio contact while working on the Shepard repeater channel. My engineer came to a stop before the joint was made and I contacted the Shepard coordinator to let him know that we couldn't hear each other and asked him to go to channel 1. Something needs to happen to fix the repeater channel at Shepard. Not only does it sound like you're under water, it's delayed and recently there has been multiple times when the radios have failed and you can't hear anything. This has resulted in some incidents and FORTUNATELY nobody has been injured or killed. A possible solution could be a radio channel like hump 2 in Alyth.</p> <p>Reply: S&C/IT engaged to find cause of radio communication failure (intermittent) while working at CIF. S&C found no issues in the comm bunker with loose connections. Radio channel has been in use since 2016 with no issue prior to summer 2022. Radios in Medicine Hat have been reprogrammed and issues are increasing in frequency as reported by the crews. Trevor Smith/Cory Wogrinc have been engaged on the problem. I provided Kyle with the update on progress made and next steps to resolve.</p> <p>Update (Dec. 6: Chris sent email requesting more information, follow up will be provided in miscellaneous comments. Chris Gingras will follow up with Kory.</p> <p>Update: FPC (Medicine Hat) Zachary Hartley to keep track of issues with radios.</p>	Chris Gingras	On-going	12-Jan-23 9-Mar-23

		Update Jan 12 --Clive ordered multiple chargers for Medicine hat and Rest house Alyth to installation			
		Bulletin to issue with radio pointers and information with Zachs contact Email and phone to forward issues for tracking			

Miscellaneous / Comments:

Turnover list to help the process of planning work.
26-Dec-22 IM 1001820184 Bassano, AB (Track-ES) Third Party On December 27, an employee involved in an off duty MVA on their way home after completing an overtime night shift on the Brooks Sub. The employee was involved in 2 collisions. The first one happened at 0645 on Hwy 1 just west of Bassano where the employee was hit as they were driving. The second one occurred at 0745, where the employee's vehicle was hit again by another vehicle while they were waiting for emergency response. Employee had completed their shift at 0525 that morning. RCMP reported to the scene and an incident report was filed. Employee sought medical attention upon returning home and was advised to take a week off of work to allow for physiotherapy treatment. Action Taken: Contact emergency response; File Police report; Seek medical attention; Report accident to supervisor. Preliminary Cause: Icy road conditions; Human factor.
Picture of refillable bottles with isopropyl alcohol from old business item #4 WLT53K321 - LIQ HAND SANI FF 70ALC 118ML 

Next Meeting:

Place	Date	Time
Medicine Hat Board room, 2 nd floor, 402 North Railway Street SE Medicine Hat AB	09-Feb-23	9:00 am
Meeting Adjourned At: 11:40 am	Approved by Management Co-Chair: Chris Gingras	Approved by Union Co-Chair: Patrick Nahmiash
End of meeting recap completed? Yes		