

Medicine Hat Cross - Functional Health & Safety Committee

May 9, 2024



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: 9:54 Kyle Leafloor

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: Nil

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:
Kyle Leafloor	kyle.leafloor@cpkcr.com	403-803-8849	Mgr, T&E	Co-Chair	3	Yes	Yes
Mark Ellis	mark.ellis@cpkcr.com	403-580-7199	Mgr, T&E	Member	1	Yes	No
Patrick Nahmiash	patrick.nahmiash@cpkcr.com	403-458-1825	T&E Engrs	Co-chair	4	Yes	Yes
David Getz	david_getz@outlook.com	403-529-7724	T&E, Cndrs	Member	3	Yes	No
Colin Sehn	colin.sehn@cpkcr.com	403-866-1306	Mgr, T&E	Alternate	2	Yes	Yes
Evan Deadlock	evan.deadlock@cpkcr.com	403-548-5587	Mgr, T&E	Alternate	2	Yes	No
Ryan Marshall	ryantcrc@icloud.com	403-580-6552	T&E, Engrs	Alternate	2	Yes	Yes
Darren Burzminski	darren.burzminski@cpkcr.com	403-548-1212	T&E, Trnm	Alternate	1	Yes	No
Jason E Ross	jasone.ross@cpkcr.com	403-581-0752	Mechanical Union	Member	3	Yes	No
Miles Heit	miles.heit@cpkcr.com	403-548-4970	Eng. Track Structure	Member	0	Yes	No
Geoff Tedrick	geoff.tedrick@cpkcr.com	306-313-8244	Mgr, Eng. Track Structure	Alternate	0	Yes	No
Daniel Villeneuve	daniel.villeneuve@cpkcr.com	705-698-4330	Mgr, S&C	Member	1	Yes	No
Kyle Bachmier	kyle.bachmier@cpkcr.com	403-866-9121	Maintainer, S&C	Member	3	Yes	Yes

Colton Moquin Brooks Sub	colton.moquin@cpkcr.com	306-713-3714	Mgr, Eng Track / Structure	Member	2	Yes	No
Willie Davis Maple Creek Sub	willie.davis@cpkcr.com	403-866-9955	Mgr, Eng Track / Structure	Member	2	Yes	Yes
Kory Hill	kory.hill@cpkcr.com	403-329-7794	Mechanical Mgr	Member	3	Yes	Yes
Jody Barron	jody.Barron@cpkcr.com		Eng. Track Structure	Alternate	0	Yes	No
Nick Lepard Brooks Sub	nick.lepla@cpkcr.com		Eng. Track Structure	Member	3	Yes	Yes
Vicki Martin	vicki.martin@cpkcr.com	403-528-5000	Other	Secretary	4	Yes	Yes

Guests: Project Manager, Ben Shideler

Employees & Geographical Region WHSC Represents:

Craft Employees Represented Subdivision Miles Represented: Numbers Represented:
 Department WHSC member: (Include subdivision name and mileage range) Employees Buildings

T&E, Engrs / Cndrs	Patrick Nahmiash / David Getz	Medicine Hat Yard, Brooks and Maple Creek Sub - the number is the total for Engineers and Conductors	256 Updated on Apr 29	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	
	2024	2023	2024	2023	2024	2023
FRA Reportable Injuries	4	2	2	1	0	0
Non-FRA Reportable Injuries	0	0	0	0	0	0
FRA Train Accidents	1	0	0	3	0	0
Non-FRA Train Accidents	2	2	0	3	0	0
Rule Violations	0	3	0	0	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	25-Mar-24 (46)	14-Jan-24 (116)	01-Jan-17 (2684)
Train Accident	28-Apr-24 (11)	1-Oct-23 (221)	05-Jul-22 (673)
Rules Violation	16-Jun-23 (327)	24-Apr-21 (1110)	01-Jan-17 (2684)
Motor Vehicle Accident	12-Jan-19 (1943)	29-Mar-21 (1136)	07-Aug-19 (1736)

Previous Month's Last Incident / Injury Causes:

Personal Injuries:

Date: FRA Reviewed: Description:

			Nil
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Train Accidents:

Date: FRA Reviewed: Description:

28-Apr-24	No	Yes	<p>IM 1002089324 Derailment Medicine Hat</p> <p>At approximately 2240 the C03 crew was shoving back into track 14 at Medicine Hat when they reported derailing one car. Through the investigation it was determined the crew was protecting the shove move in track 13 and did not realize they were actually tied onto track 14. They tied on and stretched the joint then proceeded to shove Z14 eastward shoving one set of trucks over the end of track sign.</p> <p>Action Taken: Crew interviewed. . Incident forms completed. . Post incident drug testing enroute.. Employees will be removed from service pending a formal investigation.. Drill down and Safety flash to follow.</p> <p>Preliminary Cause: Human factor - Failure to observe the correct track being shoved backwards.</p>
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Rules Violations:

Date: Reviewed: Description:

		Nil
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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):
Closed	April 23, 2024	T&E	Darren Burzminski and Patrick Nahmiash participated in committee work; Safety Meeting and Meeting with TC and ESDC representatives.
Closed	April 24, 2024	T&E	Darren Burzminski and Patrick Nahmiash participated in committee work; Site inspection, Tilley, Tilley Torq, Cassils back tracks and Cassils Viterra,
Closed	April 25, 2024	T&E	Darren Burzminski participated in committee work; Peer observations.
Closed	April 26, 2024	T&E	Patrick Nahmiash and Darren Burzminski participated in committee work; Critical Tasks 2 with new conductor class and approval of April safety minutes.
Closed	April 29, 2024	T&E	David Getz participated in committee work; Start spring framework blitz and Access to safety hazard app.
Closed	April 30, 2024	T&E	Ryan Marshall participated in committee work; Spring framework blitz and Access to safety hazard app.
Closed	May 1, 2024	T&E	Patrick Nahmiash and Ryan Marshall participated in committee work; site inspections, Gull Lake back tracks, Seward back tracks and Swift Current Viterra.
Closed	May 2, 2024	T&E	Patrick Nahmiash and Ryan Marshall participated in committee work; site inspections, Carseland back tracks and Richardson Pioneer Carseland.
Closed	May 3, 2024	T&E	Patrick Nahmiash and Ryan Marshall participated in committee work; Spring framework blitz and Access to safety hazard app.
Closed	May 6, 2024	T&E	Patrick Nahmiash and Ryan Marshall participated in committee work; Spring framework blitz and Access to safety hazard app.
Closed	May 7, 2024	T&E	Patrick Nahmiash and Ryan Marshall participated in committee work; site inspection Brooks BT7432, BIM Brooks and JBS foods Brooks.
Closed	May 8, 2024	T&E	Patrick Nahmiash and Ryan Marshall participated in committee work; Spring framework blitz and Access to safety hazard app and Pre-meeting.

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	25-Apr-24	T&E	4	218	3	Medicine Hat (AM) 1. Improper way applying of handbrake, discussion was had and employee was corrected. 2. Not letting ENGR know the employee detrained-rule was reviewed not knowing they were in the wrong.

E-Testing (AB South):

Top three

1. CRT9 - Derails
2. CRT26.3 - Switches
3. CRGRC – Verbal Confirmation Between Crew

Workplace Inspections:

Status:	Date:	Department:	Description Classification:	Description (include description, action taken by who and when to be completed by):
Completed	7-May-24	T&E	N/A	Brooks BT7432 - Good clean site.
Completed	2-May-24	T&E	N/A	Carseland Back track, BT 446E Good clean site.
Completed	1-May-24	T&E	Class B	Gull Lake MT305A, M4560 Between tracks – entraining/detraining/walking conditions. Clean up debris and grade. Completed on May 2, 2024. East end culvert Hidden culvert needs to be marked. Mark Culvert. Completed on May 2, 2024.
Completed	24-Apr-24	T&E	N/A	Seward back track (,t 302a) Good clean site
Completed	24-Apr-24	T&E	N/A	Tilley B17 and BT429B Good clean site
Completed	24-Apr-24	T&E	N/A	Cassils BT433A, B14 Good clean site.

Customer / Industry Inspections:

Status:	Date:	Department:	Description Classification:	Description (include description, action taken by who and when to be completed by):
Completed	7-May-24	T&E	N/A	JBS Foods Brooks - Good Clean site
Completed	7-May-24	T&E	N/A	BIM Brooks - Good Clean site
Completed	2-May-24	T&E	N/A	Richardson Pioneer Carseland Good Clean site
Completed	1-May-24	T&E	N/A	Swift Current Viterra Good clean site
Completed	24-Apr-24	T&E	N/A	Tilley Torques B17, BT, 429B Good clean site
Completed	24-Apr-24	T&E	N/A	Cassils Viterra Good clean site

Safety Hazard / Unsafe Condition Reports:

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

Completed	3-May-24	T&E		SHR 70000006187 Yard and enroute switching tank car is hard to visible at nighttime and recommend reflector on end so it can reflect the light at night time. Reflectorized tape. Reply: our recommendation has been noted. Reflector strips on both ends of the car body is not a requirement at this time for our customers. Tank cars are shipped international between multiple customers, no regulations currently to have a reflective strip on the car body ends.
Completed	2-May-24 entered on 3-May-24	T&E		SHR 70000006188 East end of CIF Eastward whistle post missing at mile 165.8 brooks sub AB. Install a new one. Reply: New whistle post will be installed immediately.
Completed	30-Apr-24 entered on 3-May-24	T&E		SHR 70000006186 Suffield, Alderson, Kininvie, Bantry when trying to get instructions from the foremen (2 of them) their radios kept cutting in and out. had to get them to repeat their instructions 4-5 times to finally get all the information. it like they were not keying the mic for parts of the instructions. im sure that was not the case, but clogging up the airways for an extended period of time is not only frustrating, but unsafe as well. fix whatever issues they're having with the radios. Reply: Communicating with a foreman would not be considered clogging up the airways. WH&S team advised and will discuss different options available with employee. Such as waiting until he is closer to the foreman's limits or dialing up a tower to contact the foreman directly. Tower code list will be provided to the employee, Completed on May 6.
Completed	26-Apr-24 entered on 29-Apr-24	S&C		SHR 70000006179 Signal 1048 Hatton West Signal numbers damaged/not visible. Repair sign. Update (Apr 29): We are getting a new sign made and will have it replaced within 7 days. In the interim we will mark it with a marker or paint pen to ensure the signal is identified. Reply (Apr 30): Updated provided to Employee at 1722 April 30th via text.
Completed	26-Apr-24 entered 30-Apr-24	T&E		SHR 70000006180 Dunmore West switch Patterson elevator needs adjusting. Adjust. Reply (Apr 30): Switch has been adjusted and oiled.

Risk Assessments Completed:

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

			Nil
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Work Refusals / Right to Challenge:

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

			Nil
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Taxi Exception Reports:

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

Completed	4-Mar-24	T&E	Company: Hallcon Swift Current to Medicine Hat @ 11:10 Train ID: DeadHead
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			<p>Driver all over the road, falling asleep while driving, almost hit ditch at Maple Creek, crossing middle line multiple times, hit the rumble strip multiple times. Picture of trip available if needed.</p> <p>Kyle Leafloor will look into and provide update.</p> <p>Patrick emailed report to Kyle and Vicki – update May 9, driver is no longer employed with Hallcon.</p>
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Old Business Review:

Item Number:	Item Origin:	Old Business Description:	Responsible Person(s):	Status:	Due Date:
1 9-Jan-24 entered 11-Jan-24	SHR	<p>SHR 70000006001 Heritage Inn – Moose Jaw</p> <p>Woken up multiple times during stay at Heritage inn Moose Jaw. Hotel staff/ front desk was notified by me and conductor Jarrit multiple times about excessive noise and banging in hallways account hockey team placement in our block of rooms. I was located in room 239 and conductor Jarrit was in room 241, rambunctious players were in Room 242. I was first woken up at 830am along with Cndr Jarrit. I decided to lay down at 1630 to get some sleep before my shift and was woken up at 1800 by the team. Cndr Jarrit also had a similar experience as myself and after texting him the final time I was woken up he said he had given up on trying to sleep account being directly next door and the banging and noise going on in his room account a shared wall. Front desk was notified and all we were told was she would let the coach know. Multiple times throughout the day, the team would bang on and run into walls and room doors. The noise level continued through out the day and was still going on when we left for our shift. The noise and lack of action by hotel contributed to unfavourable conditions in the hotel making it difficult to be properly rested for shift. New rest facility arrangements.</p> <p>Update (Jan 11): Escalated to the Hotel and Facilities. Waiting on a response.</p> <p>Reply: Email sent from Chris Gingras on January 18, 2024 “Hotel has been advised and when noise complaints are made and employees turn in, they can escalate to manager and arrangements will be made”.</p> <p>Update January 23, 2024. Violation of DRPR 4.2 Railway companies are responsible for:</p> <ul style="list-style-type: none"> a. managing employees in a manner that provides them with adequate sleep opportunity in order to return to work fit for duty; <p>Patrick Nahmiash will send a list of preferred hotels for Moose Jaw to Chris Gingras.</p> <p>Update (Jan 26-email from Patrick Nahmiash): During the January Medicine Hat safety meeting it was determined that relocation from the Heritage Inn in Moose Jaw is the best solution to ongoing identified issues. It was determined I would provide a list of suitable rest facilities (hotels);</p>	Patrick Nahmiash Kyle Leafloor	Closed	15-Feb-24 9-May-24

		<p>The best option is the <u>Quality Inn and Suites</u> - individuals have stayed at this location multiple times, all feedback is positive and meets collective agreement kitchen requirements. Can not get a contract.</p> <p><u>Comfort Inn and Suites</u> - individuals have stayed at this location multiple times, all feedback is positive.</p> <p><u>Holiday Inn Express</u> - new hotel and has not been tested. The Quality Inn and Suites saves the meal allowance provided by CPKC of \$24-\$36 (2-3 meal allowances) per individual per stay.</p> <p>Update March 14: Scott McGraw will look into the Holiday Inn Express.</p> <p>Update: We will need to get a response from Scott McGraw.</p> <p>Update April 28: Scott McGraw, they do not want our business and will not work with us on availability.</p> <p>Update: Kyle to contact Heritage Inn and have the required rooms reserved, external facing on the back of the Hotel with HVAC systems in the windows.</p>			
2 14-Mar-24	Committee	<p>Alyth Bunkhouse: Comforters require updated cleaning schedule; reports of unwelcome smell, creating disturbance in rest requirements.</p> <p>Reply: Kyle will get an update from Mohammed (Facilities). Will try to do the same process as Sparwood. Will get lighter comforters for the cleaners to make it easier for them to clean them.</p> <p>Update May 9: Facilities will provide extra comforters in the common room for employees.</p>	Kyle Leafloor	Closed	9-May-24
3 14-Mar-24	Committee	<p>Access to safety hazard app: Access to terminals in bullpen is problematic as they are continuously down or have persistent issues with logging in.</p> <p>Committee member will put in an e-request to have these checked today Mar 14.</p> <p>Update: Will do up a <u>sub-committee</u> to show how to use the SHR app.</p> <p>Update May 9: Blitz completed by Ryan Marshall and Patrick Nahmiash, E-request for the employees that do not have access will be sent and list to be provide of outstanding employees to TM to complete blitz.</p>	Kyle Leafloor Patrick Nahmiash	Closed	9-May-24
4 23-Apr-24	Committee	<p>Posted Terms of Reference (TOR) are non-compliant – Canada Labour Code (CLC) 135.1 (14), a committee shall establish its own rules. Labour has not participated or agreed to the posted TOR.</p> <p>ESDC and TC directed, the last agreed terms of reference (signed January 26 and 31, 2024) are active until agreement as identified in the CLC.</p> <p>Update May 9: Patrick Nahmiash to provide Terms of Reference for Committee review and Co-Chair approval.</p>	Kyle Leafloor Patrick Nahmiash	Open	13-Jun-24
5 23-Apr-24	Committee	<p>Step 1 of the ICRP – Contravention of Part 2 of the CLC <u>employer</u> did not apply</p>	Kyle Leafloor Mark Ellis	Open	13-Jun-24

		preventative measures for the prevention of accidents, injuries and illnesses. Request for risk assessment for 'Reset Break' at the away from home terminal was requested on April 1 (email from labour Co-Chair to employer Co-Chair) due to the change in operating practices affecting personnel. Update May 8: Safety Management System parameter requirements sent to Kyle.			
6	SHR 700000006121, 700000006127, 700000006154. 700000006161, 700000006132, 70000000125 Internal Complaint Resolution Process (ICRP)	ICRP requested by SHR, employees with identified concerns to each situation related to the Duty and Rest Period "Reset Break" applied at the away from home terminal. Step 2 response did not resolve perceived hazard. Update April 23: Step 3, committee appointed Kyle Leafloor and Patrick Nahmiash to investigate. Update May 8, they are not in agreement, Kyle provided report on May 8.	Kyle Leafloor Patrick Nahmiash	Open Step 3	20-May-24

New Business Review:

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

Escalated Item:

Item Number:	Item Origin:	Escalated Item:	Responsible Person(s):	Status:	Review Date:
1 15-Nov -22	T&E	Training for T&E members for Duty and Rest Period Rules section 5-part B first on minutes November 15, 2022. Only outstanding item is access to the fatigue on duty self-assessment forms.	Policy Committee	Open	8-Dec-22 27-Jan-23 Feb-27, 2023 8-Jun-23 13-Jul-23 14-Sept-23 14-Dec-23 11-Jan-24 14-Mar-24 9-May-24 13-Jun-24
2 16-Feb-24 entered 19-Feb-24	SHR	SHR 700000006066 KCS 4824 KCS 4824 has no designated garbage container inside locomotive cab, nor inside toilet room or adjacent to it. KCS 4824 was used as lead engine on train 601-914 and is not in compliance with On Board Trains Occupational Health and Safety Regulations 6.5 (2)(a) garbage disposal facilities shall be provided to prevent the accumulation of garbage; 6.6 (1) Each garbage container that is used for solid or liquid waste in a work place shall (a) be equipped with a tight-fitting cover; (b) be so constructed that it can easily be cleaned and maintained in a sanitary condition; and (c) be leak-proof. Toilet Room: 6.15 (3) In or adjacent to every toilet room, a non-combustible container shall be	Escalated to GM on April 19, 2024. Response on April 26, 2024.	Committee is not equipped with resources to resolve requirements.	23-Apr-24 8-Aug-24

		<p>provided for the disposal of hand cleaning and drying supplies. Reported to Alyth shops via voice mail left. Install garbage waste containers inside all KCS locomotive cabs and toilet rooms in order to comply with Canada's on Board Trains Occupational Health and Safety Regulations. Or do not use noncompliant Locomotives in lead position or for DH purposes.</p> <p>Reply: Email and Phone call made to Alyth Shops requiring Locomotive be booked as "Trail Only" and not used as a leader until Garbage Receptacles are provided. Feedback given to employee via text at 1222 Feb 19th, 2024.</p> <p>March 13: Labour Co-Chair will follow escalation procedures.</p> <p>GM response to escalation - Note: We have sent multiple LSOP units to the shop in Alyth to ensure they are equipped with all CBA required features. We have also followed up with the local shops to ensure we have Canadian leaders when these trains are coming up from the US. Update May 9: response did not resolve escalation - Escalate to policy committee.</p>			
3 14-Sep-23	T&E	<p>Relocation to a new rest facility in Swift Current. The Super 8 has had approximately 20 reports of bed bugs in under 3 years. This facility has and is not addressing the bed bug problem. Individuals are bidding pools to stay away from this facility, when they are cross pooled, they are staying in the station to obtain rest or paying for a rest facility. This is also affecting individuals home life; families are terrified that CPKC employees will bring the bed bug's home.</p> <p>Reply (Sept 14): Chris Gingras will check with CPTravel on different vendor till the bunkhouse is built. Bunkhouse is in procedural approval process.</p> <p>Email October 4, 2023; referencing SHR 5828, It is evident that this facility continues to disregard basic needs and has no measures in place do mitigate rest disruptions. Is an update available on relocation? What mechanism are in place to locate a new rest facility? Request for reports identified in SHR</p>	<p>Kyle Leafloor CP Travel <u>Relocation</u> Escalated to Policy Committee on April 9. No response From GM, escalation sent to him on March 22 and again as requested on April 10</p> <hr/> <p><u>Bunkhouse Build</u> No committee time provided, escalation sent to GM on April 19. This item will be opened. Work has started on the bunkhouse last week.</p>	Closed	9-May-24

	<p>Update (Oct 12): Chris Gingras will contact CP Travel on all the issues that are at the Super 8. He will also check with the timeline for a new hotel. SHR 70000005828 added from Oct minutes.</p> <p>As per the terms of reference this issue has been outstanding with no progress and no mechanism requested have been provided.</p> <p>UPDATE - *Talk with Scott McGraw after meeting about bunkhouse solution, and potential interim lodgings in the meantime – to discuss with facilities.*</p> <p>Conversation did not occur.</p> <p>Update January 23, 2024, added SHR 70000005902 Super 8 hotel. Greg Squires to provide list of hotels Moose Jaw and Medicine Hat committee to review and choose new hotel.</p> <p>SHR 70000005970 Room 210, Super 8</p> <p>Juvenile bed bug found on employee, full of blood.</p> <p>2 escalations to follow CPKC policy, relocation and new bunkhouse.</p> <p>Motel 6 approved (Medicine Hat and Moose Jaw Labour co-chairs and TM Kyle Robb) for relocation on February 2, 2024</p> <p>March 13: Labour Co-Chair will follow escalation procedures</p> <p>Update (April 23) Swift Current Bunkhouse to start being build on May 1, 2024. SHR 70000006076, SHR 70000006052, SHR 70000006101.</p> <p><i>GM Response on April 26, 2024, to escalation - Note: We have approved the building of the new Swift Current Bunkhouse, which will be completed by end of year (tentatively) . Every time we have seen reports of bed bugs, the hotel has sent an inspector and they have not found any live bed bugs. Furthermore, they have exterminated multiple rooms as well as taken rooms out of service to proactively spray for bed bugs. The commonality of the issues, is that the reports of bed bugs come from CPKC rooms not public rooms. We have allowed employees to stay at a different location when the hotel is spraying for insects and will allow these one off, but will continue to stay at the Super 8 until the new bunkhouse is complete.</i></p>			
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		Update May 9: When RTE takes their call, they can call CPTravel 1-877-805-8588 BE NICE and request Motel 6 to stay at.			
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Tabled item:

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

Miscellaneous / Comments:

Parking lot sweeping

Next Meeting:

Place	Date	Time
Medicine Hat Board room, 2 nd floor, 402 North Railway Street SE Medicine Hat AB	13-Jun-24	10:00 am
Meeting Adjourned At: 10:36	Approved by Management Co-Chair: Kyle Leafloor	Approved by Employee Co-Chair: Patrick Nahmiash
End of meeting recap completed? Yes		