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National Joint Health & Safety Committee Meeting Minutes

December 9th & 17th 2009

In attendance:

CPC

Gilbert Barrette (absent)
John Polak (acting chair)
Sanjay Paliwal

CUPW

Serge Champoux
Louise Jarret
Jean Claude Girard (absent Dec 9)

Advisors

Louise Chayer-Ayers
Peter Lennon

Guests

Denise Portugaise	Eric Desjardins
Ron Thibert	Steve Clark
Graham Howse	Darren Macpherson
Peter Duncan	John Ulmer
Ray Simard	Andre Belanger
Louis Charest (Conf Call)	

A brief discussion took place regarding the draft minutes of the September 30th NJHSC. CUPW confirmed its satisfaction with the minutes following the submission of minor edits to CPC. CUPW agreed to review the revised French version and confirm its satisfaction with the minutes by e-mail.

1. HRSDC Position: CUPW complaint more than one Policy Committee

It was explained that a great deal of activity had taken place on this item in the intervening period between the September and December NJHSC meetings.

It was stated that HRSDC would attend the next RSMC NJHSC on December 17th 2009 and would deliver its position to the NJHSC re: the CUPW complaint in relation to the number of Policy Committees. CPC stated that if a Direction was issued, the CPC position would be that there should be two policy committees. CPC nonetheless recognised that there were processes and protocols that needed to be followed following the receipt of a Direction. CUPW stated that if a Direction was issued CPC would have to comply with it.

The parties agreed that they would await the December 17th HRSDC position and that the item would be deferred to that forum.

Standing Item

2. Health and Safety Statistics

CUPW acknowledged that it had received the accident statistics in the new format for some time but had observed discrepancies in the data that made it question the accuracy of the reports.

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CUPW drew the attention of the NJHSC to Weeks 43, 44 and 45 of the Atlantic Region and the perceived discrepancies between the 08/09 data. CUPW enquired whether these figures truly represented accident reductions.

CPC explained that the statistics reflected a point in time and that the numbers could fluctuate week on week and month on month. The NJHSC was informed that an accident claim submitted in January might be rejected in March and that the March year to date data would reflect this. CPC explained that in such circumstances it did not return to the January data set to correct the change.

CPC confirmed that the statistics represented all employees and explained further that the category 'non operational' referred to groups such as Head Office employees and customer service staff.

CUPW requested that as in previous years CPC provide the Frequency and Severity data so that it can compare the annual report to the previous data and against other occupations thereby benchmarking Canada Posts health and safety performance. CPC gave a commitment to consider the request and to provide feedback to CUPW.

CPC added that the earliest anything could be provided would be Q1 2010.

Action:

1. CPC to consider the CUPW request for Frequency and Severity Statistics and provide feedback to CUPW.

Old NJH&SC Business

3. Oversize Sortation Study (Guest Graham Howse)

The NJHSC was provided with an update on the development of short term measures to address the Oversize Sortation concerns.

CPC confirmed that since the September NJHSC it had met with stakeholders a number of times to discuss possible short term solutions.

CPC provided the members of the NJHSC with a document (Case Options Spreadsheet) highlighting 4 case modification options. It was explained that the options included reducing the case height by 13cms and the use of case shoes to raise the case height where required. CPC added that the blocking of the top and/or bottom rows provided 10 possible case configurations to accommodate the needs of the 95th percentile.

CUPW enquired whether employees would be personally able to raise or lower the cases to suit. CPC stated that in such circumstances it would be Technical Services making the changes.

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CUPW stated that the main purpose of the study was to look at the provision of seats for employees. CUPW wanted to know whether employees would be receiving seats. CPC stated that the seating option was something that would be considered at a later date. CPC added that the measures being presented at the September NJHSC represented the short term solutions.

CUPW enquired further why CPC would consider modifying the case without considering seating. CUPW added that once these changes are made it will prevent seating from being considered as an option at a later date. CPC reassured CUPW that the changes would not preclude the consideration of seating options. CPC added that the options to lower, raise or keep cases at a standard height would remain.

CUPW cited Vancouver as an example and sought clarity whether CPC intended to have 4 different height cases in that location. CPC confirmed that it would do so if deemed necessary to reflect the height variation of the local employees. CUPW re-emphasized its concern that these options would preclude seating.

CUPW cited concerns relating to the case layout in Barrie, ON. CUPW explained that it had provided pictures previously and had explained its concerns in relation to employees using the top row of the case. CUPW enquired why CPC still entertained the use of the top row as part of the current short term options.

CUPW also cited Vancouver as another example and that despite assurances to the contrary, employees were still using the top row. At the NJHSC conclusion meeting December 17th CPC explained that it had established that taller people were using the top row and disregarding the bottom row. CPC stated that this approach merely reflected the measures as suggested within the report. CUPW stated that they had not been made aware of this when they had visited Vancouver and would therefore follow up on this item to ensure that the arrangements were being applied as described.

CPC advised the NJHSC that the intention was to now consider the feasibility of the options and to provide feedback to the NJHSC. CUPW enquired whether it would be possible to visit a site in Ottawa to review a couple of modified cases. CPC agreed.

CUPW stated that the most important part of the study was the provision of seating to do the work and that the second part of the study had demonstrated success in this area.

CPC agreed to provide CUPW with electronic copies of the Case Options spreadsheet.

CUPW cited a concern expressed out of Hamilton ON, where it had been reported that seating options were being tested at the HMPP. CUPW explained that employees had been testing stools but that management had subsequently removed them as they had not been considered by the NJHSC. CUPW sought clarity around this issue as it was agreed that stools were only being tested in Vancouver. CPC could not comment on the particulars of this case but suspected that the initiative was local in nature. CPC added that there had been some stools in local circulation previously, but that this had not featured as part of a national solution. CPC nonetheless gave a commitment to investigate and provide feedback to the NJHSC.

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A brief discussion took place regarding the closure of the Appendix KK study. The parties agreed that the study could be officially closed and that any recommendations emerging from it would feature at future NJHSC meetings as deemed appropriate.

It was confirmed that the Appendix KK presentation had taken place in Vancouver and that CUPW had attended. CPC also confirmed that attempts had been made to convene the NEPI briefing session with CUPW. The employee co-chair confirmed that he would be returning January 11th 2010 and would confirm availability shortly thereafter.

At the December 17th meeting CPC clarified that the wings in use on the O/S cases in Vancouver were specifically designed to have one less row and were being used as intended. The NJHSC was in agreement regarding the use of the wings on these cases.

Action:

1. CPC to provide CUPW with electronic copies of the Case Options spreadsheet (en) and (fr).
2. CPC to investigate the Barrie top row query and provide feedback to the NJHSC.
3. CUPW to contact Vancouver to obtain confirmation re: application of the reports findings in relation to the top row.
4. CPC to modify cases in Ottawa and invite CUPW to review.
5. CPC to investigate the Hamilton stool concerns and provide an update to the NJHSC.
6. CUPW to provide availability re: NEPI in January 2010.

4. H&S Committees and Representatives

A detailed discussion took place regarding the current status regarding Health and Safety Representatives.

CPC explained that it was now in possession of a myriad of listings relating to this subject and proposed that a possible means to expedite the process would be to convene a meeting with CUPW, CPAA and CPC. CUPW stated that it was to be resolved between CUPW and CPAA.

CPC explained that it was still waiting for details from CUPW on those locations where its members did not wish to contest an election. CPC had received a list from CPAA that indicated those locations where RSMC's were interested in holding an election. CUPW stated that until CPAA provides feedback and comments to the election guideline and lists as provided by CUPW, there is no need to provide the listings to CPC.

CUPW explained that it had met with CPAA in September 2009 re: the elections and provided CPAA with a guideline document and a process around the elections. CUPW had also

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written to CPAA but was waiting for their response. CUPW re-emphasized its disappointment that CPAA had shown a willingness to share information with CPC but not with CUPW concerning the list of those locations where RSMC's were interested in holding an election.

CUPW added that its understanding from the CPC letter was that CPC wished for CUPW and CPAA to work together to conduct the elections.

CPC responded that it has had a HRSDC Direction since 2006 and that the employer is obligated to do the right thing by its employees and meet its Code requirements and will take the necessary steps to address the issue.

CPC enquired whether there was any way that CUPW could obtain a list of offices where an election is required. CUPW responded that it had provided two lists to CPAA where elections were and were not, to be contested. CPC enquired whether CUPW could send CPC these lists. CUPW responded that it had provided CPC with an APOC list July 22nd. CPC acknowledged this and stated that the lists were being reviewed and that training would be provided by the end of January 2010.

CPC members of the NJHSC agreed to meet with the CPC members of the CPAA NJHSC to discuss the context of this discussion and to determine what measures could be taken to expedite the process. CUPW suggested that CPC should also consider requesting that CPAA respond to the CUPW requests for feedback.

CUPW stated that it had nothing to add in relation to the MOA as it was a statement of Canada Post's position.

CUPW confirmed that at this time, no CUPW members were visiting sites to take part in elections.

Action:

1. CPC to continue with the review of the July 22nd APOC list.
2. CPC NJHSC members to discuss the context of these discussions with the CPC CPAA NJHSC.
3. CPC to consider approaching CPAA to respond to the CUPW requests.

Health and Safety Representative Training

CUPW expressed ongoing concern relating to the editing and finalization process associated with the Health and Safety Representative training. CUPW reiterated its earlier position that CPC had finalized the document and had made changes that CUPW were unfamiliar with.

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Particular emphasis was drawn to *'Reading while Walking'* as an example of where such changes had been made.

CPC stated that as *'Reading while Walking'* was part of a grievance it should not be discussed at the NJHSC.

CPC re-emphasized that it was explained at the March 2009 NJHSC that the document was considered final but that CPC had been open to the inclusion of any significant edits if received from CUPW going forward. CUPW sought clarity around this and enquired that if the material had been considered final at that point, why was it that it was not finalized until April 2009. CPC responded that it had not received any suggested edits after the March meeting and that training was rolled out in April and May 2009.

CPC added that it had provided CUPW with the final document showing all of the changes within Track Changes. The CPC position remained that the door was still open for the consideration of significant changes but that CPC needed to know what those changes were.

CUPW stated that it would consider the available options and would review the record of the previous meetings.

CUPW stressed how much importance it attached to the involvement of the national union in the development of future training. CUPW stated that it expected that when it received a document for review, that it had been reviewed by all other stakeholders first. CPC acknowledged the CUPW position but explained the difficulties that this could present with more than one bargaining agent providing feedback. CPC gave a commitment that when such circumstances arise CUPW would be provided with a subsequent final document for review.

5. Needlestick Pilot (Guest Darren Macpherson)

The NJHSC was provided with an overview of the Needlestick Pilot item. CPC explained that the Pacific Glove Pilot had concluded during the summer of 2009 and that a glove had emerged from the pilot as being most suitable.

It was acknowledged that the glove in question (HexArmour 9014) had certain design limitations in terms of coverage to the back of the hand and in the materials used in its manufacture (latex). It was nonetheless agreed that the glove in question was the most suitable option for Canada Post at this time. It was explained that it was for this reason that CPC did not share alternative gloves with CUPW for consideration at its national meeting on October 24th and 25th. It was nonetheless explained that CPC continues to research alternative gloves.

CPC advised the NJHSC that rather than develop a RFP it had taken a different approach and had talked with both sales and research and development professionals to establish other ways of procuring a glove that met Canada Post needs. It was explained that HexArmour, a leading manufacturer of needle resistant gloves, had attended a meeting with CPC and was looking at providing a prototype to CPC Qtr1 2010. CPC added that there was a possibility that the concept glove could possess features such as a crinkle palm and contain nitrile as opposed to

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latex. CPC added that Canada Post will have the concept glove available to it ahead of the general public and that if deemed suitable, samples would be made available to CUPW for its consideration. CPC reassured the NJHSC that if the concept glove is deemed suitable another pilot would take place.

CPC explained that the current gloves (as per the pilot) are available in SAP and if employees have skin sensitivities, other options are available. CUPW sought clarity regarding the process around access to the gloves, particularly as the CMS states that they are available to workers. CUPW stated further that it does not believe that the information is readily available in the field.

CPC stated that the CMS doesn't state that the use of the gloves is mandatory i.e on culling belts and that this was something that the NJHSC could entertain at some point in the future. CPC nonetheless agreed that it would reinforce the message to supervisors around availability and the ordering process.

Action:

1. CPC to provide CUPW with samples of the concept glove if deemed suitable.
2. CPC to reinforce the message to supervisors around glove availability and the ordering process.

6. MMHE Equipment Issues

It was confirmed that CUPW and CPC had convened a separate equipment meeting (November 4th 2009) to discuss MMHE Equipment issues. It was confirmed that minutes had been created for the meeting and they had been shared with the members of the NJHSC. The NJHSC was advised that a few actions had emerged from that meeting and were being dealt with between the parties.

It was agreed that the NJHSC should be kept informed on progress. Updates to be provided at the next NJHSC.

Action:

1. NJHSC to be kept informed of progress. Update to be provided at the next NJHSC.

7. Evacuation Plans / Drills

The NJHSC was advised that the details of the consultant organization selected for the provision of Emergency Planning arrangements had been shared with CUPW.

It was agreed that the item would remain open for ongoing progress updates in 2010.

Action:

1. Progress updates to be provided during 2010

8. Defibrillators

It was confirmed that CPC had provided a list detailing sites to CUPW.

CUPW expressed concern regarding the 2 year period for the retention of Attendant record pertaining to AED use.

It was explained that when the AED is used a copy of the record is provided to paramedics, a copy is provided to the Director of the Medical Program and that CPC retains a final copy for 2 years.

CPC explained that it had consulted the legal team on the requirement to retain this data and had been advised that the form was an extension of a First Aid report and should be treated as such for record keeping purposes. CUPW expressed concern that this was not a requirement stipulated in the Regulations. CUPW recognized the need to retain a record but wondered why the details could not be recorded within the First Aid log book. CUPW added that it had concerns with the information being held elsewhere. CPC stated that the process was no different to the current process adopted for First Aid records where the completed logbooks were kept with the local Health and Safety Officer.

CUPW added that it also had concerns with the level of detail being requested / recorded. The CUPW position was that only a brief description was required within the form and not the level of detail being requested by CPC. CPC stated that the level of detail was derived from a standardized St Johns form.

CPC added that CUPW's initial concerns centered on the retention of personal information that CPC had since removed. CPC nonetheless agreed to review the form again and get back to CUPW.

At the previous meeting it was mentioned that an AED had been placed in a location where an employee had a pre-existing condition. CUPW requested that the minutes of the December NJHSC record that location. It was confirmed that the AED had been placed in Station J in Ottawa.

CUPW enquired whether CPC had any intention to provide AED's to other locations. CPC confirmed that units had been provided to Gateway, South Central and Leo Blanche and that a survey relating to deployment would be completed in Q1 2010. CPC added that it intended to review the findings of the survey and that a copy would be provided to CUPW. CPC explained that it would consider new locations thereafter.

CUPW requested information on whether any AED's had been used to date. CPC agreed to investigate and get back to CUPW.

Action:

1. CPC to review the form and provide an update to the NJHSC.
2. CPC to provide a copy of the survey to CUPW along with AED use data.

9. LJH&SC Terms of Reference

The NJHSC was advised that CPC were now in a position to share the LJHSC Terms of Reference (TOR's) with the LJHSC's across the country. CPC had developed a draft e-mail to accompany the TOR's and provided this to CUPW for its consideration. CUPW reviewed the content of the e-mail and indicated its satisfaction. CUPW added however that it would like to see it mentioned that a copy of the TOR should be available for each LJHSC meeting so that members had it available for consideration should the need arise during meetings. CPC agreed to make the revision to the e-mail.

CUPW also asked that CPC remind the management co-chairs that the LJHSC is required to review SAIR's. CPC agreed to do this.

CPC advised the NJHSC that it had reviewed the merits of updating the WSH intrapost NJHSC archive but unfortunately there are no resources at this time to maintain the archive.

Action:

1. CPC to circulate the TOR's and review the message content.

10. Non-Motorized Material Handling Equipment

It was acknowledged that the issues around the use of Ergolifts to transfer material had been dealt with and that the item was discharged from the NJHSC. CUPW expressed concern however that the issue of safety footwear for equipment users remained unresolved.

CPC acknowledged the CUPW concern and stated that the issue was still being looked at internally.

CPC gave a commitment to come back to the NJHSC with its position.

Action:

1. CPC to review internally and provide its position to the NJHSC.

11. Accident Prevention

Slips Trips Falls Campaign

It was confirmed that CPC had shared the 2009/10 Slips Trips and Falls material (including posters) with CUPW for its consideration and feedback. CUPW acknowledged receipt of the material and could confirm that it had nothing to add in relation to the posters.

CUPW cited a CPC newspaper article that had appeared in the Ottawa Citizen on November 24th 2009. CUPW expressed concern that the article implied that there were few causes of slips trips and falls and that this had presented an overly simplistic view. CPC stated that they were not aware of the specific article but were quite comfortable that the article would have highlighted some key themes to engage the reading public on their assistance in keeping the walks clear.

CUPW also cited a Nova Scotia communiqué where the regional director had highlighted that he intended to visit workplaces and walk the streets to discuss health and safety. His intention was to also discuss how the risks associated with slips trips and falls hazards could be reduced. CUPW added that the same communiqué discussed the delivery of recognition programs for health and safety. CUPW requested further details on the nature of the program. CPC did not have the details to hand but would investigate and provide feedback to CUPW.

CUPW also drew the attention of the NJHSC to a 'Boot Contest' that had emerged out of the Atlantic region. CUPW explained that in this initiative CPC intended to photograph the soles of employee's boots and then allow employee's to vote on what sole they thought provided the best protection from slips. CUPW stated that it had concerns with such an approach as there were many factors other than the sole that could contribute to whether a boot offered suitable protection. CPC explained that it was unaware of this initiative and would investigate and provide feedback to CUPW.

CPC stated that raising awareness on the suitability of footwear was a positive initiative and should not be discouraged. CUPW stated that it was not in favour of such an initiative as there were many other ways of raising awareness. CPC stated that it encouraged local initiatives aimed at raising awareness and that this was an item that should be managed through the LJHSC. CPC and CUPW did not agree.

The NJHSC discussed the reference within the last minutes to the logistics around an upgrade to the anti slip strip on step vans. It was agreed that the reference was to historical work and that no further updates were required.

Action:

1. CPC to investigate the Nova Scotia Recognition Program and the Atlantic Boot Initiative and provide feedback to CUPW.

12. Specimen Mailings

It was confirmed that CPC had provided CUPW with the update to the postal guide as it related to Specimen Mailings. CUPW had received the information but would wait until it received the French document before commenting on the content.

CUPW could confirm that it had not received any further complaints since the last meeting had convened. CPC confirmed that the Postal Guide would be updated in the New Year.

CPC stated that it would also be proactively approaching other organizations and provincial jurisdictions to ensure that the guide is recognized and known. CUPW requested that it be provided with periodic updates on the companies contacted. CPC agreed.

Action:

1. CPC to provide the French version of the update to the guide to CUPW. CUPW to review and provide feedback to CPC.
2. CPC to share the changes with other organisations and provincial jurisdictions after the postal guide has been updated.
3. CPC to provide CUPW with the details of companies approached on a periodic basis.

13. Easy Sort Pointer (CUPW 09.03.03) / Ring Scanners (Guest Peter Duncan)

The NJHSC was provided with an update on the Ring Scanner project. It was explained that at the previous NJHSC CUPW had been shown two models. Since that time the RFP for the Ring Scanner had concluded and the contract to supply had been awarded to a U.K based company Technology Solutions Limited (TSL). CPC added that it had since purchased 150 units for use.

CPC could also confirm that it had contacted the supplier to obtain a translated specification document but unfortunately none were available. CUPW acknowledged this position but were uncertain whether the English version of the specification for the TSL equipment had been provided. CPC agreed to check and reissue if necessary.

A brief overview of the functionality of the scanner was provided. It was explained that the scanner worked in conjunction with the hip mounted MC70. CUPW were also provided with a practical demonstration of the quick release pin that connects the finger webbing to the unit. It was explained that in the event of the unit becoming trapped, this feature reduced the risk of the operator being drawn in to moving equipment.

CUPW enquired whether the equipment had been tested. CPC confirmed that the equipment had been used for 4 years by PO4's in the customs areas of the Toronto, Montreal and Vancouver plants. CPC explained that the units were piloted in Vancouver and that the TSL

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model had been the favourite device. The CTU process had been adopted and scanners were then purchased for use in the field.

CPC explained that the Ring Scanner would use a Class 2 laser as per the MC70. CPC added that the Canada Post Industrial Hygienist was reviewing the Safety Talk for the MC70 and updating the material for the Ring Scanner. It was agreed that an electronic copy would be shared with CUPW for its records.

The NJHSC was informed that the intention was that the equipment would be used in operations wherever there were efficiencies to be had. It was explained that two areas of use would be for the scanning of AO's and clerical activities in depots.

CUPW enquired whether CPC had calculated how many times a day an operator would press the button as it had concerns regarding the repetitive nature of the task. CPC confirmed that a typical scanning process took 7 seconds duration and that some work had taken place around the number of scans in a typical working day. CPC agreed to provide any data it had on this to CUPW.

Action:

1. CPC to reissue the Technical Specification Sheet (En) to CUPW
2. CPC to provide a copy of the Ring Scanner Safety Talk to CUPW.
3. CPC to provide available data re: use of button frequency to CUPW

14. Violence in the Workplace (CPC 09.05.02) (Guest Denise Portugaise / Eric Desjardins)

An update was provided on the status and activity around the Violence in the Workplace program. CPC explained that it had circulated CUPW a copy of the revised policy following the conclusion of the September 17th Violence meeting. The adjustments made to the policy were directly in relation to concerns expressed at that meeting and CPC could confirm that it had added a new bullet under the heading 'Obligations and Consultations within the Policy Committees'.

CUPW stated that it had provided a CUPW letter on this subject to the Employer Co-chair and had included a cd with the CUPW comments to the policy. CPC stated that it had not received the cd and was therefore not in a position to comment. CUPW re-emphasised that all the CUPW comments were contained on the cd sent December 7th.

CPC stated that the CPC issues were two fold namely the Policy and the Training Components. CUPW acknowledged this and stated that all the comments including comments on the training were contained within the cd.

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CPC informed the NJHSC that the concerns expressed by CUPW regarding competent investigators was something that might need to be raised formally with HRSDC as the requirement in law was that the investigator was competent and impartial. This did not require that the investigator be from a third party provider.

CUPW stated that the investigator had to be agreed by both the employer and the national union and therefore be recognised by both parties. CUPW added that if a supervisor was violent towards an employee there was every likelihood that the employee would be reluctant to report this to another management member. CPC responded stating that investigators were trained by Human Rights and were independent. CPC added that it is the employer that is assigned to nominate the competent person. CUPW disagreed.

CUPW emphasised its concerns by citing two incident reports that it had received. One involved two PO5's in Toronto, both of whom received indefinite suspensions. The other involved two supervisors in Ottawa and there had been no mention of disciplinary action. CUPW expressed its concern that there appeared to be an inconsistent approach. CPC responded stating that the summary information that CUPW had received did not explain the circumstances behind each altercation. CPC added that CUPW's concerns were based upon their interpretation of the summary report. CPC added that if there was justifiable cause then all parties would be suspended.

CUPW drew the attention of the NJHSC to the HRSDC Directions out of Stoney Creek, Hamilton and in particular the CPC response to the HSO. CUPW cited an excerpt from the CPC response; *'at no point did the employee state that it was violence in the workplace'*. CUPW sought clarity whether CPC expected the employee to state that it was violence in the workplace before it would be considered as such. CPC stated that the 3 specific incidents in Stoney Creek had been investigated and that none of the cases constituted violence in the workplace.

CPC confirmed that it does not wait for employees to state violence in the workplace as it acts upon reports proactively to determine the facts.

CPC stated that it would review the contents of the cd and get back to CUPW.

Table of Contents

CPC enquired whether CUPW had any specific feedback to the Table of Contents adding that the legislation had changed and the organisation needed to move quickly to address this need. CUPW stated that part of the answer to this question was within the contents of the cd.

CUPW re-emphasised its earlier position that the training should be part of Appendix DD. CUPW added that it had a 'chapter' within previous material that stated that it should be part of DD. CPC asked for a copy of it. CUPW agreed to consider the request.

Action:

1. CPC to review the content of the cd and provide feedback to CUPW.

2. CUPW to consider the CPC request re: the 'chapter' relating to inclusion within Appendix DD

15. URS Update (CPC 09.05.06)

CUPW provided its position on the audit program stating that they had received the audits as supplied by CPC but had not been involved with the process.

CPC provided a handout 'Safety Audits Q3 2009 Progress Status' and provided a synopsis of performance scores from across the regions.

CPC explained that the baseline score achieved across the organization had been 53.9%. It was explained that there had been a YTD improvement of 11.2% with a Q3 improvement of 7.7%. CPC informed the NJHSC that the 10% improvement target for 2009 had already been achieved.

CPC agreed to provide CUPW with an electronic copy of the handout.

Action:

1. CPC to provide CUPW with an electronic copy (En and Fr).

16. Panic Buttons (CUPW 09.05.09)

CUPW provided the NJHSC with its position re: panic buttons. CUPW explained that it wanted panic buttons to be made available when people were working alone in a postal installation and/or when people were arriving at work alone during the night.

CUPW stated that when these circumstances are brought to the attention of the national members they would advise their members to take it up with the LJHSC.

CPC confirmed that its intention was not to provide general issue panic buttons across the country.

CUPW suggested that the item be closed from the NJHSC and that if any specific items arise then they should be brought to the NJHSC for further discussion. CPC agreed.

Item closed.

17. Regional Consultation (CUPW 09.05.10)

CUPW advised the NJHSC that it had received the minutes of Regional Consultation from some regions but not all. CUPW stated that it felt that it was important for the members of the NJHSC to know that issues had followed the appropriate escalation processes. CUPW added that the NJHSC needed to be aware if things were not being dealt with at a local level.

CPC suggested that CUPW obtain copies of the minutes from its regional counterparts. CUPW reiterated its request that CPC provides copies of consultation minutes where health and safety is discussed.

CPC stated that it would consider the request, discuss it again and provide CUPW with a response. CUPW stated that the minutes are a report and as such the NJHSC should receive a copy. CUPW added that this had been accounted for and formalised in the revisions to the collective agreement in 2007.

Action:

1. CPC to consider the request and provide feedback to CUPW.

18. Manual Material Handling Safety Talk and Observation Sheet (CPC 09.07.04)

CPC had previously provided an overview of manual material handling safety talks and observations as developed in the regions. An update was provided and CPC stated that the issue was still being discussed internally. CPC confirmed that when the material was sufficiently developed for a national program it would be shared with CUPW.

Action to be carried forward.

Action:

1. CPC to provide copies of the materials when available to CUPW.

19. Computer Safety Training (CUPW 09.07.05)

At the previous NJHSC CUPW had expressed concern regarding the provision of computer based training to an employee who was unable to resume full working duties following an accident at work.

CUPW had noted that the previous minutes had categorized the employee as 'being sick' rather than being unable to work through 'injury'. CUPW requested that the December minutes reflect this. CUPW repeated its request for this material. CUPW added that it was prepared to receive the material in either hard or soft copy provided that it received a copy.

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CUPW added that the Canada Labour Code is clear in that training has to be developed with the NJHSC. CPC explained that the field had provided some regional material and that CPC had since progressed on from that point to a national product that will be made available soon.

CPC would nonetheless strive to obtain a copy of the regional material as provided to the injured employee if possible.

CUPW also drew the attention of the NJHSC to the provision of computer based WHMIS training that had occurred in Val D'Or QC. CUPW requested a copy of the material. CPC agreed to investigate and to provide a copy if available.

CUPW requested a copy of the online training material currently under development. CPC explained that this material and the IT around it was not yet finalized but that once it was a link would be shared with CUPW. CPC emphasized that the material was an off the shelf awareness package and provided the organization with an opportunity to supplement existing training material. CPC confirmed that employees understanding would be evaluated. CPC agreed that it would provide CUPW with a link to the material as soon as it was possible.

A brief discussion took place regarding the 'productive test' element to the training. CUPW confirmed that it had not investigated this item. Action carried forward.

Action:

1. CPC to investigate the WHMIS training as provided in Val D'Or and provide a copy to CUPW.
2. CPC to provide a link to the online awareness training material once available.
3. CPC to obtain a copy of the material as provided to the injured employee and provide to CUPW.
4. CUPW to investigate the 'productive work test' relative to the receipt of training and provide feedback to the NJHSC.

20. Shortage of C31 Carts (CUPW 09.07.06)

CPC provided the NJHSC with an update on the new supplier of the C31 (Bakers Rack). It was stated that Cowin Global had been appointed to provide this service and that the final touches were being put in place.

It was agreed that the item could no be closed.

Item closed.

21. Stoppers for CMB's (CUPW 09.07.07)

CPC advised the NJHSC that 2 stoppers exist within SAP and are available within the field. It was explained that 1st and 2nd generation stoppers were actively being retrofitted as and when maintenance was being conducted.

It was agreed that the item could be closed.

Item closed.

22. Dangerous Goods in the Mail via FEDEX (CUPW 09.07.08)

CPC provided a brief update on the Dangerous Goods Item. It was confirmed that CPC had no objections to sharing the CMS material and the acceptance criteria with the LJHSC forums. CPC agreed that it would now action this item.

CPC confirmed that it had not considered the specifics of the training request but gave a commitment to do this and provide an update to the NJHSC.

CPC confirmed that FEDEX were aware of the CPC acceptance criteria and that reinforcement around suitable arrangements for Dangerous Goods had taken place in Edmonton.

Action:

1. CPC to consider the awareness training request.
2. The NJHSC to provide the Acceptance Criteria and CMS through the LJHSC forums.

23. Letter Carrier Cart Training (CUPW 09.07.10)

CPC advised the NJHSC that the Letter Carrier Cart Training was going through its latest revision and was almost complete. CPC confirmed that the indoor / outdoor elements had been reinforced in the material. CPC confirmed that the material would be available for review mid January.

The NJHSC agreed that the item could carry forward to the next NJHSC and that the revised material would be reviewed.

Action:

1. CPC to provide a copy of the revised material mid January 2010.
2. CPC and CUPW to review the safety elements of the revised material.

24. Seat Belt Update (CPC 09.09.03) (Guest Ron Thibert / Steve Clark)

The NJHSC was provided with an update on the progress made to date on the 3 point seatbelt upgrade. The NJHSC was provided with a handout 'Step Van Seat Belt Upgrade Program' to reflect the status achieved as of December 8th 2009.

A brief synopsis was provided and it was explained that 63% of vehicles nationally had been addressed. CPC explained that technical issues had set progress back a week from where it should have been at the time of the meeting. CPC stated that an update on progress would be provided ahead of the next NJHSC.

CUPW expressed concerns relating to seating capacity issues that had emerged out of Whitehorse YT. CUPW handed CPC a photograph and stated that the local Fleet Management representatives had stated that one person could sit in the rear of the vehicle. CUPW expressed concerns that these arrangements placed employees in potential danger.

CUPW confirmed that it had requested details on the type of vehicle, model number and additional pictures from its members. CPC representatives reviewed the picture and could confirm that there were two passenger positions. CPC stated that there was a simple rule that where there is no seat, there are to be no passengers. CPC added that in this circumstance there was 1 front seat and 1 jump seat and therefore 2 passengers could be carried in the vehicle. The parties discussed the anomaly that existed in the wording and whether this amounted to the driver and passenger or two passengers. The parties agreed that the wording needed some additional clarity.

CUPW also expressed some concern regarding the position of the seatbelt on the jump seat. CUPW were concerned that the seat belt crossed the neck area and not the shoulder and that the belt in question was not adjustable. CUPW stated that this was not acceptable. CPC informed the NJHSC that a response to seat belt adjustability concerns had been provided to relevant LJHSC forums on a case by case basis.

Action:

1. CPC agreed to investigate the particulars of the Whitehorse YT complaints and get back to CUPW.

25. Certificate to Use Briefing (CPC 09.09.04)

The members of the NJHSC had a brief discussion and agreed that the CTU briefing to the Urban NJHSC could be distinguished from that provided to the PT NJHSC forum. It was agreed that the outstanding action from the Urban NJHSC was the provision of the presentations and that this had occurred. It was agreed that the item could be closed.

Item closed.

26. Cold Weather Guidelines (CPC 09.09.05) (Guest Darren Macpherson)

The NJHSC was informed that CPC had received feedback from CUPW on the Cold Weather Guidelines. CPC added that it had provided a response and rationale to CUPW on the suggested edits.

CUPW sought clarity around the CPC approach to RSMC's clothing arrangements for cold weather. CUPW stated that it was uncertain whether CPC was suggesting that RSMC's should make their own arrangements and acquire their own clothing. CPC confirmed that this was the corporate position. CUPW enquired what CPC's position was when temperatures reached -40c as was the case in some regions. CPC stated that there was a heightened level of Risk Assessment when temperatures reached such levels.

CUPW stated that some regions were currently experiencing temperatures in the region of -40c and in those locations management were forcing letter carriers to do overtime despite the harsh conditions. CPC stated that while the safety component was important the specifics of overtime were operational. CUPW disagreed stating that the guideline told employees what to do / not to do in cold weather. Therefore if supervisors told letter carriers to work longer in extreme cold then there existed a link between overtime and the cold weather guidelines. CPC explained that the expectation was that the cold weather guidelines would be followed where applicable.

CUPW cited 5 forced overtime refusals in Saskatoon in relation to overtime in -41c temperatures. CUPW stated that in one case a letter carrier had been told to obtain a doctors note if he/she was unable to work in the cold. CUPW added that Canada Post did not want to employ temporary labour in these circumstances. CPC countered this statement and reminded the NJHSC that temporary labour was a daily feature of operational activity across the regions.

CPC nonetheless agreed to review the specific circumstances around these arrangements and provide feedback to CUPW. CPC added that it had organizational commitments to deliver the mail and that in some circumstances there might not be temporary staff available. CUPW cited a case contrary to this and reported that CMS17:04 had not been applied as it should. CPC agreed to review.

CPC added that provisions existed within the collective agreements. If absences exceeded those provisions then measures needed to be taken to address those needs.

CPC added that the risk mitigation measures contained within the CMS could be applied in such extreme temperatures. CPC added that the issues centred on the operational issues of forced overtime.

It was agreed that the Cold Weather Guidelines were finalized. The issues as discussed related to the interpretation and application of the guidelines in an operational setting.

Action:

1. CPC to review the specific circumstances around the arrangements as cited and to

provide feedback to the NJHSC.

27. Bomb Threat - St Johns (CUPW 09.09.06)

At the previous NJHSC CUPW had expressed concerns regarding reports that it had received in relation to a Bomb Threat that had taken place in St Johns. CUPW had also explained that a CUPW Newfoundland Bulletin suggested that evacuation had not taken place in accordance with the relevant protocols.

CPC confirmed that it had followed up on the item and had provided its response to CUPW by e-mail on December 1st 2009. CPC had also provided CUPW with a communiqué from the Director of Operations NL and Labrador that had been circulated to all Local Area Managers. CPC had also confirmed that compliance with CMS 1605.17 had been achieved.

CUPW acknowledged receipt of the updates but drew the attention of the NJHSC to a form that had been posted on the notice board in the location concerned. CUPW stated that the form 'Emergency Planning Program' stated that in such circumstances an alarm would sound and that evacuation would be immediate. CUPW stated that neither had occurred on this occasion and that the form was removed from the board after the incident. CUPW provided CPC with a copy for its records.

CUPW requested that CPC ensures that the Atlantic communiqué is made known to those that need to know of its contents within the Atlantic region. CPC agreed.

CPC added that it would address the Atlantic concerns and then establish whether there were any opportunities to address common themes within other regions.

Action:

1. CPC to ensure that the communiqué is circulated within the Atlantic region.

28. Kitchener Mail Processing Plant Concerns (CUPW 09.09.08)

At the last NJHSC CUPW provided the NJHSC with a copy of a communiqué from a CUPW member that had expressed concern with the handling of a suspicious item at the KMPP. CPC confirmed that it had investigated and had provided feedback to CUPW.

CPC had established that KMPP had developed procedures supplemental to CMS 1605:17 and that these procedures would be reviewed when the next LJHSC convened.

CUPW acknowledged the CPC position but expressed concern that the item would not be adequately considered at the KMPP LJHSC. CUPW informed the NJHSC that it had received a number of complaints regarding the operation of the LJHSC in question, including alleged unilateral decision making and a failure to recognize the nationally approved Terms of

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Reference. CUPW stated that if improvements were not made at KMPP, the CUPW national co-chair would have no alternative but to attend the LJHSC in question.

CPC stated that it had no objections to local procedures being adopted so long as the CMS was the basis upon which the procedures were developed. Local procedures should add to, but not take away from the CMS.

CPC gave an undertaking to speak to the General Manager for the area concerned to ensure that the LJHSC and relevant local procedures emerging from it were being correctly adopted.

Action:

1. CPC to speak with the Huron-Rideau GM in relation to the operation of the LJHSC and adoption of procedures emerging from it.

29. Snow and Ice Street Furniture (09.03.01) (Guest Ray Simard / Andre Belanger)

The NJHSC was provided with an update on the arrangements for Snow clearing and Ice issues around street furniture. The NJHSC was provided with a handout 'Asset Management – Snow Clearing Issues and Plans Update Street Furniture NJHSC December 9th 2009' for its consideration. CUPW requested electronic copies in both official languages.

CPC explained that the plans had been shared with the NJHSC at the July committee meeting and that the current presentation would be a progress report against the previous briefing.

It was explained that the same contracts exist and that specifications have largely remained the same with one exception that contractors are now expected to respond to 5cm accumulations rather than the previous requirement of 10cms.

A brief explanation was provided of the automatic snow removal lists and the factors that trigger a sweep.

CPC gave a brief synopsis of its plans for improvement in 2009/10 and explained that its objective was to improve its performance year on year and that it had revised and updated its snow removal guidelines. A copy was provided.

CPC also confirmed that records were now available that illustrated that contact was and is being made with the relevant contractors and subcontractors. CPC highlighted the existence of diagrams within the guide that inform customers what to expect in this area.

It was explained that face to face confirmation of up to date lists has now occurred between CPC and the relevant contractors. CPC added that this now permits positive confirmation that contracts have been made. CPC added that there now exists an online site for supervisors to log any concerns that might arise in relation to the performance of snow removal contractors.

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Other measures were discussed including that all Supervisors had received a letter from the SVP reinforcing the importance associated with snow clearing measures. It was also explained that the Municipalities had been contacted to ask for their assistance in managing the associated snow risks.

Practical obstacles were discussed including the discrepancies that had existed between the CPC inventory lists and those held by the contractors. It was explained that snow plough backs had been an ongoing problem that had now been reduced through better scheduling and

information sharing. It was also explained that CPC had asked the Municipalities to apply simple but effective measures such as turning the blade of snow ploughs where possible to prevent the buildup of snow around CMB's.

CPC suggested that the subject of snow removal should be a seasonal standing agenda item for the applicable LJHSC's. The NJHSC agreed that this could be added to the LJHSC e-mail to be circulated with the LJHSC Terms of Reference. CUPW added that it had reminded its members of the importance of raising unresolved issues to management rather than wait for the next LJHSC.

CUPW stressed its concern that during the winter of 08/09 its members had been asked to produce hazard reports for every occasion when encountering snow and ice concerns. CUPW expressed its desire for this not to occur again during 09/10. CPC agreed.

It was agreed that an update would be provided at the next NJHSC.

At the December 17th continuation meeting CUPW expressed concern regarding a complaint made by a letter carrier for Route 34 Orleans. The letter carrier had approached the supervisor and had complained that a CMB had not been cleared adequately. The employee asked for a hazard report to be generated and it was alleged that the supervisor had not acted upon the request.

CPC sought clarity whether CUPW were stating that the supervisor had refused or had merely not followed through for other reasons. CUPW stated that they believed that the supervisor had just not followed up on the request.

CUPW enquired what alternatives existed to employees in such circumstances. CUPW expressed concern that if a hazard report was not created, then it could not be discussed at the LJHSC. CPC agreed to review the Impediments to Delivery CMS to see if there was any reference to this and to provide feedback to CUPW.

CPC agreed to speak with the supervisor concerned and to provide an update to CUPW by e-mail.

Action:

1. CPC to provide CUPW with electronic copies of the presentation (En and Fr)

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2. CPC to advise LJHSC's to include a seasonal standing agenda item for Snow and Ice Street Furniture
3. CPC to provide an update on progress at the next NJHSC.
4. CPC to review the impediments to delivery CMS and provide feedback to CUPW
5. CPC to speak with the Route 34 Orleans Supervisor and provide an e-mail to CUPW.

New NJH&SC Business

30. Surrey AVC Updates (CPC 09.12.01) (Guest Ron Thibert / Steve Clark)

CPC provided an update on the activities undertaken in relation to the Surrey AVC. The NJHSC was provided with a handout 'Pedal Pad and Mat Inspection Report' that highlighted the status to date on Pedal Pad and Mat Inspection activity.

CPC explained that there were 3 levels of campaign. It was explained that there were 126 vehicles in Surrey and that as of December 9th, 93 (74%) had been inspected. CPC added that the target date for completion was December 15th 2009 and that CPC were currently on target to make that date.

CPC explained that the 2nd level approach had been to look at all the vehicles (8yrs and older) in the Vancouver area. It was stated that 289 vehicles met this criteria and of those 116 (40%) had been inspected. CPC confirmed that it was on target for a completion date of December 30th 2009.

CPC added that the 3rd level approach was the receipt of progress reports from the regions. CPC confirmed that there were 6,500 vehicles that met the criteria and that to date 2,253 (35%) had been inspected. CPC confirmed that it was on target for a completion date of May 2010.

CUPW acknowledged the work but enquired whether it was possible to have the regional work completed earlier. CPC stated that it was not currently in a position to comment whether an earlier completion date was achievable.

CPC provided an update on Item 2 of the Surrey AVC that had focused on the provision of employee education for vehicle loss of control. CPC provided a handout 'Memorandum Nov 13th – Fleet Inspections and PMI Changes' and drew the attention of the NJHSC to the Fergus Savage Road Transport Consulting Report and its recommendations regarding employee education in loss of control.

CPC explained that a number of safety talks can and will be developed by Fleet to educate employees on the measures necessary to deal with vehicle loss of control situations, be if from

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a tire blowout, inclement weather etc. CUPW enquired whether CPC were stating that there was a need for training. CPC stated that the emphasis on its existing training was to prevent employees from putting themselves in a loss of control situation. CPC believed that the safety talks and quarterly bulletins were the best way of supplementing the initial level of education.

CUPW drew the attention of the NJHSC to the excerpt from the Fergus Savage report and asked again whether CPC was stating that it did not require additional training. CPC re-emphasized its position that the existing material was adequate. CPC would develop additional material to build upon what currently exists for maintaining control. CPC added that reinforcement and education through safety talks was the best approach to address this requirement. CPC explained that it would share the safety talk details with CUPW.

CUPW enquired whether the current CPC training informed employees on the measures to be taken when breaking on ice. CPC confirmed that material that had been sent out previously referred to Anti Lock Braking Systems and what to do/not to do in given situations. CPC added that it would be possible to extract elements from what was currently provided for discussion at the next committee. CUPW agreed.

CUPW requested a copy of the Fleet Director November 13th Memorandum in French. CPC agreed.

CUPW stated that once it had received the Fergus Savage Report and the associated November 13th Memorandum in French it would be in a better position to respond. CUPW confirmed that there would be more input from the national union on this item at the next NJHSC.

Action:

1. CPC to provide progress update reports on the three levels of pedal and mat inspections
2. CPC to provide CUPW with French copies of the Fergus Savage Report and Steve Clark November 13th Memorandum.
3. CPC to extract elements from existing material for discussion at the next NJHSC.
4. CPC to share draft Safety Talk material with CUPW as and when developed.

31. AVC's General (CUPW 09.12.02)

At the continuation meeting December 17th 2009 CUPW expressed concern with the apparent lack of consistency regarding the provision of AVC's and follow up details with CUPW.

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CUPW enquired whether CPC maintained a directory for the receipt of AVC's and the sharing of information with the national union. CPC explained that it was currently building a registry to ensure that a consistent process was applied around the receipt, communication and closure of AVC's and Directions.

CUPW requested a copy of the file to ensure that it receives everything that is submitted to CPC. CPC agreed.

CUPW sought clarity around the perceived upturn in both AVC's and Directions over the last 12 months. CPC explained that there was a correlation with an increased HRSDC presence in CPC premises over the last year.

CPC suggested that AVC'S and Directions should be made a standing agenda item at subsequent NJHSC'S. The NJHSC agreed that the item would be added but merely as an administrative tool and not for the discussion of content.

Action:

1. CPC to provide CUPW with a copy of the AVC / Direction register.
2. AVC / Directions tracking to be added as a standing agenda item.

32. Step Van Handrail Project (CPC 09.12.03) (Guest Ron Thibert / Steve Clark)

CPC provided CUPW with an update on the Step Van Handle project. The NJHSC was provided with a handout 'Step Van Handrail Project – Vehicle Locations' that tabulated depot names and the associated vehicle numbers assigned to each location.

CUPW enquired whether CPC had an anticipated date for the receipt of questionnaires and the submission of information to CUPW. CPC agreed to investigate and to provide CUPW with a date.

Action:

1. CPC to investigate and provide CUPW with an anticipated date for the receipt of questionnaire findings.

33. Hybrid Electric Step Van (CPC 09.12.04) (Guest Ron Thibert / Steve Clark)

The NJHSC was provided with a synopsis on the anticipated introduction of 5 Hybrid Electric vans in 2010 and the associated change management processes to be adopted.

The NJHSC was provided with a handout 'Hybrid-Electric Van' for its consideration. It was explained that the vehicles were 16ft in length and possessed the same specifications as the

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equivalent Purolator vehicle. CPC added that the units would be provided to Montreal, Ottawa, Toronto and Vancouver.

CPC explained that driver and technician familiarisation was currently underway, albeit CPC were keen to stress that the vehicle did not require any specific technical information for drivers.

It was explained that the vehicle used very similar technology to the Toyota Prius so in a technical sense was no different for the driver. CPC would nonetheless be providing drivers with familiarization training in respect of the standard controls and dashboard displays. CPC added that it would share the familiarization training material with CUPW.

CPC provided a brief overview of the hybridization process and advised the NJHSC that 'Azure Dynamics' were contracted to undertake this work for CPC. CPC also explained that the vehicles are self sustained and do not require an external electrical supply to recharge the batteries.

CPC agreed that CUPW could view the vehicle assigned to the Ottawa location. CPC agreed to make the necessary arrangements.

CUPW enquired whether there would be consultation with the local members in each location so that local drivers were sourced. CPC confirmed that consultation would occur at a local level.

CPC confirmed that as the corporation owns these vehicles there would be no specific time constraints placed upon the testing period. CPC added that this provided the corporation with an opportunity to circulate and review the vehicles on a periodic basis.

CUPW sought clarity whether CPC technicians would be working on the vehicles. CPC explained that wherever possible its intention was to interact as much as possible with the supplier, albeit CPC technicians would be involved in regular maintenance activities such as PMI or tire changes.

CUPW enquired whether the long term goal was to move the Fleet over to Hybrid vehicles. CPC explained that moving forward the cost benefits would be analyzed and that this would inform future decision making.

CUPW acknowledged the work and stated that it was pleased that CPC were looking at alternatives to gasoline powered vehicles.

CUPW requested a copy of the handout in French.

Action:

1. CPC to share the familiarization training material with CUPW
2. CPC to make arrangements for viewing at the Ottawa facility.

3. CPC to provide a copy of the handout (Fr).

34. Mississauga Vehicle Concerns (CPC 09.12.05) (Guest Ron Thibert / Steve Clark)

CPC took the opportunity to provide a brief update on the Mississauga vehicle fire. CPC confirmed that it had investigated the complaint and had established that a vehicle fire had not occurred.

CPC explained the investigation had revealed that on the vehicle in question the heater had not worked correctly. The fuse contacts were corroded and while some smoke had been reported by the relief driver there was no fire. CPC technicians had since cleaned the contacts, replaced the fuse and no further defect had been reported since that time.

CUPW requested that CPC send a brief e-mail to reflect this. CPC agreed.

Action:

1. CPC to e-mail CUPW confirming the above.

35. RAPID (CPC 09.12.06) (Guest Louis Charest)

The NJHSC was provided with an overview of the RAPID process and was issued with a handout 'Rapid – Risk and Prevention Improvement Deployment' for its consideration.

A brief overview of the history and background of RAPID was provided from the use of the tool to achieve measurable gains in productivity through to its intended use for the improvement of health and safety.

It was explained that the tool had been used at the Montreal plant 6 months ago and had then progressed to Toronto South and Vancouver. The intention was then to apply it in Hamilton.

It was explained that the process usually involved 3-4 days of diagnostics, followed by workshops involving shop floor employees with 5-10 days raising solutions for implementation.

An overview of participants was provided, as was an explanation of the 6 types of risk.

Before the presentation had concluded CUPW expressed its concern with the process.

CUPW stated that when the project began in Montreal the process owners had not looked at any historical data as indicators of potential concerns. CPC stated that in Toronto and

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Vancouver it had recognized the benefits of looking at historical data as it helped focus the effort of the RAPID team and that was why historical data was included in the approach.

CUPW stated that it had also been agreed that the LJHSC would select participants for involvement, but when the program moved to Toronto the process owners dictated that it would be the corporation that would select participants and not the LJHSC. CUPW stated its concerns with the CPC position.

CUPW stated that it had been told from the outset that RAPID was a regional initiative. It now found that the program had moved from Montreal to Toronto, to Vancouver and now Hamilton. It had now become a national program. CUPW stated its concerns with the CPC position.

CPC confirmed that the management in Toronto wished to choose the participants in the program. CPC stated that this had not been the intention of the Health and safety and/or RAPID team. CPC added that when the RAPID team returned to Toronto it had engaged with the LJHSC for participants.

CUPW drew the attention of the NJHSC to a discrepancy on page 10 between the French and English versions of the same presentation. The anomaly centered on the participant list. CPC confirmed that the difference was merely down to an error in translation.

CPC stated that the LJHSC was not involved in Vancouver. CUPW agreed with this and could confirm that it had advised members not to participate. CPC added that the success of the program relied heavily on LJHSC involvement.

CUPW stated that it intended to contact Montreal and Toronto before it could endorse CUPW participation in Hamilton (due to commence January 2010). CUPW added that if CPC chose to proceed in Hamilton it would advise its members not to participate. CPC responded stating it would advise Hamilton management of the CUPW intentions and would provide a response back to CUPW.

CUPW suggested that RAPID should return to the next NJHSC where there will be an opportunity to review the item in more detail. CPC agreed.

Action:

1. CPC to provide a response to CUPW re: Hamilton.
2. The NJHSC to review RAPID in more detail at the next NJHSC.

36. Safety Rules Updates (CPC 09.12.07)

CPC explained that it had previously provided the NJHSC with copies of the Corporate Driver Safety Rules for its consideration. CPC added that the next phase of safety rules would emerge

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in January 2010 with the provision the draft versions of the Letter Carrier and Facility safety rules.

A few examples were discussed and a commitment was made to send CUPW a draft copy for review and comment as soon as it is available.

Action:

1. CPC to provide the NJHSC with draft Safety Rules when available.

37. Draft Hazard Reporting CMS (CPC 09.12.08)

CUPW acknowledged receipt of the draft Hazard Reporting CMS and confirmed that it had provided comments to the French version of the CMS.

CPC stated that it was currently reviewing the CUPW suggested edits.

It was agreed that this item would carry forward. **Item carried forward.**

38. DD Training (CUPW 09.12.09)

CUPW drew the attention of the NJHSC to an evaluation summary report provided previously for the review of LJHSC training. CUPW requested the same type of report (style and content) for 2009. CPC will follow up with the process owner.

CUPW expressed concern in relation to the non standard evaluation forms handed out across the regions following the receipt of DD training. CUPW provided three examples including one form that had been imposed in the Atlantic region. CUPW stated that in that Region the local facilitators were forced to adopt the new form.

CUPW expressed concern with the Atlantic approach and stressed that as Appendix DD is a joint process a unilateral decision would not be accepted. CPC added that if a standard form was to be adopted for DD it should be agreed at the NJHSC first.

CPC stated that there was a desire to standardize forms across the organization to prevent inconsistent reporting mechanisms. CPC stated that at first sight the form from the Atlantic region looked like a standard Learning and Development document used as a record for all training courses and not just health and safety.

CPC nonetheless agreed to investigate the Atlantic form and provide feedback to the NJHSC.

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CUPW expressed concern regarding the use of Technical Services facilitators for the training of retail staff. CUPW added that it had provided Facilitator training to retail staff and therefore wondered why retail facilitators were not being used to train retail staff.

CUPW stated the need for CPC to approach the REO's to make these changes

CPC agreed to investigate these claims and provide feedback to the NJHSC.

Action:

1. CPC to investigate the Atlantic form and provide feedback to the NJHSC.
2. CPC to investigate the DD Retail Facilitator claims and provide feedback to the NJHSC.
3. CPC to follow up regarding the provision of training reports to CUPW.

Sarnia

CUPW cited a case out of Sarnia ON, where casual workers had not received DD training due to seasonal restrictions placed on training in December and January. CUPW were concerned that this had occurred for two consecutive years and wondered how the DD training had been scheduled to occur at this time two years in a row.

CPC explained that while it did not know the circumstances behind the Sarnia arrangements it could confirm that the usual Christmas period extended from November 15th to January 15th. CPC would nonetheless investigate the particulars of this issue and provide feedback to the NJHSC.

Action:

1. CPC to investigate the particulars of the Sarnia DD training schedule concerns and provide feedback to the NJHSC.

Ottawa

CUPW expressed concerns regarding the provision of DD Training for groups 1,3 and 4 employees. CUPW stated that the scheduling of DD training in Ottawa had always been very good but following organizational changes this had not been the case. CUPW added that the LJHSC had also been involved but had not been able to satisfactorily improve the situation.

CPC gave an undertaking to investigate and provide feedback to the NJHSC.

Action:

1. CPC to investigate the Ottawa scheduling difficulties and provide feedback to the NJHSC.

39. Latex Gloves (CUPW 09.12.10) (Guest Darren Macpherson)

CUPW provided a brief chronology on the arrangements within Canada Post for the provision of latex gloves for employees.

CUPW explained that gloves were introduced in 2001 to meet the concerns that arose in relation to Anthrax. CUPW also explained that a MOA had been signed with Canada Post for the provision of gloves for employees.

CUPW stated that it had recently received reports from the regions that CPC were no longer providing latex gloves. CUPW had concerns with this development.

CPC agreed to investigate and to provide feedback to CUPW.

Action:

1. CPC to investigate and provide feedback to CUPW.

40. Footprint for the A62 Cases (CUPW 09.12.11)

CUPW requested details from CPC on the footprint of an A62 case. CUPW explained that it had received complaints from some depots that employees had encountered problems circulating around the cases through lack of available space. CPC cited specific concerns from Penticton BC, and the alleged cramped conditions.

Action:

1. CPC to provide the A62 footprint dimensions to CUPW. CPC to investigate the Penticton concerns.

41. Contact Review Magazine – Computer Safety Training and Slips Trips and Falls (CUPW 09.12.12)

CUPW drew the attention of the NJHSC to an article 'Vous Etes Ici' where it was stated that an employee had received computer safety training in Calgary. CUPW requested a copy of the training material. CPC agreed to investigate.

Action:

1. CPC to investigate the training material as stated in the Contact magazine. CPC to provide a copy to CUPW if possible.

42. Roberval QC, CMB's (CUPW 09.12.13)

CUPW highlighted a report that indicated that from mid November 2009 approximately 200 customers had to pick up mail from a CMB. It was stated that the reason for this change was that the delivery of mail was unsafe for letter carriers during that period.

CUPW requested details on the number of complaints received from letter carriers in the Roberval area. CPC agreed to investigate the circumstances behind the changes and provide details to CUPW.

CPC explained that where there are seasonal concerns year on year the organization acts proactively to reduce the risks to employees. CPC had taken these measures in other areas previously and based its decisions on historical data. CUPW requested a copy of the list where these seasonal changes had taken place. CPC agreed to provide.

Action:

1. CPC to investigate the particulars of the Roberval case and provide details of letter carrier complaints to CUPW.
2. CPC to provide a list of seasonal delivery changes to CUPW.

43. New Retail Points of Sale (CUPW 09.12.14)

CUPW informed the NJHSC that it had received reports that retail sites were receiving new systems and that all new systems were receiving a printer.

CUPW stated that it would like to know more details including the locations where new equipment was being installed. CUPW were particularly interested to know where the printers were being positioned at each location as CUPW had encountered ergonomic complaints previously with poorly positioned printers.

CUPW enquired whether any ergonomic studies had been undertaken for this project.

CPC agreed to ask the subject matter expert to attend the next NJHSC and provide a presentation on this subject.

Action:

1. CPC subject matter expert to attend the next NJHSC and advise the NJHSC re: retail points of sale.

44. Toronto Gateway – Return to Work Issues (CUPW 09.12.15)

CUPW drew the attention of the NJHSC to concerns that had emerged regarding rehabilitation arrangements at the Gateway Plant.

CUPW had received a report that stated that local management had agreed that an employee could wear open toed shoes on the understanding that they stay on the west side of the Plant.

CUPW cited a second case from the same location where an employee with foot and leg injuries had been allowed to return to work while restricted to the use of crutches.

CUPW stated that it had concerns with these arrangements and referred the NJHSC to a case in the early 1990's where a health and safety officer sent an employee home as it was feared that they might slip on a wet surface while using crutches. CUPW stated that it found it difficult to see the advantages in bringing an employee back to work in such circumstances. CUPW explained that there were hazards to overcome and simple measures such as using the washrooms and the distances involved could prove demanding particularly in a large plant such as Gateway.

CPC enquired whether the cited case had been raised with the LJHSC. CUPW confirmed that it had, but that the national union should not have to write to all the LJHSC's to ask whether such rehabilitation arrangements were being implemented locally. CPC agreed.

CPC agreed to investigate the specifics and to provide feedback to CUPW.

Action:

1. CPC to investigate the specifics of the Gateway return to work arrangements and provide feedback to CUPW.

PT Item Update

45. PT Update Retrofitted IDC (CPC 09.12.16) (Guest John Ulmer)

CPC provided an overview and physical demonstration of some of the key changes made to the Retrofitted IDC Cart.

CPC demonstrated the improvements made to the latching mechanism and pin. It was shown how the improvements permitted better engagement and verification. CPC also highlighted that

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where edges had previously been ground away the excess material now remained for positive engagement.

The improvements made to the drop down cage were also demonstrated. It was shown how the top part of the cage was now secured to the bottom half of the cart. CUPW expressed concern however stating that the method employed did not seem sufficiently secure.

CPC confirmed that the modifications as demonstrated were consistent with those made to Cart No:10 as used in Winnipeg.

The Union was provided with an opportunity to photograph the changes.

The members of the NJHSC were provided with an opportunity to join other CUPW members to view the MLOCR in the basement of the building. The minutes of that session are recorded within the relevant consultation minutes.

The item concluded with no deliverables assigned.

The meeting was adjourned. The next NJH&SC is scheduled for 8.30am – 3.30pm March 24th 2010 Boardroom N0080D.

Meetings Conducted 2009

March 4 th (√)	May 15 th (√)	July 22 nd (√)	Sept 30 th (√)	Dec 9 th (√)
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