

## **National Joint Health & Safety Committee Meeting Minutes – PT Component**

June 8, 2010

### **In attendance:**

#### **CPC**

Louise Chayer-Ayers (Absent)  
Sanjay Paliwal  
John Polak

#### **CUPW**

Serge Champoux  
Louise Jarret  
Jean-Claude Girard

#### **Advisors**

David Shane

#### **Guests**

Chris Eady  
Pascale DeRycke  
Nina Mankovitz  
Peter Duncan  
Raveen Singh  
Hal Sullivan

### **Opening Remarks – Sanjay Paliwal**

The minutes from May 5 and May 12 will be finalized and sent out by June 11, 2010.

### **PDT Assisted Sort Field Test – Raveen Singh**

The Corporation distributed and reviewed the results of the testing of PDT-assisted sorting, providing an overview of the execution, some observations and the next steps in the testing process. The trial took place in Malton, Ontario.

CUPW inquired if there were a lot of codes that were not in the machine. CPC explained that there were approximately 30-40, but this was due to outdated sort data from CPC, and when there was a problem it was done manually.

CUPW also asked where the PDT will be placed on the IDC, and if there will be testing using the IDC? CPC explained that the PDT is to be mounted on the side wall facing the front, and that testing is not planned, that it will be part of implementation. CPC stated that perhaps mocking up a few carts may be possible. CPC also stated that once scanning is complete the PDT should be removed before moving the cart. It is only attached while the cart is stationary. CPC also explained that the PDT can be pivoted to any angle for ease of viewing. CUPW inquired if the PDT may have to be moved twice. CPC explained that it was not necessary, that it could just be tilted.

CUPW asked when implementation was to start. CPC stated that they were not sure and would have to verify. CPC also stated that perhaps a mock up to check the mounting and visibility for employees could be done at Head Office before implementation, and another survey could be applied in Winnipeg once deployed.

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### **Action:**

1. CPC to send copies of survey to CUPW.
2. CPC to set up a mock test for viewing the mounting and visibility of the PDT.
3. CPC to confirm the implementation date

### **LFA Devise Results – Hal Sullivan**

CPC distributed and reviewed the results from the LFA Devise test which was held for four weeks in Toronto and Ottawa. In general, participants from both locations noted areas in need of improvement for both of the LFA devices proposed.

CUPW inquired as to why the questions regarding training and heights were not included in the results. CPC explained that everyone had received training and that height was not a factor and was not filled out in the questionnaire. CUPW stated that it should be explained as to why we are asking the questions, and the relevance to them. CPC explained that there is a covering letter that explains it, but perhaps it can be re-vamped to emphasize the importance. CUPW suggested that it may be better to have it explained verbally as well.

CUPW stated that all questions need to be included in the results, CPC agreed to do so but noted CUPW received the actual surveys with all questions included. CUPW also raised concern that if there are responses with “some difficulty” and “great difficulty” then there is a problem. CPC stated that some of the comments are a machine performance issue not a Health and Safety issue. CUPW disagrees with CPC and stated that if there is difficulty for someone that it is a Health and Safety issue.

CPC explained that the work centre requires more investigation before proceeding and at this point CPC will put the project on hold until the MLOCR process has stabilized in Winnipeg. CUPW stated that if CPC decides to pursue the LFA Device it will have to come back to the NJHSC. CPC agreed.

CUPW also asked if there was a preference at this time between the two prototypes, to which CPC responded no.

### **Action:**

1. CPC to provide results from the first 3 questions of the survey.

### **Wearable Scanner Survey Results – Peter Duncan**

CPC asked if CUPW could confirm that they had received the surveys in two different emails, which were sent approximately 2 weeks apart. CUPW will confirm.

CPC distributed and reviewed the results from the wearable scanner survey that was conducted in Vancouver at the VPDC and VMPP (Exchange Office).

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CPC stated that there will be testing in Ottawa with 5 new scanners in July to test the trigger/button. CPC will also look into the possibility of an “always on” laser as well. CUPW inquired if CPC will be purchasing more of these devices. CPC explained that it is close to the end of the contract on this unit and could potentially purchase different wearable scanners in the future.

CUPW has declared that the scanner must be removed from the work area. Upon reading the results, CUPW noted that the number of participants (145) represents a good pool of opinions. In addition, CUPW pointed out that more than 45% of participants reported that using the scanner had caused new or additional pain/discomfort and that 81% of participants, used the wearable scanners between 0 and 4 hours. CPC agreed to investigate the data further to determine if there is a relationship between the length of time used and the prevalence of pain/discomfort. CUPW also added that even though CPC intended to provide more training, the scanner remains a dangerous device and causes pain when used.

CPC stated that in question 7, 48% reported new or additional pain/discomfort.. CPC suggested a focus group be set up to better understand the root cause of the pain/discomfort and to find solutions. CUPW rejected this proposal, stating that it does not want its members to use a piece of equipment that causes pain and that could result in injury. CUPW is demanding that the scanners be taken away from employees. CPC stated they will have to take this back and discuss.

CPC asked CUPW if they have any suggestions to improve the scanner or work process. CPC stated that these scanners have been used for 4 years in the Vancouver Exchange Offices, CPC would like to work with CUPW to come up with an acceptable option. CUPW will get back to CPC. CUPW also asked if this is connected to the “no knowledge” process? CPC explained that in Vancouver it is not related to no knowledge sort. In Vancouver operators use the wearable scanner to scan the bar code for customer visibility not for the sort location.

### **Action:**

1. CUPW to confirm if surveys received.
2. CPC to investigate data further to determine if there is a relationship between length of time used and prevalence of pain/discomfort
3. CUPW to get back to CPC with any suggestions for the scanner
4. CPC to respond to CUPW position regarding removing the wearable scanners from the floor.

### **MLOCR Incident Updated**

Mail fly-out:

CPC reported that there have not been any further fly-outs reported to date. The hard plastic breaker cards are still not being used, and have been substituted with paper based breaker cards. CPC has completed testing on the stacker auger. CPC has tested delaying the auger start time and this change is having positive results but is not addressing the issue completely. CPC will follow up with Toshiba to review options.

CPC has also completed some stacker roller testing. Just prior to entering the stacker a mail piece passes a vertical roller that has a conical cap which applies pressure to the mail. It’s been found that

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the conical cap may be applying too much pressure for some types of more rigid mail but not for the less rigid pieces. CPC will follow up with Toshiba to review options.

CUPW asked to receive a more recently updated version of the SAIR for the incident involving the letter that was ejected. The CPC will follow up.

CPC also gave a follow up from a call that was given to CUPW on April 29, regarding a lower back injury with the following findings:

- Employee had been sweeping approximately 3 hours at a time.
- Stacker coupling was not working and majority of mail was going to the lower stacker.

CPC explained that at the time there were no interim actions. Since then the horizontal coupling has been fixed and is now working and incorporated into the Winnipeg sort plan so that volumes are well distributed between top and bottom. The vertical coupling is still not working well yet, but CPC will follow up with Siemens. CPC also stated that Supervisors and employees will be made aware of the possibility of this happening and expected responses.

CUPW asked to receive a copy of the SAIR concerning this workplace accident. CUPW also enquired about rotation of duties, adding that performing scanning for three hours on the lower stackers is excessive. CPC acknowledged the need for more formal rotation schedules but noted that Winnipeg is still only partially operational. CPC will follow up.

With respect to the Material Safety Data Sheets, CUPW reported that they had studied them and that they believe it would be good practice to implement better procedures for dealing with the fumes that are released from the device.

CUPW raised the following questions after reviewing the report:

- What are the features of the personal protective equipment that will be required for technical services employees?
- What will CPC be supplying or recommending to the Tech Services employees working with these chemicals?
- For example what are the specific gloves that must be used, will it be made clear that other gloves are not sufficient?
- Will respirators be required and/or supplied for those doing the work on these printers?
- What are the respirator filters that will be specified as the ones to use for this work and what substitutes should not be used?

On another note, CUPW would like to know how many employees will be working on the MLOCs. CPC explained 2-4 depending on sort plan and timing, but will confirm.

CUPW informed CPC that they will be traveling to Winnipeg the week of June 14 and will be taking pictures.

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### **Action:**

1. CPC to follow up if an updated SAIRS report was completed.
2. CPC to follow up with Toshiba to review conical cap options.
3. CPC to follow up regarding rotation during shifts.
4. CPC to confirm how many employees will work on the MLOCR.
5. CPC will have their Industrial hygiene SME attend the next meeting to respond to the MSDS questions

### **Training**

CUPW stated that they are still waiting for final training documents, which they last requested on May 12, 2010. CUPW also stated that they have provided their feedback months ago and still have not received any finals.

CPC explained that they have been pushing the Learning and Development group for the documents, and will escalate this issue, and get back to CUPW.

### **Action:**

1. CPC to escalate final training documents with L&D and get back to CUPW.

### **Presentations for meetings**

CUPW would like to receive soft copies of presentations and documents in advance of NJHSC meetings so they can review and prepare any questions in advance so the meeting will be more productive. CUPW also stated that it would like the reports on equipment health and safety reviews to read “CUPW” instead of “CPC” next to the name of the participating union representatives. CPC agreed to make this change.

### **Visit to USPS**

CPC extended an invitation to CUPW to travel to Richmond Virginia the week of June 21, 2010, to see the container handling system (CHS) which is planned for Montreal and Toronto. CPC will let CUPW know the exact date once it has been determined. CUPW indicated that it has made a note of the invitation and that it would contact the local branches in Montreal and Toronto before providing a final answer about its participation on this trip, and if yes, with whom.

### **Action:**

1. CPC to provide confirmed date with CUPW for trip to Richmond Virginia.

### **Action Log**

The action log was given to the members, but it was not reviewed for lack of time.

### **Note:**

The meeting was adjourned. The next NJHSC (PT Component) is scheduled for July 7, 2010, **1:30am to 4:00pm.**