National Joint Health & Safety Committee Meeting Minutes

April 22, 2020

In attendance:

CPC
Ian Kerr
Corey Pelow
Dilhari Fernando

CUPW
Marc Roussel
Sylvain Sicotte
Alvaro De La Cruz

Advisor
Kim Gould

Guests
Dave Gylywoychuk
Dan Gilbert
Virginie Tremblay
Hala El Kozah
Chris Roach
Gino Giamberardino
Ray Chin
Rona Eckert

Agenda

1. Opening Remarks
2. COVID-19
3. Life Safety – Road – Telematics
4. Grumman Vehicles (RHD)
5. CAMS

Standing Items

1. Opening Remarks

CPC and CUPW were glad that the committee was still able to meet virtually under the circumstances of the COVID-19 pandemic. CUPW expressed appreciation for the collaboration from the beginning of this pandemic. There have been good process improvements developed to help keep employees safe.

CUPW raised that they like the Daily report reviewed by the committee. This document is useful to let them know where there are local and regional issues. CUPW was concerned with an email sent from CPC on the topic. In particular, the second point of the email from CPC on the use of the daily COVID-19 reporting form. CPC indicated in the email that completing the form on a daily basis was excessive. LJHSC members have other responsibilities, as well as their regular jobs to perform. CUPW noted that many LJHSC members are completing the form every day as an LJHSC member on top of performing their daily job duties.

2. COVID-19 (02-19-2020)

Overview:

CPC has been monitoring the national Public Health Alliance of Canada and the World Health Organization website for guidance information regarding COVID-19. CPC has developed many communication notices for all employees regarding the status of the outbreak and changes to corporate leave policies. Due to the COVID-19 Pandemic, CPC, in collaboration with the national health and safety committees, has been introducing new processes and equipment to minimize the spread of the virus at work.

Discussion:

Since the beginning of the pandemic, the Public Health Agency of Canada has changed the position of wearing N95 respirators and face coverings. As a result of these changes, CPC released a national communication on April 9, 2020, to explain the company's use of N95 respirators and face coverings. CPC indicated that N95 respirators will be used as they were before the pandemic by maintenance employees for certain tasks to prevent against chemical exposures. CPC indicated that as per the advice of Dr. Tam, Chief Public Health Officer of Canada and head of the Public Health Agency of Canada, the face coverings could be worn to minimize the spread of the virus when social distancing could not be maintained. These face coverings have been identified for the following work activities: RSMCs who have Ergo Helpers, two-person lifts and first aiders. CPC inquired with CUPW if the communication was clear. CUPW indicated the communication on face covering was clear. CUPW asked if CPC would be supplying face coverings for all employees. CPC indicated that currently, CPC has 18,000 in the company today, which is not enough to supply all employees and therefore, will only be supplied as outlined by the April 9, 2020 communication. In the meantime, others who want to wear face coverings can bring in their own.

CPC reiterated cleaning procedures as outlined in a communication from March 19, 2020. Daily cleaning has been increased with a focus on high touch points and less emphasis on carpets and floors. CPC remarked there had been a push back from the field on these cleaning protocols. CUPW asked if there could be a list of daily cleaning items and perhaps add a sheet for cleaners to update when the office was last cleaned; this may help with the perception. CPC indicated that this would be an administrative task that cleaners would have to do and takes them away from cleaning. CUPW raised that cleaning and hygiene will continue to be an issue moving forward with COVID-19.

CUPW expresses concern for the leave policy of temporary workers and on-call relief employees who do not have the same leave coverage as permanent staff. CPC inquired if there was a specific concern coming from the members for CUPW. CUPW raised the concern of having the member deciding to come to work with symptoms to ensure that they get paid. CPC indicated that they have adhered to the process that was agreed to in the collective agreement.

The situation continues to evolve rapidly; CPC is hopeful to see positive results in flattening the curve. In the next month, a team will start to discuss the relaxing of some of the current restrictions.

CPC would like to proactively undo the current controls. For example, some construction industry restrictions may be lifted, and therefore, CPC may be able to resume construction projects. CUPW raised the possibility of keeping some of the processes changes even after the restrictions have been lifted to assist with preventing hazards like third party violence experienced at retail counters by leaving the splash barriers in place, and keeping the Knock, Drop and Go to minimize asking for signatures and ID at the door. The committee agreed to consider these recommendations, although there are some legal requirements for signatures on certain products that will have to remain. There is an opportunity to evaluate controls before they are removed. There may be some things that we learned through the pandemic that can be different moving forward.

CPC shared that they have conducted research on technology for taking employee's temperatures as they enter the workplace. The research has shown that the technology is not very accurate. For the technology to work, employees would need to acclimatize for 10 minutes before taking the temperature reading. There is still quite a large margin of error on the results.

Action Items:

1. CPC to consider creating a talk track, to highlight what areas of cleaning are being focused on to help manage expectations. This could this be reviewed with the LJHSC.

3. Life Safety – Road – Telematics (2020-04-22)
Guest: Dan Gilbert and Virginie Tremblay

Overview:

Road safety is a pillar of Life Safety in the Make it Safe, Make it Home Program. In an effort to improve Road Safety, CPC is developing a pilot to implement telematics technology into a portion of the fleet.

Discussion:

CPC presented a pilot plan to introduce Telematics into 1300 fleet vehicles. The objective of the pilot is to improve driver safety and reduce carbon emissions by installing telematics hardware. This hardware will provide active driver feedback in the vehicle plus enabling various stakeholders' to access recorded data. Stakeholders (NJHSCs, Health & Safety, Collection & Delivery, Environment and Fleet) designates will have full access to the third-party data/reporting portal, following a Privacy Assessment Review. CPC is exploring government partners interested in partnering on this project, including the NR Can and National Research Council. CPC indicated that they would also be bringing this initiative forward through consultation with national labour relations.

CUPW raised concerns that this technology may contravene Article 41 of the collective agreement. CUPW is not in favour of implementing this technology into the vehicles. Information from the tracking system cannot be used for discipline unless it is a criminal act. CUPW stated that CPC could reduce carbon emissions through the introduction of hybrid vehicles. CUPW stated that this technology has been installed in various companies in other countries and that most of those

companies use it for traceability and it will become at tool to impose discipline. Concern was also raised that overtime may not be supported for employees due to the use of this technology. This new technology should come forward in other national consultations, not just the NJHSC. CUPW stated that a 29.03 notice would need to be completed.

CPC inquired if an employee conducts a criminal act, will the union support discipline for this employee. CUPW stated that, unless the act can be clearly identify without a doubt, a qualified judge must decide the criminal act.

Action Items:

1. CPC twill bring this pilot forward at national labour relations consultation.

4. Grummans (RHD Vehicles)
Guests: Dan Gilbert

Overview:

CUPW raised concern regarding the number of Grumman fires experienced by the United States Postal Service (USPS). CPC has also had several Grumman fires over the last few years. CUPW asked CPC for a plan to prevent these fires.

Discussion:

CUPW expressed concerns with the number of Grumman (RHD) fires that are being reported by the USPS. It was discussed that CPC has had Grumman fires over the last few of years. CUPW inquired what preventative maintenance CPC was performing on these vehicles to prevent them from catching fire.

CPC indicated that currently there are 1129 Grumman vehicles in the fleet. The current corporate plan is to replace them all with the custom Light Delivery Vehicle (LDV) that is currently in the procurement process. The plan is to have these new vehicles delivered to CPC in 2021. Preventive maintenance is regularly completed on the existing Grumman vehicles by provincially licensed mechanics. CPC has also procured RHD Honda CRVs that may be used in the event that a Grumman vehicle must be taken out of service before the new LDV arrives.

Recommendation / Action Item:

1. CPC will consider implementing a PM on the bolt of the Grumman RHD vehicles.

5. CAMs (2019-09-10)
Guest: Gino Giamberardino, Ray Chin, Rona Eckert

Overview:

CPC is testing new equipment to assist in knowledge sorting situations.

Discussion:

CPC started a proof of concept on this new technology back in the fall of 2019. Next, CPC would like to conduct a pilot to obtain operational feedback from employees who work in plant and depot environments. CPC plans to create a survey and training documents to be shared with CUPW prior to the start of the pilot. The pilot is planned for the plant and depot west that is located in Leo Blanchette, CPC has one machine. There has been a health and safety risk assessment completed. There were some ergonomic items identified, for example, height adjustment, repetitive task and overreaching. This could be addressed by limiting the sort to use the middle section of the case.

CUPW indicated that a 29.03 notice was required and that this pilot be brought to national labour relations consultation. CUPW would like more information regarding the intentions of the project, including which workgroup will use the technology. CPC is open to Clerks, Letter Carriers and RSMC testing the technology. CUPW inquired if the testing was completed. CPC indicated that they are still learning about the technology and wanted to learn more by conducting a pilot that would provide employee feedback. CPC would be taking this feedback to put into a statement of requirements for an RFP. At this point, CPC does not know where this technology will be implemented as they are still doing research on the topic.

The pilot is planned for June 2020, provided the restrictions for COVID-19 have been relaxed. CPC is flexible on the timing of the project due to the current COVID-19 pandemic. CPC indicated that it would not deploy this particular unit, beyond a pilot. This is a prototype unit that is not fully enabled. They are testing the system's capabilities, but it may not meet the needs of the operators. This pilot will help CPC to understand the needs of the users. CPC is not planning on buying more of this unit, just gaining input from operators so it can be included in a statement of requirements. CPC stated that it does not know where in the company this technology will be used. CPC has to demonstrate that it is a viable device that will improve the processes before moving forward with the technology.

CPUW inquired if employee participation in the pilot will be voluntary and how many operators will be required for feedback. CPC stated they would connect locally with Montreal operations to determine how routes would be covered. CUPW indicated they would like to know about these items in advance and would like to work with labour relations to backfill the time for the employees participating in the pilot. CUPW informed CPC that union have to be involved with employee selection. CUPW stated that locally they might choose people that are not unbiased; they want to ensure objective feedback. The local union and local LJHSC have to be involved in the discussion surrounding this project.

Recommendations / Action Items:

1. CPC to send over surveys and training materials (French/English) to CUPW.

Differed Items

AED Program
CMB E200 – Lanyards
Stop Light Program

Meetings Held in 2020:

February 19 (X)	**April 17 (X)** **May 14 ( )**	**June 5 ( )**	**September 10 ( )**	**November 21 ( )**