

NJHSC for CPUW - *Special Meeting*

Dated: March 30th, 2021

Attendance	Management	Committee
	<ul style="list-style-type: none">• Dilhari Fernando (Absent)• Corey G Pelow (Absent)• Virginie Trembley	<ul style="list-style-type: none">• Marc Roussel• Alvaro De La Cruz• Sylvain Sicotte
		Advisors <ul style="list-style-type: none">• Sohail Mirza

Topic 1: Mandatory Face covering

CPC updated the committee on the action plan against the direction served at Bridge depot Montreal. CPC said that they would be adopting a phased approach in the distribution of mandatory face coverings. CPC shared that, fortunately, we have received the face-covering shipment early, providing us with a head start on the compliance. In the first phase, we are targeting all our Plants; the face coverings will be shipped by April 6th and will be made mandatory by April 12th; In the second phase, we will be covering C&D the shipment will be out by the April 12th, and will be made mandatory by April 26th; In the third phase, CPC will be shipping to all employees working from homes by April 26th and will be made mandatory by May 3rd.

CPC will be issuing 5 face covers per employee and will be replacing them every 2 months; they are suitable for 100 face washes, numbers don't work if we don't change the replacement timeline, and it would bring us to the end of June for a complete transition vs May 3rd. CPC is making sure that the replacements will be available by sufficient, timely supplies. If an employee needs more face coverings, CPC will provide more without asking any questions. By Oct'21, every employee will have a minimum of 20 face coverings.

CUPW agrees with CPC's proposal to provide workers with 5 face covers every two months, considering that the company is committed to providing, without question, more face coverings to those who need it and who will request it.

CUPW asked how much team leaders will have in backup after issuing the agreed quantity. CPC replied that we don't have the numbers yet. CPC will send extras over and above their normal quantity. Local management will have more visibility on the backup.

CPC informed that employees working from home would receive 2 face covers than at their home addresses. Currently, 4000 employees are working from home. CPC will have an updated list of employees by April 12th, so CPC will be using this current list to make sure no one is missing.

CPC shared that since we are providing coverings in two sizes, the size small is available in less quantity, 24,000 in stocks currently. CPC explained that they had shipped 30,000 small-size coverings to Leo Blanchette and Gateway, but the pickup rate is slow, and most are unused and have not been distributed. CPC anticipates that for C&D employees' small sizes might have more demand; if CPC doesn't have small sizes, CPC is arranging disposable medical face mask level 1 as a backup.

Agenda: Mandatory Face Covering & IOD Reports

CUPW questioned why three weeks are kept for mandatory implementation and if ESDC says it is too late for compliance. CPC replied that the current 3 ply is good until we update all to the new generation face covering. If they comment, CPC will reply that Leo/Gateway already has 100% new generation face covering.

CUPW inquired about the disposable face masks. CPC said that CPC has settled on the option for disposable medical face mask meeting ASTM F2100 level 1 standard with the written confirmation from ESDC; though this remains the last resort before engaging in an accommodation process. 2nd option if you cannot wear face-covering as it has a substantial environmental impact. Again, the team leaders will not ask any questions for obtaining the disposable medical face masks. CPC will encourage employees to try the face covers; it fits better and provides more coverage than face masks. Also, the medical masks come in one size, and it doesn't fit all the faces. CUPW agreed and suggested that they should jointly explore better ways to dispose of masks.

CPC shared that 500,000 disposable face masks have been acquired, CPC is buying 500,000 more from the market. After some clarification on some confusion by ESDC, CPC will opt for a quick RFQ to procure further. CPC is also exploring more options on face coverings via RFP, looking for more vendors. All CPC disposable face masks are MDL certified and as per PHAC guidelines.

CUPW asked when the CUPW employees working from CPAA offices will get the face coverings. CPC answered in phase II of distribution.

CPC said the accommodation process would be the same as normal for face coverings.

CUPW reminded that if there is a need for extra face coverings, no questions will be asked from their members. CPC agreed and said that they are communicating the same to team leaders in their communication plan.

CUPW again emphasized the importance of proper fitting of masks and face coverings which was also discussed in the previous OHSAC meeting. CPC replied that the job aids are prepared to highlight this area.

CUPW added that the quantity quoted above is the minimum acceptable. CUPW wants this procedure to remain flexible and open between CUPW and CPC for future adjustments on quantity, quality, and distribution.

Topic 2: IOD Medical Reports

CUPW highlighted cases where supervisors are bypassing the regulations required for medical reports for IOD accommodation. CUPW mentions having received complaints from Montreal as well as other regions across the country, concerning practices where supervisors offer workers temporary accommodations, following work accidents, in exchange for written consent citing that the work accidents will not be reported to the respective work compensation board. CPC said that they would discuss it with the regional IR and H&S team to understand this malpractice background.