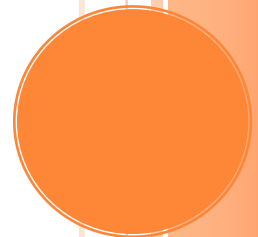




*Minutes of Meetings of the  
National Health and Safety  
Committee (NHSC)*

NHSC meeting held in  
Ottawa, Ontario  
on March 25 and 26, 2017

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## Table of Contents

NHSC Meeting Held On March 25 and 26, 2017 .....	2
Participation .....	2
In Attendance: .....	2
National Office .....	2
Guests .....	2
Regrets .....	2
Saturday, March 25, 2017 .....	4
1.    Call to Order, NHSC 2017 .....	4
2.    National President's Welcome: Mike Palecek .....	4
3.    Various Health and Safety Files: Peter Denley .....	4
4.    Asbestos and Buildings: Saleem Khan .....	5
5.    CLC Health and Safety Issues: Donald Lafleur .....	6
6.    Regional Reports .....	6
7.    Separating Sort from Delivery: Martin Champagne and Nicolas Presne .....	9
8.    Burkett Arbitration – Single Bundle: Carl Girouard .....	9
9.    Regional Reports - continued .....	10
Sunday, March 26, 2017 .....	12
10.   RSMC - Version 3 of the Lettertainer for the Reaching Device: Chris Pleasants .....	12
11.   Workplace Accident Statistics: Geoff Bickerton .....	12
12.   Regional Reports – continued .....	13
13.   LJHSC City-Wide Meetings: Paul Vincelette .....	15
14.   Uniforms .....	16
15.   Fentanyl: Carl Girouard .....	16

## NHSC MEETING HELD ON MARCH 25 AND 26, 2017

### Participation

#### IN ATTENDANCE:

Atlantic:	Toni MacAfee, Debbie Hollis
Quebec:	Dominique Aylwin, Vincent Lambert (alternate)
Montreal:	Yannick Scott, Paul Vincelette
Central:	Lori Hacking, Diane Mitchell
Toronto:	Mandeep Kalra, Sarbjeet Deol
Ontario:	Glenn Fillier, Christian Wittich
Prairie:	Todd Jarema, Dave Lambert
Pacific:	Tom Jackson, Jennifer Savage

#### NATIONAL OFFICE

Mike Palecek  
Peter Denley  
Marc Roussel  
Chris Pleasants  
Carl Girouard

#### GUESTS

Saleem Khan, Interior Finishing Systems Training Centre (IFSTC)  
Donald Lafleur, Executive Vice-President, Canadian Labour Congress

#### REGRETS

Danny Pelletier

## **Saturday, March 25, 2017**

### **1. CALL TO ORDER, NHSC 2017**

We welcomed committee members and introduced the agenda for Saturday and Sunday. We also explained the index and the various tabs found in the binder.

Sister Jennifer Savage and Brother Dominique Aylwin read out the harassment policy in their respective language.

It was noted that this is Brother Aylwin's last NHSC meeting, since he will be retiring next April. The Committee thanked Dominique for his involvement throughout his union career.

### **2. NATIONAL PRESIDENT'S WELCOME: MIKE PALECEK**

National President Mike Palecek gave a brief overview of the health and safety work of unions over the years, including historical strikes that contributed to significant advancement in this area. Brother Palecek also spoke of an incident where he got his arm caught in a conveyor belt when he was working in the Pacific Region.

Brother Palecek also told us about a recent accident where a Purolator employee lost his life. CUPW offered its support to these workers.

### **3. VARIOUS HEALTH AND SAFETY FILES: PETER DENLEY**

Brother Denley also spoke of his involvement in health and safety immediately following the merger of Canada Post unions.

His area of expertise expanded thanks to the different training courses offered by the Union. Brother Denley also reminded us that port authorities used to send workers perform different work without any concern for the dangerous conditions that put them at risk on a daily basis.

We need only mention what the workers at the McIntyre mine in Ontario had to endure. They were breathing in black dust day after day with no concern for the consequences. Unfortunately, these workers died young without knowing they were exposed to toxic products.

These events led to workers obtaining rights, including today's right to "know" what they are exposed to in their workplace.

#### **4. ASBESTOS AND BUILDINGS: SALEEM KHAN**

The meeting continued with a presentation by Saleem Khan, a health and safety instructor with the Interior Finishing Systems Training Center (IFSTC), who specializes in detecting toxic products, including asbestos, in the interior finishing of buildings.

Mr. Khan made a PowerPoint presentation explaining the steps involved in being certified for asbestos removal in building renovation, as well as the different types of jobs, which show the severity of contamination, as the case may be.

We learned that we encounter things in our daily lives that contain such toxic products much more often than we can imagine. Just think of the floor and ceiling tiles that were used in the 1980s and earlier, as well as electric wires, paint, insulation, wall coverings, etc. Mr. Khan also spoke of different types of mould that are hazardous to our health.

His presentation also dealt with asbestos removal laws and regulations.

Mr. Khan mentioned that the best way to fight these problems is training. Unfortunately, training time is much more condensed than what is needed.

At the end of his presentation, Mr. Khan encouraged us to come and take a look at the various pieces of equipment he brought, including the masks used for different jobs.

***His presentation was followed by a question and answer period.***

***Break***

## **5. CLC HEALTH AND SAFETY ISSUES: DONALD LAFLEUR**

After the break, Brother Lafleur came to update us on current health and safety issues worked on in recent months.

He first spoke of the ban on asbestos and its conclusions, with an explanation of the negative impacts of asbestos and the battles waged to reach this ultimate goal.

Then, Brother Lafleur spoke about the *Westray Law* in relation to the case of Olivier Bruneau, a young construction worker killed on the job in Ottawa in March 2016. Developments are expected in the upcoming months in this matter, with stronger measures that would allow for employers to be deemed criminally responsible when workers are injured or killed on the job.

Brother Lafleur also gave an overview of environmental issues discussed in New York in September 2014 and in Paris in 2015.

In closing, Brother Lafleur reminded us about the upcoming Canadian Labour Congress Convention being held in Toronto from May 8 to 12, 2017.

*A question and answer period followed.*

## **6. REGIONAL REPORTS**

### **METRO-TORONTO REGION**

Brother Mandeep Kalra spoke of the Appendix “DD” Train-the-Trainer training that took place in October 2016. Ten members of his region attended this training, but three are no longer available as trainers due to family obligations. Another training session is scheduled for May 2017, but Brother Kalra said he is disappointed that there are only three spots available for his region.

In 2016 and at the beginning of 2017, there were 222 Appendix “DD” training sessions, for a total of 2,261 workers trained.

Brother Kalra then spoke of the STDP cases. Over the past year (from February 2016 to February 2017), there was an average of 10 cases per month, for a total of 121 cases. Of these, 52% were accepted, and 46% were rejected. Of the 46% that were rejected, 41% involved mental health issues. These are more difficult to have recognized, as they are more difficult to prove.

Members in Toronto would really like to have their old sick leave system back.

Brother Sarbjeet Deol raised the issue of dust accumulation on the MLOCRs in both Toronto plants. This issue is being discussed at the national level after having been discussed at the regional level.

He also raised the issue of union members on local joint health and safety committees not being involved in workplace accident investigations, but still being asked by the employer to sign the accident report.

In closing, Brother Deol raised the issue of lettertrainers attached to conveyors occasionally getting loose and becoming projectiles. He stressed the urgent need to address this situation before it results in a serious accident.

### **PRAIRIE REGION**

Brother Todd Jarema talked about the project to hold city-wide meetings of local joint health and safety committees, as is done in the Metro-Montreal Region.

Brother Jarema told us that CPC is acting alone in this matter and that the model explained by national representatives is far from the reality.

The number of reported workplace incidents of member-to-member violence is on the rise. Brother Jarema criticized CPC's approach of hiding behind confidentiality issues to avoid involving CUPW in the investigation process. He also said that he has doubts about the impartiality of the competent persons selected by CPC, as per section 20.9 (1) of the *Canada Occupational Health and Safety Regulations* (COHSR).

The Region is asking about the most recent developments regarding social stewards' training.

The Region is also dealing with route coverage issues, which have resulted in dysfunctional local health and safety committees. Either the Corporation does not pay overtime at all, or it does not pay it properly.

Appendix “DD” and “HH” training sessions are being offered to new workers. There is no longer any training for current employees. Brother Dave Lambert also informed us that these sessions are being offered in large centres, but are neglected in other areas.

Brother Lambert reported that CPC H&S officer Wolver allowed a worker with crutches and an uncovered foot to work in an area that requires steel-toe shoes.

In closing, Brother Lambert reported on a situation where monotainers inside a five-ton truck were not loaded properly. An employee who exercised his right to refuse was disciplined for doing so.

### **METRO-MONTREAL REGION**

Brother Yannick Scott informed us of statistics that show only 30% of new letter carriers remain on strength after the full training process.

There is still a problem with key thefts, but the level of violence during such assaults has increased.

The Metro-Montreal Region is concerned about the night routers/sorters positions CPC announced it wants to implement in the near future.

City-wide LJHSC meetings in the region are proceeding with full CPC co-operation.

Brother Scott mentioned that 90% of STDP cases are mental-health related. The social stewards’ network now has a public forum to facilitate discussions.

In closing, Brother Scott also raised the issue of dust on the MLOCs, as previously mentioned by the Metro-Toronto Region.

Brother Paul Vincelette mentioned that, in general, LJHSC are functioning properly. However, CPC keeps trying to take actions that alter work methods and increase workplace stress.



## ***Lunch***

### **7. SEPARATING SORT FROM DELIVERY: MARTIN CHAMPAGNE AND NICOLAS PRESNE**

Brother Martin Champagne came to explain the recent notice received from CPC on March 10 regarding the implementation of night routers/sorters positions.

Brother Champagne mentioned that the possibility of a route without sort already exists in Chapter 2 of the Mail Service Courier Workload Structuring System (MSCWSS).

However, there are still a lot of outstanding issues, including neighbourhood mail and space availability for sorting or placing the mail, parcels, and notice cards at the various points of call. The Union will have to assess the actions and directions needed.

Brother Presne mentioned the possibility of conflicts between letter carriers and sorters when this system is implemented, such as sorting errors, wrongly-tied routes, delay in finishing the sort, etc.

Routes will be longer, thus resulting in greater fatigue.

***A long question and answer period followed the presentation.***

### **8. BURKETT ARBITRATION – SINGLE BUNDLE: CARL GIROUARD**

Brother Girouard gave a brief history of this arbitration and explained that the recommendations from Golder & Associates rested in part on the issue of “reading while walking.” The employer tried to prevent the arbitrator from taking this into consideration.

It was a bone of contention between the parties and the arbitrator had to hear the parties on this issue. CPC argued that CUPW could not invoke this issue since, in its opinion, the Union had already withdrawn the

grievance before arbitrator Swan. Arbitrator Burkett confirmed that he had jurisdiction to hear the “reading while walking” issue as part of the national grievance contesting the multiple bundle delivery method.

New hearing dates are to be confirmed for the summer.

*A question and answer period followed.*

## **9. REGIONAL REPORTS - CONTINUED**

### **PACIFIC REGION**

Brother Tom Jackson informed us that his region and the Prairie Region are conducting their regional health and safety meetings together, alternating. In addition, different locations are selected to conduct these meetings and their respective LJHSC are invited.

Workplace violence incidents are increasingly concerning. There are a lot of fights inside.

Appendix “DD” modules should be revised to reflect the current situation.

Appendix “DD” training is only given to new workers, not those already employed.

LJHSC are ineffective. CPC does not involve union members of the committee, so they end up resigning.

Last month, CPC proposed holding expanded LJHSC meetings (city-wide meetings), based on the Montreal model.

The same problems with Appendix “DD” and “HH” training mentioned in the other regional reports also exist in Brother Jackson’s region.

Sister Jennifer Savage explained the growing concern with Fentanyl in Vancouver. Health Canada representative, Brian Beech, was invited to meet with CUPW members at the plant to provide more information.

She also reported that CPC's own Corporate Manual System (CMS) procedures were not respected during a recent incident involving suspicious goods.

In closing, Sister Savage informed us that there is still a dispute around the wearing of jewelry at the Vancouver plant. Despite LJHSC intervention in February 2016, no risk assessment has been done to date.

This comment also led to a discussion regarding similar situations elsewhere in the country.

### **QUEBEC REGION**

Brother Dominique Aylwin informed us that a training session for new LJHSC members would be held in his region in May 2017.

Brother Aylwin suggested that “*backlog*” Appendix “DD” training be conducted.

He also mentioned that social stewards' training is scheduled for the May 2017 spring education seminar.

The Region is receiving more LJHSC minutes, but not on a consistent basis.

Statistics on workplace complaints are not sufficient.

In closing, Brother Aylwin explained different results in STDP final appeals.

### **CENTRAL REGION**

Sister Lori Hacking mentioned that receipt of LJHSC minutes has improved, but some still do not have the required signatures from both parties.

With regard to Appendix “DD” training in the region, all is well.

The region will have three new members trained at the next Train-the-Trainer session scheduled for May 2017.

With regard to STDP cases, many deal with psychological reports, particularly in rural areas.

The Region would like to change the scheduled five-day education seminar for local training sessions.

Sister Diane Mitchell raised member concerns over Fentanyl. She mentioned that the antidote should be made available in all facilities. These kits are available free of charge in Ontario drugstores and in some other Canadian provinces.

*The meeting adjourned at 5:00 p.m.*

## **Sunday, March 26, 2017**

### **10. RSMC - VERSION 3 OF THE LETTERTAINER FOR THE REACHING DEVICE: CHRIS PLEASANTS**

For this presentation, Brother Pleasants invited the group to go down to the basement garage for a demonstration on how to install the new lettertainer (V3) for use with the reaching device.

CPC will review and adapt the training, which will then be offered to RSMC peer trainers.

Upon returning to the boardroom, Brother Pleasants explained the change that was negotiated to Article 24 (health and safety) of the collective agreement. The restriction on lifting by a letter carrier alone is 22.7 kilograms or 50 pounds.

### **11. WORKPLACE ACCIDENT STATISTICS: GEOFF BICKERTON**

Brother Geoff Bickerton presented a brief history of health and safety at CUPW. The first round of negotiations where health and safety issues were discussed was 1980. The right to refuse and weight limits on lifting were involved.

At the time, of all work sectors under federal jurisdiction, the postal service was the most dangerous. This still holds true today.

Brother Bickerton called on everyone to pay attention to small details that can make a difference.

At the May 2016 NJHSC meeting, CPC admitted that it had inadvertently submitted false data to Labour Canada regarding the incidence rate of disabling injuries. Hours worked on modified duties were not provided to Labour Canada for calculation purposes. In addition, CPC was assessing full-time employees at 1,440 hours worked annually when the actual number is 2,080 hours worked on average annually.

Following this error, Peter Denley, National Grievance Officer, wrote a letter to the Corporation asking that it withdraw its public announcement regarding the reduction in workplace accidents and ensure that these erroneous statistics did not result in any bonuses.

In short, Brother Bickerton says that CPC lied to the public.

Brother Bickerton provided explanations and charts that help better understand the discrepancies.

*A question and answer period followed.*

## **12. REGIONAL REPORTS – CONTINUED**

### **ATLANTIC REGION**

Sister Toni MacAfee informed us of the high rate (nearly 33%) of full-time workers in Fredericton who are absent from work due to accidents.

This has led to a compulsory overtime (15.14) problem at this location, and across the region.

They are experiencing the same issues as Vancouver regarding the handling of dangerous substances. The employer is ignoring proper procedures in order to increase productivity. The Region is also concerned about the Fentanyl situation.

CUPW is asking that CPC delivery vehicles and RSMC private vehicles be equipped with first aid kits.

The Union is also asking for detailed information on the maintenance work done on the Grunman right-hand drive vehicles, whether or not they have been in an accident.

Sister MacAfee also mentioned issues with householder assembly at the end of the day, and the fact that CPC is not interpreting the collective agreement provisions as explained by CUPW.

Canadian Tire householder delivery will be problematic given the shortage of relay boxes and delivery carts.

The Region has also experienced snow removal issues in Moncton, New-Brunswick.

Sister MacAfee informed us of a lack of training on the Material Handling Equipment (MHE) and the fact that CUPW should have the right to choose its trainers.

Sister MacAfee mentioned that the regional representative on the committee should attend Regional Health and Safety Committee meetings.

She also mentioned that an HRSDC representative had to intervene on three occasions in Halifax to assist with LJHSC meetings. She asked that one of us attend one of these committee meetings.

Sister Debbie Hollis informed us that the PO5s in Dieppe are changing MHE batteries. It appears that this is the only location in the country where this practice is in effect. Brother Roussel informed the Region that the national level would investigate.

*A question and answer period followed.*

#### **ONTARIO REGION**

Brother Glen Fillier, Ontario REOO, said that CPC does not want to escalate unresolved issues coming from the various LJHSC. Brother

Fillier encourages Brother Chris Wittich, elected member of the National Health and Safety Committee, to push for issues to be addressed at the next level.

Apparently, some Appendix “DD” and “HH” training sessions can include up to 30 people. This is way too many people for proper training.

Letter carriers sort sequenced mail into the delivery truck or into areas that are not ergonomically appropriate. In addition, they are not always wearing the high-visibility vests.

There is a shortage of parking spaces for workers at some workplaces.

Brother Fillier indicated there is interest for the creation of a social stewards’ network, which he feels is needed in his region.

Brother Fillier mentioned that Wal-Mart and Amazon send out a lot of problem pallets. He also raised the issue of spilled detergent.

Workplace violence involving customers has greatly increased. We requested that CPC install posters stating: verbal and/or physical abuse is not tolerated on these premises. CPC replied that this issue is being discussed at the national level.

## ***Lunch***

### **13. LJHSC CITY-WIDE MEETINGS: PAUL VINCELETTE**

Brother Vincelette made a presentation on the history of this initiative and the process for the Corporation and the Union to participate as equals, as implemented in Montreal.

We showed that the employer cites the Montreal meetings as an example, but does not involve the Union in any way in the preparation and participation of invited members. CPC keeps total control. A recent situation in Winnipeg was used as an example to clearly show that the Union is not involved in the process.

CUPW members on the NJHSC opposed this process. We are open to some initiatives, but the Union has to play an equal role in the process.

We are asking the membership to take a stand on the strategy for these meetings and on the meal policy.

The Atlantic Region clearly indicated that it was not taking part in this initiative. The Committee agrees with the Region's position.

*A question and answer period followed.*

***Break***

#### **14. UNIFORMS**

We provided an update on the last meeting of the National Joint Uniform Committee and upcoming new products, as follows:

- The uniforms will be completely redone.
- The new high visibility polo will be class 2.
- The new ties and belts for retail counter employees were presented.
- There are problems with the volunteer members conducting field testing. Not all of them fill out and return the surveys. The list of volunteers should be updated in the near future.

#### **15. FENTANYL: CARL GIROUARD**

Brother Carl Girouard explained to the Committee the various information CUPW has received since it recommended that CPC establish a procedure around Fentanyl.

At the NJHSC meeting held on March 7, 2017, a Health Canada representative, Mr. Brian Beech, was available by conference call to answer questions from the joint committee. He explained that intoxication cases were situations where the substance was ingested through the natural pathways of the human body. CPC produced safety talks for supervisors. CUPW asked, as a precautionary measure, that Naloxone (antidote) be made available in all Canada Post facilities across the country.



The Corporation is planning to deploy Naloxone in the three mail sorting plants (Vancouver, Toronto and Montreal) where agents of the Canadian Border Services Agency are located.

*A question and answer period followed.*

*The meeting adjourned at 3:45 p.m.*

In Solidarity,

A handwritten signature in dark ink, appearing to be 'MR', with a long horizontal stroke extending to the right.

Marc Roussel  
National Union Representative, Health and Safety

September 8, 2017

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