

National Joint Health & Safety Committee Meeting Minutes

July 6th, 2023

Attendance:

CPC	CUPW
Alice Lafferty	Marc Roussel
Virginie Tremblay	Sylvain Sicotte
Chetram Jaipersaud	Alvaro De La Cruz

Guests			
Catherine Bernard	Leah Lewis	Tanja Ivankovic	Braham Tindale
Guillaume Goupil	Abbi Slater	Harshad Yadav	Joanne Gomercich (CUPW)
Abraham Sir Valdes	Caroline Steinborn	Dominique Bietlot	
Benoit Dubuc	Paul Rivet	Tyler Sandarage	
Ardis McDonald	Steve Clark	Carolyn James	

Advisor	Audrey Labout
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Location: The consultation took place by MS Teams and at the Riverside Building B, room 110F

Time started: 9.00am

Time ended: 4:15pm

Agenda

Sr.	Topics	Presenter
1	Safety Pause/Mental Health/ Diversity safe moment	CPC Committee members
2	Opening remarks	Marc/Alice
3	AGV	Catherine Bernard / Guillaume Goupil/ Abraham Sir Valdes
4	Menstrual product pilot	Ardis McDonald
5	WHV update (including training update)	Leah Lewis/Ardis McDonald
6	COVID quarantine leave	Leah Lewis/Ardis McDonald
7	Physical Demands Analysis (PDA)/Cognitive Demands Analysis (CDA) refresher	Abbi Slater / Caroline Steinborn
8	Fleet/MMHE Update/C250 incident	Paul Rivet/Steve Clark
9	LSV Pilot extension	Tanja Ivankovic
10	Project Tracker	Sohail Mirza
11	Carabiner Pilot	Harshad Yadav
12	Vision Scanner Pilot	Harshad Yadav
13	Financial Services Travel campaign	Dominique Bietlot

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14	RSMC Amber Light Testing	Tyler Sandarage/Charbel Khalaf
15	Psychological H&S training for LJHSC	Carolyn James
16	LJHSC training	Virginie Tremblay
17	Safety Prevention AI pilot	Virginie Tremblay
18	Closed/Outstanding topics of previous NJHSC	Committee Members
19	Open items	Committee Members

2. Opening Remarks

Round 1: New H&S General Manager

CPC introduced Braham Tindale, new H&S General Manager (GM). The Committee welcomed him.

CUPW asked if he was aware of the health and safety issues at CPC and what his vision is. He responded that he is reviewing them and wants to work with CUPW to ensure that issues are tracked and resolved.

CUPW indicated that although some topics come up often, a lot of progress has been made and they want to continue on this path. Reducing workplace injuries is very important to CUPW, but they don't like the way it is done, which is to offer accommodation if the employee does not medically report their workplace injury. The previous GM took this very seriously and did a lot to reduce grievances and interventions. CUPW expects to work together to resolve these issues.

The new GM shared that he has heard a lot of positive things and initiatives implemented in recent years. CPC was pleased to hear that workplace injury grievances have been reduced.

Round 2: Survey and training

CUPW noted that any type of work (such as survey or training) CPC wants to do online must be done during work hours and on CPC devices. Workers do not have to use their personal devices and their own data. If no CPC equipment is available, an alternative solution, as on paper, must be provided.

CPC responded that as NJHSC, when there are safety projects, they offer multiple options, such as online and paper. The NJHSC can focus on that and let other committees present their proposals.

With respect to training, CUPW is of the view that a lot of training is provided to employees without being presented to NJHSC. Regarding maintenance content training for Gp3 and Gp4, CUPW received the video links but was unable to access them. CPC will send the videos on USB stick. CUPW indicated that any content or training submitted to them must be provided through a file or USB key that they are able to read.

Round 3: Air Quality

CUPW raised concerns about miscommunication on air quality.

CPC explained that they communicated in April during the wildfire season. The communication was in the seasonal package, among other topics. CPC confirmed that all staff are now aware. The communication will be revisited next year, in April, to improve awareness. The Force Majeure process and supporting checklist can be amended to clarify and be more visual and understandable to everyone as to when to take special measures.

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Action items:

- CPC to send USB key to CUPW with maintenance training contents.

3. Automated Guided Vehicles (AGVs)

Presenter(s): Catherine Bernard/ Guillaume Goupil/ Abraham Sir Valdes/ Benoit Dubuc

CPC provided an update on the AGVs issue. The AGVs were stopped on April 27th after a test revealed that there was an area of limited detection (a triangle with a base approximately 7 inches wide) between the forks of the AGV when it was reversing. While the area of limited detection is acknowledged in the ANSI B56.5 standard, which regulates AGV technology as per the COHS regulations, it stipulates that certain requirements must be in place. CPC therefore stopped using the AGVs and developed an action plan to ensure the ANSI B56.5 requirements would be met as well as ensured that any follow-up actions from the various tests and the risk assessment were also addressed.

Discussion:

CPC explained that AGV technology is regulated in the COSHR by section 14.18 which states that AGVs must meet the requirements of the ANSI (formerly ASME) B56.5. ANSI B56.5 contains requirements for both the user and manufacturer of AGVs as well as overall safety requirements, such as general safe operating instructions for the AGV as well as maintenance and inspection requirement. The standard does acknowledge that there are situations, such as the one CPC is facing, where sensing may not cover an area.

CUPW asked if the industry considers the workplace where other workers may be near the AGV. CPC responded that the standard doesn't differentiate whether an area is dedicated to AGVs or not. It does recognize that there may be workers around the equipment. The standard refers to cases where the sensors' ability to detect is limited as "Restricted/Hazard zones", such as where the guide path is narrow than what is required or where an AGV is reversing in a drop zone carrying a monotainer.

CPC explained that the standard provides criteria to be met for these Restricted/Hazard zones where there is limited detection. The first criterion is to clearly identify and indicate these zones at the workplace. For CPC, these zones are the primarily drop off or pick-up zones. However, the standards do not specify how these areas should be identified and labelled. The standard leaves it up to the employers to determine what works best for their workplace.

The other criteria are to limit the AGV speed to 0.3 m/s when backing up, AGV must have a distinctive acoustic and visual warning signal, and employees in these areas must be trained through verifiable training.

CPC presented an overview of the safety sensors and fields and showed the full extent of the coverage of the sensors. It explained that in staging areas, where monotainers are side by side, the detection field must be to allow the AGV to drive between row of monotainers, otherwise, it would constantly stop as the sensor would be tripped by the neighboring monotainers. It showed how the side scanners must be muted around the wheels located under the forks, which results in a triangle of limited detection when the AGV is in reverse motion. When reversing, upon detection of an obstacle, it takes the AGV 2 inches to stop. When there is a mono on the forks, because the mono extends past the forks, there may be contact with the object in the area of limited detection if the object is less than 7 inches wide and does not trip one of the sensor fields. In situations where there is no mono on the forks, there will be no contact because the object would have to be located between the forks not to trigger the detection field so there is no part of the AGV to contact the object before the AGV stops. As a result, drop zones pose a higher risk than the pick-up zones.

CUPW asked what pressure measure is required for the AGV to stop. CPC will revert with the information.

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CUPW asked if at any time to drop off or pick-up a monotainer, the AGV is driving at 0.3 m/second. CPC confirmed this is the programmed speed and the limit in the standard. CUPW raised concerns about the pressure the AGV will exert at 0.3m/second of an undetected object or person. CPC will get more information and get back to the committee.

CUPW asked if when the AVG drops off a monotainer on the staging lane and takes another one, they will detect the person in advance or only when they push them. CPC confirmed that because a person has two legs, one of them should trigger the sensor field so the AGV will detect the person's legs and stop. In the rare case where a person would be perfectly sideways and stand in the exact centre of that triangle of limited detection, there may be contact. Upon contact the person would shift and trigger the sensors which would cause the AGV to stop. A person will not be dragged a long distance by the AGV. In line with the ANSI B56.5, since the AGV reverses with or without loads in drop and pick zones, these are considered restricted areas and will be identified as such. CPC plans to paint the areas identified as "restricted areas/danger areas" in orange and update the training accordingly to make employees aware and inform them of the AGV behaviors and how to safely interact with the AGV.

CUPW inquired if CPC is aware that in Montreal Plant, some employees are deaf or hard-of-hearing. CPC noted this comment.

CUPW asked if the sensor that is three inches off the ground will detect the forks of an L9 that are really low. CPC responded that this had been tested and the detection had been adjusted to detect them. However, it is possible that over a short distance the tip of the L9's fork will not be detected if it is lowered to the maximum, but other parts of the L9, as the AGV comes closer will be detected. It is important to note that this would not be a safety incident for an employee but rather a potential case of equipment contact. As with any other safety program, there are administrative controls that must be put in place such instructing employees to park L9 in designated locations and to ensure no part will protruding in aisles.

CUPW asked what caused the collision incidents during the pilot and what will be done differently to prevent them. As this would be a longer discussion, CPC suggested to have a special meeting with the NJHSC, LJHSC and local team for an overall review of AGVs.

CUPW questioned when the AGV will be back in service. CPC responded that they don't have a firm date at this time, but at the earliest, it would probably be late August as the action plan must be fully implemented prior to returning the AGV to service.

CPC and CUPW agreed to have a separate meeting with the local team on site to review all incidents, training and action plan. CPC will send the draft documents to CUPW for feedback well in advance of the meeting. CPC clarified that no incidents reoccurred with VGAs when they were stopped on April 27. The project was stopped simply because the cone was not detected during the field test with the LJHSC on April 27. This limited visibility implied that the restricted areas requirements of the ANSI standard now applied and the AGV program had to be adjusted accordingly.

CUPW will share the information with the LJHSC CUPW H&S representative in Montreal.

Action points:

- CPC to revert with the information on how much pressure is required for the AGV to stop
- CPC to send the PPT presented during the meeting.
- CPC and CUPW to agree on a date to set up the meeting with CPC sharing any relevant material ahead of time.

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4. Menstrual product pilot

Presenter(s): Ardis McDonald

CPC provided an update on the menstrual product pilot that was initially planned to take place late Q1, 2023 in few sites across the country where menstrual supplies were to be made available in the workplace for employees in the demographic group that would require them.

Discussion:

CPC stated that the pilot is progressing slowly due to supply chain concerns. CPC could not launch the pilot in Q1 as originally planned nor in Q2. CPC is starting to see that the industry is increasing supply and indicated that they are on a waiting list to obtain all the necessary products. CPC has already received some of them, currently stored at Ottawa and is considering moving forward to comply with the regulation coming into force on December 15, 2023.

CPC has shifted their approach by moving away from the pilot to start wave 1 of phase 1. However, CPC wants to ensure they have enough product to supply ideally for 6 months. Once sufficient quantity is received, CPC will get the green light to proceed. CPC will advise CUPW.

CPC is working closely with JLL and Real Estate. JLL has to acquire, plan and prepare for national implementation. In the coming months, the manufacturers who supply these products will have many requests for supply. The supply chain now realizes that this is an international shortage. CPC is working with the procurement team to find other solutions.

CUPW is concerned about product availability in the coming months. CPC stated that they have been proactive and are on the waiting list of major industry partners. CPC wants to make sure they have all the supplies they need, which is why they took this wave approach.

CUPW asked if the dispenser remains the same as the one presented to them. CPC confirmed that, yes, nothing has changed with the nature of the products, just getting them.

CUPW queried if December 15, 2023, which is the effective date of the regulation, the Corporation will be in compliance with the regulation. CPC explained that federal employers must make the product available in all facilities where employees need it. CPC acknowledged that it would be very difficult for federal departments to have these products by that date.

CPC proposed to set up a meeting with CUPW if necessary.

Action items:

- CPC to advise CUPW when green light to move forward is obtained.

5. WHV update (including training update)

Presenter(s): Leah Lewis/Ardis McDonald

Presentation: 05-WHVD Training Updates Deck - NJHSC Steering Committee - May 2023

CPC provided an update on the review of the WHV training. The training is currently being adapted to better align with Bill C-65 Workplace Harassment and Violence Prevention regulations, but also to ensure alignment with regulatory

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requirement to review training every 3 years.

Discussion:

CPC thanked CUPW for the review of the training.

A working committee composed of NJHSC representatives from all bargaining units was formed to consult this update. The working committee met on a weekly basis, from end of June 6th to June 27th, to review and agree on the comments. All three employee modules and the Team Leader module have been reviewed, and CPC is finalising the update. The new training will go live in September.

CUPW mentioned that they did not get confirmation that these comments would be implemented. CUPW requested to receive a final version prior to implementation to ensure that it is aligned with what was agreed to.

CPC confirmed that responses to comments were provided in the weekly meetings and shared through email summaries. CPC also confirmed that the updated version will be sent to CUPW in English and in French prior to implementation. CUPW requested to receive them sufficiently in advance of implementation to allow sufficient time to review.

CPC stated that they booked time during the July 19th National consultation with CUPW to discuss RSMC compensation.

Action items:

- CPC to share final version of the updated training

6. COVID quarantine leave

Presenter(s): Leah Lewis/Ardis McDonald

CUPW advised that an email was sent with their comments on the proposed COVID quarantine leave communication. CUPW requested to receive the response via email. CPC will do so, and the email will be attached to the minutes (Appendix 1).

Action items:

- CPC to reply by email.

7. Physical Demands Analysis (PDA)/Cognitive Demands Analysis (CDA) refresher

Presenter(s): Abbi Slater / Caroline Steinborn

Presentation: 07-NJHSC PDA CDA

CPC provided an update on PDAs/CDAs. PDAs are familiar to CPC, but CDA is newer to the industry. PDAs are used to help understand any impacts on CPC employees, to return employees with accommodation in meaningful tasks, to help medical providers to understand various roles at CPC, to assess suitability for accommodation opportunities and to match employees with appropriate demands of the task for hiring practice and staffing. CDA, for example a short-term memory loss, is a new section of demand analysis as industry standards start to change and improve.

Discussion:

CPC stated that they are doing a very large refresh of their PDAs and are looking to add the CDA component. There are

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200 PDAs, mainly linked to P04 and P05, to update so that H&S and Disability Management (DM) are working with the help of a third-party ergonomist. They have also created a consistent template to ensure they are providing the right information to medical providers.

CUPW asked if this topic will be discussed to the DM committee. CPC responded that they wanted to present it at the NJHSC first as NJHSC is familiar with PDAs.

Regarding the ergonomist third-party, CUPW requested to be consulted in its selection. CPC responded that the third party is already selected. CPC clarified that in the past, for PDA, the vendor selection was not a joint approach. The joint approach is to review the templates done by the experts. If there is interest for CUPW, they can participate after the 20 first PDAs will be reviewed by the selected third party.

CUPW asked who is the selected third party. CPC responded that it is Ergo Inc. They have already done few PDAs for CPC in the past. CPC will provide CUPW with the list of PDA Ergo Inc. has completed. CPC clarified that there are only a few third parties that can offer CDAs support across Canada and they are based in the GTA.

CUPW inquired how many companies are currently offering CDA support. CPC answered there are three in total, but CPC only contacted two. CUPW asked who the other entity CPC contacted is. CPC stated that it was WSPS.

With respect to the project steps, CPC indicated that they are going to start with the third party to review and update 20 PDAs/CDAs. Upon review of the 20, CPC will assess the work done, review the template and how the vendor is. That will give the opportunity to change the third-party if needed. The remaining 200 PDAs will then be updated. Once completed, H&S and DM will support ongoing maintenance on a cyclical basis, likely every 3 years, as is done for JHAs. In addition, CPC will continue to create new PDAs/CDAs due to new equipment or new process.

CUPW inquired if CUPW H&S members will be involved in the PDAs review. CPC confirmed that they intend to engage CUPW members to ensure they are covering the information correctly in the PDA/CDA. The sites that are concerned by the first review are South Central in Toronto, Gateway and Albert Jackson. CUPW agreed with this approach as their members on the floor know the tasks. CPC will email the breakdown of PDAs by location.

CUPW highlighted that some locations have specific equipment rather than national equipment standardized across the country. CPC responded that the PDA is not related to the equipment but rather to the physical requirements (walking, lifting, crouching, changing posture, timing) regardless of the equipment. CDA is about people who would have difficulty remembering something, reading or remembering the different steps that require multi-task memory.

CUPW will ask union representatives who are on the LJHSC or are familiar with the tasks to work on PDA/CDA template. Based on the dates and locations CPC will provide to CUPW, CUPW will give name of the representatives.

CPC presented the first page of the PDA/CDA template and the list of the 20 PDAs/CDAs pilot that will be updated or created. Those in red will be updated or created simultaneously with the JHA update.

CUPW inquired about the PDA that CPC will create for RSMCs. CPC mentioned that there is no RSMC PDA at this time. This is why they want to create one to correct the situation. CUPW asked to obtain a better breakdown of the PDAs that will be completed and where to be better prepared. CPC will send the information.

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CUPW emphasized that any collaboration with the Union should not prejudice the NPG. CPC confirmed that they are not looking at the entire process but only the physical and cognitive requirements to perform the task. CPC confirmed that there will be no observations and recommendations.

CUPW reminded that the JHA has to be done with union representatives. CPC confirmed that the cycle works well with JHA and that tying to the PDA/CDA is a good approach.

CPC stated that the next step is to choose dates to meet with the third party now that the NJHSC presentation has been made. Once CPC has the date, the dates will be shared with CUPW. CUPW reminded to send them the dates in advance, so they have time to select the participants.

Action items:

- CPC to provide the list of PDAs Ergo inc did in the past for CPC
- CPC to provide the breakdown of what PDA will be reviewed at which site and when

8. Fleet/MMHE Update/C250 incident

Presenter(s): Paul Rivet/Steve Clark

Presentation: 08-Fleet update - NJHSC 6 Jul 2023_e

This is a standing item providing both parties an opportunity to discuss issues related to fleet vehicles. An overview of MMHE 2023 asset replenishment and development was provided by Paul Rivet, and an update on miscellaneous fleet topics was provided by Steve Clark.

Round 1: MMHE update:

CPC stated that the 2023 MMHE asset replenishment program is underway with machines being manufactured. The first delivery of 2023 machines will be in July for non-motorized equipment. A group of machines are waiting for batteries and battery chargers, and CPC is expecting this issue to be resolved soon.

CPC indicated that all LW7 machines ordered in 2022 were deployed and a partial delivery of LR7 has taken place, 28 out of 43 machines have been delivered. Machine that are being replaced onsite will be picked up and removed and send to CPC's warehouse for refurbishment where possible for use in peak season 2023. The biggest challenge in 2022 was lack of availability of LR7. This year, more LR7 rentals are required due to Albert Jackson. Nevertheless, CPC expects to meet needs more efficiently this year than in previous years.

CUPW requested any update on Tiller arm. CPC indicated that at this time there is no new development. CPC is compiling data from the test sites to finalize the design. They will provide an update to the next NJHSC.

CUPW asked if their members regularly use the LR7 with the longest arm until the new tiller arm is ready. CPC confirmed that this is the case. CPC reminded that the safety message remains the same, that is, smaller people who have difficulty using the long arm, are not required to drive this model.

Round 2: Fleet update:

CPC shared the presentation with the update on various fleet items. CPC will send the presentation in English and French to CUPW.

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CPC provided an update on:

1. C-250 deployment: CPC presented the next major deployments scheduled for Ontario in July 2023 and Quebec in September 2023.
2. C-250 Recall campaign: An incident on the C-250 was reported on June 6, 2023 in Joliette, Quebec, where the steering column of a C-250 fell between the legs of the driver. For CUPW, that is a big failure. CPC didn't disagree, like everybody else. Immediately thereafter, CPC inspected the C-250 and found that the four fasteners securing the steering column to the crosscar beam were missing. A safety recall campaign was immediately issued to inspect all 270 C-250 in Canada. The supplier has inspected all C-250 in Canada and the US. CPC has created a campaign log to ensure no cars are missing and to retain a permanent history record in Maximo - Campaign work orders.

CUPW asked if all the trucks have been inspected. CPC confirmed that everything is complete, and some process changes are being made to validate and verify that these fasteners are present and tight. CPC is also considering creating others processes to ensure there is nothing else from a safety perspective.

CUPW questioned if the industry only checks the specific point for which they create the recall campaign or if they are doing any other inspections. CPC explained that when a manufacturer launches a recall campaign for an item, it is for this item only. This issue was an immediate safety concern and CPC addressed it as quickly as they could but they are looking at other safety points (steering column, brakes..) to ensure everything is checked and double checked. CPC stated that during the recall campaign inspection of all C250's, no other vehicles were found with this condition and all steering column fasteners were in place and tight.

3. FSV Cargo lamp: Since the last meeting, CPC reached out to Ford for assistance on what could be done for the timer of the FSV Cargo lamp. In the meantime, CPC received an email regarding a truck in Quebec that is facing the same problematic with a very short time delay. CPC will go on-site to investigate.
4. EV Step vans: CPC advised that the MT50e Freightliner is expected to be delivered end of August or early September. CPC has asked if it can be brought in Ottawa for review at the next NJHSC before going to the Atlantic. CPC is awaiting confirmation that this transportation is feasible.

With regards to the 10 XoS trucks, CPC aims to have 5 of them delivered on July 17, 2023 (1 in Joliette and 4 in Laval des Rapides). They are built and are going to final testing. The last 5 trucks going to Laval des Rapides should be delivered by the end of July.

5. EV Mechanic trainer: CPC reported that Level 1 of the Centennial College EV mechanic training consists of 2 basic modules and Level 2 consists of 4 advanced modules. CPC is currently working to complete the roll-out of the Level 1 basic modules. CPC provided the current list of employees by region who have taken and will be taken the training and when. CPC will then review how to train employees who were on vacation.

CUPW inquired about the training contents. CPC explained that the training is owned by Centennial college and delivered by instructor directly on the EV. CUPW stated that every training for Gp 3 and Gp4 must be provided

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first to CUPW prior to deployment as per the Collective agreement. CPC will send the documents outlining the contents. CPC is not delivering the training; it is delivered by the college who is the authority for regulated trades training.

CUPW reminded CPC that all training must be submitted to the union before it is given to workers.

CUPW reserves the right to take future action as required.

CUPW asked when the first training will take place. CPC responded that some employees have already been trained in 2021 and 2022. Some employees are being trained and others will be. The goal is to train as many employees as possible before moving on to modules 3 and 4.

CUPW queried if there is no post training exam. CPC responded that not yet but upon completion of these 6 modules, Centennial College may issue a final certification. Currently, there is no Provincial requirement for license for EV training for a mechanic. When the license will become mandatory, Centennial College will have CPC employees' records of training and be able to issue it to CPC employees who have completed the training.

CUPW asked if the plan is to keep the vehicles in-house once the EV warranties have expired. CPC confirmed that this is the plan.

CUPW inquired if this discussion went to National Consultation. CPC responded no but will participate to the next one.

6. **EV Transit concerns:** Following the last concerns raised at the previous NJHSC regarding the EV Transit, CPC visited the Nanaimo delivery depot on May 17, 2023, to meet with the local team and review their concerns and the EV Transit. There was no concern about the EV portion of the vehicle but about the rest of the vehicle. Notably, these drivers are coming from Transit Connects and were moved to Full size Transits. So, CPC compared the gas Transit to the EV Transit and presented the measurement variance. The fact that the EV Transit has a heavier chassis is due to the weight of the batteries.

With respect to the concern about the bulkhead height, CPC clarified that the bulkhead height is the same. The fact that drivers complain is due to the fact that the EV Transit bulkhead does not have a floor fastened track and uses wall mounted slides versus a hanger and roller assembly typically used on the non-EV Transit models resulting in additional noise and rattles and not a smooth operation.

CUPW asked who of their members attended the walkthrough. CPC explained that the shop steward was present, that some people left, and others stayed and had a great conversation.

CUPW queried if those who left are for a particular reason. CPC will share the list of employees and CUPW will contact them.

With respect to the sliding door, they showed CPC that the difficulty is to close the curbside sliding cargo door from inside the car, because the door is heavier and larger, especially when the truck is inclined. They suggested installing a handle inside the door to close the door with 2 hands.

CPC stated that the two things to look at are first to investigate potential for bulkhead changes to incorporate

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the standard hanger roller assembly and engineer a floor threshold stiffener to address rattle and ease of use. This will be reviewed with the engineering team. And second to look the delivery methods for the Transit from engineering about closing the door (from inside or outside of the truck). Once CPC understand that, they can look at options to address the handle if possible.

CUPW brought to CPC's attention two other issues:

1. C-250 loading: CUPW mentioned that C-250 are made to be loaded from the left side door. Management in Central Quebec says to employees that they cannot open the left door when they are on the road to load LFT and that LFTs cannot be loaded from the right side. So, employees have to go on a parking lot. However, in this area, these VTS racks disappear, and employees use the fold down tray. And it works very well. CUPW asked why this can't be done for everyone.

CPC responded that from an ergonomic perspective, the risk of using the fold down tray is greater as it is more difficult to reach. Having VTS is an advantage. However, a tall person does not face this risk. The other element is the way employees load the shelves from the curb side door. The shelves of the C-250 are higher and therefore put more pressure on the shoulders. So, there are limits to how safety recommends using the fold down tray. For CUPW, these are not arguments since this method is used with right hand drive vehicles.

CPC indicated that they are conducting investigations and engineering tests related to cargo security on the fold down tray as identified in the highway traffic act to ensure that CPC would comply with the requirement that LFT's do not shift when subjected to deceleration of 6 m/s². Once this validation is obtained, CPC will be able to authorize the use of the fold down flat tray and remove the VTS.

Based on the results, CPC intends to communicate to employees to offer the opportunity to use or not the VTS by presenting them the pros and cons.

CPC will revert to CUPW with the results and finalize the option and job aids.

2. Trailer situation in Prince Georges BC: CUPW was advised that a trailer was defective and unsafe for PO5s. CUPW will send the email with the photos taken on site. CPC explained that if it is a CPC trailer, Fleet will handle it. If it's a contractor trailer, then they'll follow up with National Surface Transportation to address with the contractor.

CUPW asked how many trailers CPC has. CPC answered a few hundred.

Action items:

- CPC to send the documents outlining the contents of the EV mechanic training.
- CPC to be invited to attend the next National Consultation to discuss about EV mechanic training.
- CPC to investigate potential for bulkhead changes and interior handle for sliding door closing of the EV transit.
- CPC to share results of test crash with flat tray and to finalize the option.
- CPC to investigate on Trailer situation in Prince Georges.

9. LSV Pilot extension

Presenter(s): Tanja Ivankovic

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Presentation: 09-LSV CUPW NJHSC July 6 2023- en

CPC presented an update of the Low Speed Vehicle (LSV) pilot to formalize the discussion that took place at Station C depot when CPC and CUPW met on June 19, 2023. The objective of the pilot is to assess feasibility and health & safety risks of operating an LSV in high dense urban areas for last mile delivery. CPC intends to extend the LSV pilot for another year.

Discussion:

CPC mentioned that no health and safety issues have been identified to date. The battery charging issue that happened past winter was fixed at Vehicle Service Depot, but for the pilot extension CPC reached out to engineer from manufacturer of the vehicle to find solution for snow protection around auxiliary battery and solution for main power battery pack to be able to charge if outside temperature is below- 10 degrees Celsius. The overall feedback on the LSV is good except for a few minor issues such as the height of cargo doors at curbs is insufficient for tall person, since there is no FOB for locking the car, there is a chance that the keys can be left inside, and the delivery agent be locked out.

The next step will be to extend the pilot and seek additional feedback. The extension of pilot is intended to continue at Station C Depot or Sanford Fleming Depot. CPC is currently working on route selection from these two Depots that will fulfill criteria for this vehicle due to constraints of cargo capacity (58 cubic feet) and permit requirements for this type of vehicle to be driven only on streets with posted speed limit 50km/h or less.

CUPW asked if the LSV that will be used around Parliament Hill, will be parked there or if it will be driven from Station C. CPC clarified that Station C does not cover routes around Parliament Hill. They are out of Sandford Fleming Depot. CPC will apply for permit with the City of Ottawa for FSA region that covers selected routes.

CUPW questioned if there were any feedback about the heat during the summer as there is no AC inside the LSV. CPC responded that they have not received any feedback on this. CUPW suggested maybe having the AC installed if there is a new battery. CPC answered that the LSV was used last summer, and the driver did not have comments during the heat period. But CPC understood union's concerns. CUPW inquired about CPC's plans for the alternative vehicle or option that will be used in case of high heat in the summer.

CUPW inquired if the plan is to take the LSV out and to modify it with the mechanic. CPC confirmed that it will be removed on July 15th and will be reviewed with the mechanic. CPC will work with the manufacturer and the engineers for the battery. The manufacturer is not interested in doing battery coverage for CPC due to low volume but will help CPC. After this, which should last about 3 months, the VBV will be brought back to Parkdale or MPP South Central.

10. Carabiner Pilot

Presenter(s): Harshad Yadav

Presentation: 11-Carabiner_NJHSC_June2023

CPC introduced the new initiative "Carabiner pilot" that intends to reduce the use of plastic in Operations. The Innovation team involved in the pilot is proposing to replace single-use plastic cable ties with a metal carabiner to attach tags to monotainers. The replacement of these plastic cable ties has the potential to reduce 5.5 tonnes of plastic waste.

Discussion:

CPC mentioned that the trial period runs for 6 weeks, starting June 19 to July 28, at the St John's Plant (NL). The Innovation

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team participated at the beginning of the pilot for the safety talk and demonstrated how carabiners should be attached to monotainers. Once this temporary pilot is complete, CPC will gather feedback from the operators who used the carabiners to issue KPIs.

The preliminary risk assessment was completed the week of February 23 at the innovation lab to identify hazards.

CUPW asked if any CUPW member was involved in the pilot. CPC responded that a CUPW member was present during the safety talk at the Plant.

CUPW noted that they should have been informed before proceeding with the pilot. CPC stated that LR sent a notice to CUPW in April.

CUPW understood that the pilot was referred to National consultation but should also have been addressed to NJHSC for health and safety aspects. CPC clarified that there are no safety concerns with this pilot. CUPW does not agree.

CPC believes this pilot to reduce use of plastic will be very popular as employees are increasingly concerned about sustainability.

CUPW asked how the carabiner is attached to the monotainer. CPC explained that the carabiner was chosen to fit specifically to monotainers and will always be oriented down. CPC confirmed that it is a spring and does not need to be screwed in to secure it.

CUPW questioned if the carabiner could cause problems every time the monotainer is collapsed. CPC confirmed that they did the test in the innovation lab and that it does not attach or interfere. That's why this carabiner was chosen.

11. Vision Scanner Pilot

Presenter(s): Harshad Yadav

Presentation: 12-Updated Vision Scanner_NJHSC_June2023

CPC introduced the new initiative "Vision Scanner Pilot". The Innovation challenge conducted in 2021 raised concerns about the visibility of the number of monotainers and their location. The idea is to use the technology of a vision scanner that emerged a few years ago. A license plate with a QR code will be attached to the monotainers and when the scanner reads the plate, it will indicate to the employee which staging lane the monotainer is in. This will address the visibility issue by providing real time mapping of the staging area and lanes.

Discussion:

CPC mentioned that the pilot will take place at the London Plant where three overhead scanners have been installed. The scanner specifically searches for the pre-configured license plate, measuring 11" * 17" po, temporarily attached to the monotainers. CPC confirmed that MMHE operator will not have to perform any new tasks. They will have to perform their routine tasks to bring the monotainer to the staging area. As soon as the monotainer is in the staging area and before it goes out, the license plate will be removed. The test period will start on August 5th to August 11th. After the pilot, scanners will be removed, and CPC will review the results and KPIs.

CUPW asked who will install and remove the plate. CPC indicated this will be done by 3 process engineers.

CUPW questioned why no CUPW member will do this. CPC explained that they want to ensure the accuracy for the KPIs.

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CUPW asked in case the pilot goes ahead and this license plate becomes permanent, who will perform this task as it is part of the dispatcher's job to ensure the monotainer goes to the right place. CUPW believes that the dispatcher role should be taken on by CUPW members even as part of the pilot.

CPC explained that the purpose of the pilot is to determine if this technology can improve visibility in the staging area. In the future, if the test is successful, everything will be automated. Once the license plate is on the monotainer, as soon as the employee will print an NRC tag, it will automatically associate all the information of the monotainer.

CPC is just testing the functionality of the scanner in the work environment, and don't want to disrupt the process and tasks of employees.

CUPW inquired if the scanner can record. CPC responded that it is only a scanner looking for the QR code and license plate. It does not detect anything else.

CUPW asked if there is a red laser eye to scan. CPC confirmed not there is no laser or flashlights. Health and safety concerns have been tested.

CUPW questioned if a risk assessment was completed for the scanner. CPC explained that the scanners are installed on height as they are overhead scanners, and nothing will be done differently. The risk assessment was done on site during testing phase during the shift safety talk, but nothing raised.

CUPW asked if the local union was involved. CPC confirmed that an operation notice to CUPW was sent, and the consultation was held in March, with a recommendation to inform CUPW locally prior to testing. CPC did it.

CUPW queried if the scanner will work with AGVs. CPC confirmed not.

12. Financial Services Travel campaign: CIBC Foreign cash

Presenter(s): Dominique Bietlot

Presentation: 13-2023 Travel Campaign_CUPW_NJHSC

CPC presented the 2023 Travel Campaign that will be launched this summer to promote CIBC Foreign cash service introduced in late 2019. This service offers consumers the possibility to order foreign cash and have it delivered at their home or post offices of their choice.

Discussion:

CPC recognizes that by launching this campaign, it can increase the amount of foreign cash that will be mailed to the network and therefore, handling money exposes employees at risk. This existing service is currently low used. In 2022, there were 586 orders overall and with the launch of the campaign, CPC expects to receive 600 orders between August and the end of October.

CPC explained how the process will work. Consumers will need to register for an account on CPC Foreign cash website and answer security questions for compliance information. Once their profile is accepted, they will be able to order foreign cash, in up to 65 different currencies, but no more than 2'500CAD per 30-day period, rolling days and not monthly. The clients then choose where they want the money delivered, to their home or to a Post office. In both cases, it is delivered via Xpresspost cardboard pre-paid envelope with signature. The package will look like as any other Xpresspost

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and will not identify that it contains cash. At home, someone must be there to sign and accept the package. If no one is present, the item will be carded to the nearest PO as per normal process. If delivered to the post office, customers will be notified upon arrival.

With regards to H&S, CPC informed that they will be addressed during the campaign, especially with post offices. Employees will be directed to existing resources that address aggressive behaviours and WHV. The message is that employee safety is the top priority.

CUPW requested that H&S resources and training be submitted to them. CPC confirmed they will send them.

CUPW asked if there are any modifications or preventive measures to be taken at the retail offices. CPC responded that they are not looking to make any modifications but will monitor very closely any H&S issues.

CPC confirmed that there is nothing new here except doing a marketing campaign.

CUPW is really concerned about the safety of their members as the service will now be advertised. CPC confirmed that if order volumes change, they will reassess. But at this time, it is not necessary due to the small number.

CPC inquired if there is any geographic concentration of orders in recent years. CPC confirmed that the 2022 volume is very spread out.

CUPW mentioned that under Appendix T, CPC should provide more information on incidents. CPC explained that they sent over the number of H&S incidents classified as WHV third party incidents. violence. Since the beginning of the year, 60 client violence incidents have been reported. 20% of them are in a post office and 65% during delivery.

CUPW asked if the Xpresspost package signature needs to be signed by the recipient only. CPC responded that this should be done by an adult only, but not necessarily by the recipient.

CUPW queried if there will be any insurance on the parcel. CPC confirmed they will not insure them. CIBC will assume full liability for these items. If the item is lost or delivered late, the customer will contact CIBC directly. In the event of late delivery or loss, CIBC will work with CPC to investigate but will accept full responsibility for this loss.

CUPW asked if the limit of 2500 dollar is in CAD, CPC confirmed yes.

CUPW questioned if there are any different wrapping or identification (such as for Cannabis) that will be used for the envelope. CPC confirmed that this is the generic prepaid envelope Xpresspost regional.

For CUPW, this is a concern as these envelopes are smaller and thin relative to the amount of cash. CPC clarified that the large envelope is used so they will be able to spread the cash and this has not been a problem so far.

CUPW asked who will pick up the envelope from CIBC. CPC explained that CIBC hired Garda to prepare all parcels and transport the envelope to CPC RVU for processing, and two persons at the induction process will scan every single envelope. This will allow the customer to track the envelope.

Action items:

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- CPC to send H&S resources and training.

13. Psychological H&S training for LJHSC

Presenter(s): Carolyn James

This item as a follow-up to the previous meetings where CPC presented the new WSPS training for LJHSC members on psychological H&S. The Committee was invited to participate in a pilot training session on April 20 and 21, 2023. CPC gathered feedback from different NJHSCs and other participants on the training. A special meeting with CUPW to review the training manual was held on July 5, 2023. CPC discussed with WSPS the requested changes and concerns from CUPW regarding the training.

Discussion:

CPC provided CUPW with WSPS feedback on the training content:

- The manual is ISO certified, so amendments cannot be made without a lengthy process. Therefore, WSPS suggested that although there are references to provincial legislation of Ontario in the manual, they will not talk about it during training as this is not relevant to CPC.

CUPW indicated that they are not comfortable with this because there is information in the manual that can be confusing. CUPW suggested considering another company offering training with federal legislation. CPC explained that there is no other company providing this training.

CUPW therefore requested that a union member attend the training as an observer to avoid misunderstandings. This union representative can be a social steward, a shop steward, a LJHSC member or a RJHSC member. CPC can ask who will attend the training as union Representative observer. If there is a situation where a supervisor refuses to have too many CUPW members on union leave, CUPW's message to their members will be to not attend the meeting. However, if there is no locally appointed observer, CUPW LJHSC members participating in the training may also be observers.

- With respect to the fourth module on investigation, WSPS cannot remove it for CPC. As a result, WSPS will provide CPC with the PDF version and CPC will remove the fourth module and print the new documents on their own. CPC will also remove the appendix as agreed. The WSPS trainer mentioned that there will always be the exercise during the course and that he will verbally discuss the information that CPC agreed to be in Module 4.

Alternatively, WSPS suggested keeping the fourth module, and discussing the sample investigation that would focus on the work environment and root causes. This investigation would be done by the Supervisor and not by the LJHSC. CUPW provided an example of when an investigation will not work and will have negative effects, mainly because it would be conducted by a supervisor who would be involved and/or the source of the psychological problem at work for workers. This could create discomfort for the member involved and a possible conflict of interest at the time of the investigation.

Based on this, CPC agreed to remove this portion of the investigation from the training.

Based on the examples provided by CUPW, CPC agreed to remove this part on investigation of the training.

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CPC reiterated that the training focuses on internationally recognized psychological health and safety standards and what can be done at work to protect employees. For CUPW, there is a need for a change of attitude on how things are being delivered by management. CPC wants to let CUPW know that they are working to increase awareness at all levels, not just at the LJHSC or supervisor's level.

CUPW asked who the trainers will be. CPC responded that Esther Fleurimont will deliver the virtual training (for Atlantic, PPC, Winnipeg) and Christie Cork (Southwestern Ontario trainer) the in-person training. CPC will do most of the training as they can in person.

CUPW requested to receive the breakdown of what will be in person and virtual. CPC will send it.

CUPW asked how long the training will take. CPC responded that it should take around 5 hours as there is no fourth module. CPC already informed Operation that this is considered as a one-day training.

CUPW inquired if members will also be compensated for travel expenses as required. CPC replied that the standard training process will be followed for compensation.

CUPW was concerned about the virtual training and how it will be delivered. CPC responded that WSPS are doing a lot of online training.

CPC stated that the training should start in late July. CUPW requested to receive in advance the location where and the dates when the training will be given to select the union representative. CPC will send the information.

CUPW reiterated that if there is no union representative or if CUPW does not have a chance to inform the local members, there will be no training.

CUPW requested that the union representative be paid by CPC.

CPC requested CUPW to communicate to the union representative and the Local that the intent of the training is to improve psychological health and safety, to improve relationships within the organization and work closely with the social steward network to ensure CUPW LJHSC members agree to participate.

CUPW mentioned that they have no control over this, although they are very comfortable explaining the reason to their members. CUPW mentioned that some LJHSCs are very sensitive and if the LJHSC does not want to participate in the training, CUPW will not force them to.

CUPW acknowledged that psychological health and safety in the workplace needs to be considered and this needs to be communicated through the Social Steward network. At some point, if this is not recognized, CUPW will not participate. CPC proposed to include social stewards in the training. CUPW mentioned that it is what they were asking at first. CPC doesn't have a problem with that at all.

CPC asked if there is a way for NJHSC to investigate if a LJHSC does not want to participate. The NJHSC committed to identifying why the LJHSC does not want to participate and how they can remove these barriers to find a solution.

Action items:

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- CPC to send the breakdown of the training that will be in person and the ones that will be virtual
- CPC to send the location where and the dates when the training will be given

14. RSMC Amber Light Testing / Delivery carts

Presenter(s): Tyler Sandarage/Catherine Bernard

This item is to formalize the discussion that took place at Station C depot on June 19, 2023, where two samples of RSMC lights were presented to CUPW. Currently, some RSMCs are unable to use the magnetic mounted beacon lights provided by CPC as some vehicle roofs no longer have a magnetic surface. The intent of this test will be to gather feedback from RSMCs on the performance of two alternative amber light options using different mounting methods: the Interior Window Mounted Strobe Light and the Window Wing Beacon Light. During the review of these two options, CUPW expressed concerns about the Interior Window Mounted Strobe Light, while the Window Wing Beacon Light appears to be a good concept. It was then decided to test only the "Window Wing Beacon Light".

Round 1: RSMC Amber light:

CPC sent the safe work procedure for the amber light and the questionnaire that will be sent to RSMC for the survey. The Colonnade Depot will be the pilot site and CPC reached out the Superintendent to be the primary contact on-site, as well as the LJHSC Union Representative. CPC will send the two local contacts to CUPW. Currently, one RSMC is interested in participating in the pilot because he has trouble with the current amber light. CPC is looking for 4 volunteers to do the test for one month. CUPW agreed to start to work with union representatives to find volunteers when they will have the amber light available at the depot. If there is no volunteer, CUPW suggested finding another depot.

CUPW requested that the survey be conducted during working hours. If the survey is to be conducted on a device, a CPC device should be made available to volunteers, otherwise, it will be on paper. CPC agreed.

CUPW inquired about damage coverages during the pilot. CPC contacted Risk and Insurance and they have confirmed that if there is any damage during the trial period while the flashing light is mounted and used as instructed, CPC will cover the costs. CUPW requested that this be mentioned in a letter given to RSMC volunteers with the job aid to install it. CPC agreed.

CPC stated that the weight of assembly will be 7.65 lbs, the maximum speed supported will be 120km/hr, the installation location will be on the rear passenger side window, and it will go 19 inches on the top of the car when mounted.

CUPW asked when the pilot will start. CPC first wanted to consult with NJHSC before proceeding. CUPW is supportive of the pilot. CPC will start the pilot by consulting with LJHSC and soliciting volunteers. They will let CUPW know when the pilot will go on and if CUPW is available, they can go on-site and support the pilot roll-out.

CUPW pointed out that if volunteers try the amber light for one day and they no longer want to use it at the end of the day, they can refuse to continue the pilot. One of CUPW's concerns is that light can create distraction while the driver is looking at the mirror or may obstruct the view. One of the other concerns is the height on the roof with the light that can hinder the passage in some places, such as in an enclosed parking lot. In terms of the safe procedure, CPC will tell RSMCs that if they encounter a problem at a given location, they will need to remove the light.

Round 2: Delivery carts:

CUPW referred to and relied on the email sent in late June 2023 by Terry MacDonald on Appendix AA regarding the

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ergonomic study and use of delivery carts on stairs.

CPC wanted to clarify that their position is to work jointly with CUPW and that the cart design portion will take into account the ergonomic study. CPC is simply looking to the delivery carts available for 3 days to help provide direction as to which cart features CPC should consider for the development of a new alternative cart.

If CUPW doesn't want to deviate from their position of not doing the test, then CPC will make the decision on the features and design of the new delivery cart and will work afterwards jointly with CUPW.

CUPW disagreed and would not recommend their members to participate to the test. CUPW relies on the past study.

CPC understood that the 2008 study will be reopened jointly when they will be ready to complete a detailed design for a delivery cart. In the meantime, there will be no testing and CPC Engineering will go in the direction they deem most representative to help CUPW members.

CUPW mentioned that mail must be secure at all times. Letter carriers usually climb the stairs in apartment buildings with the C-46 satchels they removed from the cart.

CPC verified with S&IS who declared that when LCs have a point of call with stairs, they are not required to carry the dolly to the floors. They can leave it in the building entrance if it is not possible for them to lift it. CPC referred to CMS 1605.24 section 3.5.1 which was sent to CUPW via email. CUPW requested this information in writing and CPC will share the CMS.

Action items:

- RSMC Amber light: CPC to send the two local contacts to CUPW
- RSMC Amber light: CPC to prepare letter for RSMC on damage covering
- Delivery cart: CPC to share CMS 1605.24

15. LJHSC training

Presenter(s): Virginie Tremblay

CPC provided an update on the development of the LJHSC training module and the new joint training. CPC stated that the sub-committee has been working very well on the content and material but there is still discussion on repositioning the separate breakout sessions splitting CUPW and CPC (totaling 4 hours).

Discussion:

CPC offered CUPW three options. CPC confirmed that they don't want to eliminate any breakout sessions but are positioning them outside the joint training to ensure a better flow of material and a better participant experience. Employees who don't attend CUPW breakout sessions will then receive meaningful training on delivering safety messages, which is a new training, without having to add 4 hours of training, which would not be fair.

CUPW reminded that the current training format is the format that works well. CUPW has never received any negative comments on the breakout sessions as they currently take place. For these reasons the union requested to maintain this format because it is appropriate.

CPC mentioned that they have received many concerns from management representatives who would be affected by

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the disruption of the training flow for a CUPW breakout session. As such, CPC has provided different options for the breakout session schedule and hopes the last option is suitable.

CUPW does not understand the issue with APOC regarding breakout sessions. CPC explained that this is not just for APOC but also for health and safety and management.

In CPC's third proposal, the first breakout sessions for CUPW will take place on Day 1 from 8.00am to 9:30am, so APOC will not joined the meeting until 9:45am. CUPW strongly believes that APOC wants to start the meeting later. For CUPW, the arguments brought by CPC were not strong enough to break this perception.

CPC reiterated that they want to have 4 hours of continuous learning with employees who are not CUPW members. The other option is for management and APOC to start at 8.00am and CUPW to join later. CUPW disagreed as they will miss 2 hours on Day 1.

CUPW doesn't want to change the schedule of the training and believes CPC has no valuable reasons to do so.

CPC proposed to pilot with different breakouts and gather feedback.

CUPW reiterated that the schedule works well and there is no reason to change it. CUPW has never been shown that management is not comfortable with the flow of the meeting.

CPC indicated that they have evidence, and this can be demonstrated through a survey. CPC suggested trying option 3. However, CUPW is worried about the comments that they will receive from their members about APOC starting later and having a longer lunch.

Although CPC has proposed 3 options, CUPW is proposing option 4 which is the status quo as they feel there is no valid argument from management that a change is required. For CPC, the status quo is not working.

CUPW asked if the option 3 was sent to them by email. CPC will send the email.

Action items :

- CPC to send option 3 by email.

16. Safety Prevention AI pilot

Presenter(s): Virginie Tremblay

Presentation: 17-Protex Proactive Safety Prevention monitoring pilot

This topic is postponed at the September NJHSC.

17. Open items:

Presenter(s): Committee Members

Round 1: Satellite communication:

CUPW highlighted that in isolated locations, LCs or RSMCs on the road may lose the signal on their PDT and have no means of communicating in an emergency. CUPW asked if it is possible to have satellite communication. CPC queried if

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it is only for emergency purposes. CUPW confirmed and suggested to review the Zoleo Global Satellite Communicator. CPC will review.

Round 2: Notification on jabber:

CUPW inquired about emergency messages on the Jabber PDT. The issue is that these emergency messages disappear after a while. CUPW suggest to have a message acknowledgement on Jabber PDT as there is for the pick-up. CPC will look into it.

Round 3: Snow removal:

CUPW mentioned that no update on Snow removal was provided to the NJHSC after winter. CPC replied that the update is usually in September. CUPW would like to receive an update on what went well or badly. CUPW has concerns about CMBs and the process. So, they need to receive clarification for their members.

Round 4: Bone Conduction Headphones:

CUPW inquired about a new alternative to earbuds: Bone Conduction Headphones. By moving the vibration of the sound into the jaw bones, the bone conduction headphones leave your ears open and able to hear what's going on around you. CUPW inquired if there is any possibility to assess something like this nationally and if a risk assessment can be done to determine if it is feasible to work with. CPC reminded that headphones are not allowed in the workplace. CPC will address this from a safety perspective and can conduct a due diligence first, maybe for November NJHSC.

Round 5: Training vs refresher:

CUPW asked clarification on the difference between training and refresher as they do not receive all information about training. CUPW believes that providers play on words to avoid Article 40 and other articles of the collective agreement. CPC will circle back with L&D for the next national consultation in August.

Action items:

- CPC to review the Zoleo Global Satellite Communicator.
- CPC to investigate on Jabber notification for emergency messages.
- CPC to do due diligence on Bone Conduction Headphones.
- CPC to contact L&D about training vs refresher.

18. Project Tracker

Presenter(s): Committee members

Presentation: 10-NJHSC Project Tracker (July)

CUPW mentioned that when they requested the Project Tracker, they wanted more information and details on the progress of the projects. CPC suggested looking at the "Current Status" column, which contains all the necessary information.

Regarding the Dog horn pilot, CUPW confirmed that the dog horn is in place in Scarborough for many years. It was legal and agreed to by the parties at the time.

CPC noted that one of the biggest challenges is updating the project tracker. CPC suggested that CUPW advise them of the projects they want more information on. This can be done during the agenda review and CPC will decide if this is just an update or a specific topic to be covered.

19. Closed/Outstanding topics of previous NJHSC

Presenter(s): Committee members

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The list below includes the topics presented at the previous NJHSC and the one held today:

List of Closed items:

Driver Compliance team/ Driver's license
Maintenance skillset development
Remote Assist Pilot (HoloLens)
Amazon Solution - Returns Program
Consumer Returns Residential Pickup
HV T-shirt for Group 1
RSMC-MOA compensatory monetary adjustment for health and safety mandatory online training
2023 National LJHSC conference - topics
Survey and Training
Air Quality
WHV Training update
COVID Quarantine Leave
PDA/CDA
C-250 Recall campaign
Carabiner Pilot
Vision Scanner Pilot
Financial Services Travel campaign: CIBC Foreign cash

List of Outstanding items:

Delivery Carts
Terms of Reference
LJHSC training on psychological health and safety (WSPS)
Appendix DD- LJHSC Training
Maintenance Update
Incident Management System (IMS) replacement
Emergency Management Template Update
Ride Safe Enablement on PDT and Fall Detection Functionality Enablement on PDT
Dog Horn
Menstrual Products Pilot
AGVs
FSV Cargo lamp
EV mechanic trainer
EV transit concerns
C-250 loading
RSMC Amber Light Testing
Satellite communication
Notification on jabber
Bone Conduction Headphones
Training vs refresher
Appendix DD – Statistics and training
LSV Pilot
Trailer situation in PG

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ESDC/AVC Assignment

Meetings Held in 2023:

February 23 (X)	April 27 (X)	July 6 (X)	September 7 ()	November 9 ()
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Appendix 1. COVID quarantine leave

From: SACHDEV, Jeewan R. <jeewanr.sachdev@canadapost.postescanada.ca>

Sent: Thursday, July 6, 2023 2:10 PM

To: Carl Girouard <cgirouard@cupw-sttp.org>; Jan Simpson <jsimpson@cupw-sttp.org>; Rona Eckert <REckert@cupw-sttp.org>; Marc Roussel <mroussel@cupw-sttp.org>

Cc: DEVEEN, John <john.deveen@canadapost.postescanada.ca>; AUCOIN, Ashley <ashley.aucoin@canadapost.postescanada.ca>; SAMSON, Annie <annie.samson@canadapost.postescanada.ca>; Sylvain Sicotte <ssicotte@cupw-sttp.org>; Alvaro De La Cruz <adelacruz@cupw-sttp.org>; LEWIS, Leah <leah.lewis@canadapost.postescanada.ca>; TREMBLAY, Virginie <virginie.tremblay@canadapost.postescanada.ca>

Subject: RE: Covid leave changes, employees no longer required to Quarantine for COVID

Hello All,

Will employees be able to access Quarantine Leave (21.06 Urban 19.09 RSMC) if they have a certificate from a qualified medical practitioner that requires them to quarantine or isolate because of COVID? If not, please provide the rationale.

- **As COVID is not a disease that Public Health authorities require an individual to quarantine for if we have this situation we will request our DM supplier to connect with the qualified medical practitioner to understand the rationale for this guidance.**

If an employee has symptoms of COVID, are they expected at work and allowed to enter the workplace?

- **There are many communicable diseases that circulate in the community; COVID is now considered one of these. If an employee is unable to work due to COVID or any other condition they can use Personal Days to stay home. Symptoms of COVID are varied and it would be up to the employee to determine if they are well enough to be in the workplace.**

If an employee has been in contact with a confirmed positive COVID case, are they expected at work and allowed to enter the workplace?

- **Canada Post has not required employees exposed to COVID to remain out of the workplace since I believe early 2022. If a person exposed to COVID chooses to not be at work this is a personal decision and they have Personal Days available for this.**

If an employee has COVID symptoms and a positive rapid test result, are they expected at work and allowed to enter the workplace?

- **There are many communicable diseases that circulate in the community; COVID is now considered one of these. if an employee is unable to work due to COVID or any other disorder they can use Personal Days to stay home. Symptoms of COVID are varied and it would be up to the employee to determine if they are well enough to be in the workplace. Just as we would with other communicable diseases (colds, flus, etc) if the symptoms are severe and concerning for their own health and comfort and that of others in the workplace a discussion on suitability to be at work could occur between the employee and their leader.**

Your document states that employees will no longer be expected to advise their team leader that they are off due to COVID. If an employee is showing COVID symptoms while at work, and is confirmed to have contracted COVID, and has been in contact with other employees, what measures will CPC take to limit the spread of the virus? What measures will CPC take to advise other employees that they may have been exposed to COVID? If none, please explain the

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rationale.

- **Contact tracing was not been required as a public health measure since early 2022 by public health authorities. If Public Health identifies a concentration of any communicable disease of concern that we will redeploy our TPRT process to respond.**

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