

**British Columbia Regional Union Safety and Health Committee
(BRUSH)
Minutes
Sept 25, 2019
DRAFT**

In attendance:

In person; Linda Harding (Chair), Wendy Tangye (UHEW 20031 - Treasurer) Sharon Barbour (Staff)

By phone: Tracy Arrowsmith (UTE 20002), Bert Farwell (UCTE 20220), Karen Sutton (CIU), Kirsty Havard (USJE 20091), Ernest Hooker (UCTE 20220), Monique Bakker (UHEW 20147), Denis St-Onge (UNE 20088)

Regrets; Jen Horsley, Wayne Little

Agenda:

- Roll Call
- Territorial Acknowledgement
- Minute of Silence for Workers Killed and Injured on the Job
- Accepting the Agenda
- Review Previous Minutes
- Treasurer's Report
- Business Arising
- New Business
- Round Table
- Next Meeting
- Adjournment

Meeting called to order at 5:30 by Linda Harding

- Linda conducted Roll Call, indigenous Territorial Acknowledgement, and a Minute of Silence for Workers Killed and Injured on the Job

- **Accepting the Agenda**
 - Adopted with the following additions under the New Business heading
 - BC Fed Update, Resolutions to Convention, WCB Human Factors Community of Practice Fatigue and Risk Mgmt.
 - Motion Karen Sutton / Secorder Tracy
- **Review Previous Minutes** (June 26, 2019)
 - Adopted with one typographical error updated (pg. 5 bullet 8)
 - Motion Karen Sutton / Secorder Ernest Hooker
- **Treasurer's Report**
 - Linda advised that the report had not been distributed as she was waiting for clarification from PSAC REVP on who is to receive the report.
 - Treasurer Wendy Tangye advised;
 - Bank account opened in May 2019 and funds were transferred from REVP office
 - Starting Balance \$3571.00, debits included conference call expenses, Day of Mourning posters / buttons and meeting refreshments
 - Current balance \$878.91
 - Report Approval; Mover / Kirsty Secorder / Monique
 - Report approved by unanimous vote
- **BC FED Update**
 - Linda reviewed some of the major issues on the BC Fed agenda / minutes of past meetings of the BCFED OH&S Standing Committee
 - advised that employer pulled out of Janet Patterson Compensation Review out of concerns Patterson (a retired labour lawyer) is biased against them.
 - Advised the BC FED Health and Safety Center hired a new Executive Director, Angelique Prince and that 2020 is the 20th anniversary of the BC Fed H&S Center
- **Resolutions to Convention**
 - The call out for resolutions for the BC Regional Convention is expected in the fall, deadline for resolutions will be Dec 31.
 - If BRUSH members have resolutions send them to Linda before **Oct. 31**

- Committee will meet in early December to work on resolutions
- USJE RVP Kirsty Havard read two resolutions her component plans to submit to the National H&S Conference (appended below) and asked the group for feedback.
- **ACTION: Sharon will forward the resolutions to the participants in today's meeting and they can provide suggestions directly to Kirsty.**

WCB Fatigue Forum, Sept 23, 2019;

- Linda attended a WCB forum titled Fatigue Risk Management- WorkSafeBC Human Factors Community of Practice.
- Forum featured Dr. Drew Dawson who reviewed latest science and risk mitigation topics around fatigue.
- Fatigue should be on agenda of workplace H&S Committees especially in our safety sensitive workplaces like enforcement, corrections, coast guard, border crossings etc.
- Linda will share a copy of presentation which she found to be very comprehensive

Marijuana:

A lengthy discussion took place on what departments are requiring between cannabis use and reporting to work.

Monique Bakker asked the following question: **Fishery Officer Update on Marijuana issue:** Fishery officer currently have a new government policy which reflects a 28 day no use rule. They believe they should have the same standard as other government departments such as Canada Border Services that have a 24 hour no use policy and RCMP has a 48 hour no use policy. She would like the BRUSH to address this issue, see the inconsistencies and create a standard that works for all and does not discriminate by Government Department of Agency. This would also apply to Non-Peace Officer positions such as hatchery workers who have access to firearms for such items as bears.

Action: Members were asked to send in their departmental policies on the use of Marijuana and identify the discrepancies.

Round Table:

- Bert identified that Monique's request would be a good resolution to convention.
 - Karen is looking forward to the information on fatigue and will reach out to Bert on the 24 hour work.
 - Kirsty – thanks for the feedback on the resolutions
 - Ernest – will work on wording on the workplace committee training for dedicated training.
 - Wendy – unsafe conditions into enclosed areas – toxic gas. This is in reference to Neptune Terminal.
 - Denis – listed but hadn't identified he was on the call. Fatigue can be an impairment.
- **Next Meeting** - TBD
 - **Adjourned**

**TITLE: GUIDELINES FOR ACCIDENTS/ INJURIES IN THE
WORKPLACE**

ORIGINATOR: USJE – National Health and Safety Advisory Committee

LANGUAGE OF ORIGIN: E

WHEREAS approximately 50% of claims for compensation due to workplace injuries or industrial diseases are denied

WHEREAS members rarely consult their union when completing a claim and seek assistance once their claim has been denied

WHEREAS many employers' guidelines are insufficient to help members through the claims process

BE IT RESOLVED THAT the PSAC develop guidelines for members regarding their rights and the claims process resulting of workplace injuries or industrial diseases;

BE IT RESOLVED THAT these guidelines follow the process common to all employers that are subject to the Government Employees Compensation Act (GECA) and aim to answer the most frequently asked questions by members;

BE IT RESOLVED THAT stakeholders, inclusive of the PSAC and its Components, be consulted in the development of these guidelines;

BE IT RESOLVED THAT these guidelines be developed in a two-year timeframe.

**TITLE: GUIDELINES FOR ACCIDENTS/ INJURIES IN THE
WORKPLACE**

ORIGINATOR: USJE – National Health and Safety Advisory Committee

LANGUAGE OF ORIGIN: E

WHEREAS the USJE has determined there is a need to ensure that all members and managers are aware of the process to be followed for workplace injuries or industrial diseases

WHEREAS the USJE has found that there is confusion regarding the roles and responsibilities between the Employer, the Employment and Social Development Canada (ESDC) Labour Program and the Provincial Workers' Compensation boards and that members are not aware of their rights and compensation entitlements;

WHEREAS the Government Employees Compensation Act (GECA) dictates how employees are compensated in cases of workplace injuries or industrial diseases

BE IT RESOLVED THAT the PSAC lobby the employer to provide adequate training and guidelines to all employees including managers regarding compensation entitlements and claims process for workplace injuries or industrial illnesses

BE IT FURTHER RESOLVED THAT the PSAC requests to be consulted in the development of these training and guidelines and requests that the employer develops these trainings and guidelines within a two-year timeframe.