

Agenda  
Brush  
18 April 2007  
In Attendance"

Regrets: (the fifteen people who  
said that they could not make it)

Tracey Scho???  
Bill Flemming - PWGSC 800 Burrard  
Tom Galagar PWGSC 800 Burrard  
Wayne Little - CRA  
James Little - /H&S Regional Office Rep  
Chuck Leach - Chair  
Gail Jewsbury UEW 20090  
Monique Bakker uew 20149  
Sarah Burns  
Ray King Comox - IMP - UNDE  
Faith Clement UTE  
Mel Durrean USGE

**1. Review of Previous Minutes**

- a. Accepted with amendments -- moved Mel, seconded Tracey

**2. BC Regional Action Plan - National H&S Conference**

- **report out** - Chuck was not there so he could not make a report. JL Prior to end of conference BC region caucused with the responsibility of a regional action plan to move forward over the next 3 year cycle. A plan was developed and the previous conference plan was also reviewed as well as the BC regional H & S conference plan. Compiled and with participation of REVP and members present we formulated a strategy for the future, which was attached as a draft to the notice of meeting. Please review, needs to be done before Monday.

TS\_ CL Violence means emotional with respect to harassment, and getting into the emotional things like stalking.

Mel - Violence was differentiated between harassment and physical violence

JL - don't remember it being brought up at the conference, but it was brought up at the last BRUSH meeting. Started and developed from one of the resolutions that we put forward. The discussion tried to clarify what we meant from our perspective - we cut it short as we were getting bogged down - we decided to interpret violence in its broadest sense. Don't know what happened in the previous workshops. Does any one else have any items?

WL 0 I don't recall a specific discussion at the conference just at the BRUSH meeting. We should be inclusive of all types of violence. Harassment would not be part of that as it can be dealt with elsewhere.

Tracy - queried this harassment and Harassment in the workplace.

JL - you are interpreting it as violence being a H & S issue rather than harassment as a human relations issue.

MB - meeting was spent as to what includes violence. Until we get to that point we are not going to get to that point.

JL agree with MB put back into the context that it was raised as #4. What was our intention?

GJ suggested that we determine what we mean by violence as an action item.

JL - not adding or subtracting anything new. Good idea to add as an agenda item for a next meeting. BRUSH can work on that later. In the context of #4 is it safe for us to say violence in the workplace - which we reviewed from the previous conference. It was part of the previous action plan. From 2004 AP we put Violence in the workplace as a workshop in the 2005? BC conference.

TS - agree with JL, wanted to clarify the word violence, and to review it at a later date, to review.

NOTE TO MINUTES - HIGHLIGHT for next agenda for BRUSH meeting.

next steps - once AP is submitted we will get a full report from the National H & S conference, now we need to figure out how to do what our action plan does. Rebuild brush is part of it, and how we will address these items. 2010 we want to be able to scratch all these items off our list.

- GJ - build into the agenda for the next brush meeting
- JL - already working on H & S training with some components, and attending a meeting with National Officers in Ottawa with /H&S reps in Ottawa, will report back at the next BRUSH and then we can formulate our plan to go forward.
- Tabled to next meeting
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2. **Environmental Survey** - Joy's agenda item. Discussion around CEIU, doing component wide H & S committee - CRUSH - doing some work around environmental surveys, but as Joy is not hear no report. Environment will be part of the H & S of the future so much that it will be part of the name HSE.

MB - when will the union come on side with this and when will we get Env training on this.

JL this is a brand new three-day H & S course, deals with two modules with the Env. Have not been delivered yet, as not in final format. There are 15 or 18 modules, but only 6 are currently available.

?? female - will you find out about this in Ottawa?

JL - CEIU is spearheading this issue. That component has put this forward as a priority for their health and safety. Bill 0 his dept goes with types of surveys, spills, go green, and he deals with ergonomics, and comfort level of where you work and conditions of the building.

JL - #6 on the previous minutes. Hard to get Yer to commit to the survey - reason on agenda so that Joy would report back. Recycling needs to be added to what government sites do, survey to find the culprits and develop a strategy to deal with the issues.

WL 0 any other components that have a survey going on?

TS - works for CEIU but has not seen anything

WL - obviously a hot topic, maybe we can get proactive to push along to the employer and get to a national level.

GJ - IOS, PBS and 401 Burrard already do lots of recycling and 401 has won awards for it.

MB 0 Langley Field Office, is starting to get this going.

WL 0 suggest to Joy to send out an email as to what has happened.

TS - review and updated at our meetings

Bill F - PWGSC would like to work with JOY, as they already

MB - maybe we can get an activist in Health Canada involved as well.

JL - what we should do now, we should be looking at striking up a sub committee to deal with this. We can put it on the agenda for the next meeting.

GJ - make a list of what we do.

JL BC region has a budget to get people together to work on special projects. It may not be unrealistic to use some of this \$\$ at these events. Next weekend is the regional council meeting and will ask Joy

GJ - tabled to next meeting

#### **4. *Advanced Health and Safety Course***

- JL - held course, beginning of March, it was very good. Well attended. Some of the participants would not fit the definition of advanced, but took them on because of the roles and responsibilities that they had been thrown into. Jack and James pieced it together from different sources, but we did not have the modules that have just been developed. Did a piece that AGR has done on XIX Hazard Prevention Program, full day course broken down into two hours, go the jest of it, but not enough time. A lot of the comments that we received were that there was too much info and too little time. It is difficult to make the balance, same course will be offered at 2007 Union School.

Encourage members to come to it. There will be some changes because of the new modules. We won't get into WCB or doing investigations. But will get into roles and responsibilities and ..... It was designed for individuals on workplace h & s committees. Brand new were co=chairs a

TS - new members were very active  
Could we do an environment course at Unions School - scent free, environmental issues, ergonomics.

JL - probably could not do it this year, but could build on for next year. Theme for this year, is "defending quality public services" - defending jobs, service Canada, amalgamation of departments, WFA, and the env may not be a good fit about that.

Ongoing workplace education - union developed, union delivered, employer paid.

**5. National Day of Mourning Events** - Sat 28 Apr 07 10 am - Bear Creek Park, King George Hwy and ?? Ave. There are some guest speakers from BC Fed. Promoted by BC Fed and VDLC and WLC  
WCB is having one at the lion's stadium on Friday 27<sup>th</sup> meeting.

Posters at the Vancouver office.

WL = are there any CLC posters that we can put up I the workplace for next week.

JL - we don't have anything right now -

CL - Qualicum - 28<sup>th</sup> West Qualicum memorial event, one in Port Alberni - Steel workers Hall at 20:30, Sunshine coast, Gibsons - Douglas park - 11 am , Duncan 0 United Steelworkers District Labour Office - 11 am Powell River, 10:45 Powell River cemetery

Go to BC fed web site, and there is also a poster for Bear Creek.

JL - Have not seen or heard of any CLC or BC Fed. BC Fed is doing a label sticker pen.  
Bear Creek is joint LC shared responsibility - moved out to surrey in honor of the farm workers. Various speakers.

WL - very disappointing that we don't have anything to put in the workplace. Suggest put it out over the employers email.

Jl - traditionally labour celebrates this day on the 28<sup>th</sup>, which this year is a Saturday nothing to prevent a workplace from honoring injured members at a different time. Like Remembrance Day, ask people to observe a minute of silence at 11 am on the 28th

**6. Improving Communications** agenda item put on by Joy - how can we do better? What is the best way for us to do it. Working with Patrick to put up on the web site for Day of Mourning. There will be a special area on the web site, hopefully to be launched before the day of mourning. When JL sends out the email, it goes to 85 participants. Received 15 regrets. We can't all be available on a given day. One of the comments at the workplace training, Kelowna participant asked for a

one month notice on date of meeting. JL would like to in conjunction with the BC Fed meeting, try to schedule far enough in advance so that people know when they are happening. Next BC Feb meeting on 30 May, so suggest that we have a meeting on that evening.

>> How often do you think that BRUSH will meet in a calendar year. If we met more often we could meet on a specific item, rather than having so much on our plate. So we could have one meeting on the definition of violence, and keep the formality to a minimum and keep participation to the maximum.

JL will put the dates of the next meeting in the minutes

Faith had to leave at 6:50

#### **7. Round Table**

JL - nothing to say

CH - nothing to say

TS - thought that Sam Weise would be there, as an ergonomic coach and as a H & S committee member, just got an email from someone high up to say that the roles of these people were going to have their roles changes. Put on agenda for the next meeting.

MB - could every one forward their ergonomics info.

JL in terms of communications - web page, hard to develop area for putting on to the web site. Send to Patrick.

GJ 0 concern that this is management trying to adjust things, and that the H & S union members have to PARTICIPATE in this decision.

TS - yes,

JL 0 the code is the code, how structured, and how mandated. NO one at CEIU has the ability to change the code, have to wait

Mel nothing

Bill - pass

Ray king - pass

Tom - bill mentioned earlier that he could assist on some of this stuff to [bill.flemming@PWGSC.gc.ca](mailto:bill.flemming@PWGSC.gc.ca) always on about indoor quality

MB - we had a air quality analysis at the Anacis air quality testing for over a month.

Pass or Fail?

Failed in a lot of areas? Temp high, CO2 areas high.

BILL or Tom - management of facilities is no longer run by PWGS and the maintenance is run by a third party. Problems with the delivery. Mould is also a big issue.

JL this is part of the action plan on the environment - need to focus on how we are going to deal with it. This could be the theme of the 2009 H \* S conference.

TS more concerned that us as activist what we should be calling the yer to task because with out PWGS doing the work, it is not getting done. Air quality is not going to be seen today like being hit by a fork lift, but down the road we will see this.

MB - make sure the yee have yearly chest x-rays so that they can see any changes.

BILL - should be done as risk exposure? Should be using the national call service center - so that it can be tracked. And that it can be measured.

TS 0 we are in a building that we were in 30 years ago, and we were removed, and returned to the building and there are similar issues. All the rain we have leaking windows, mould issues, water pooling on the floor, mould under the carpet, mould not removed. Potential illness to someone but not an immediate reaction.

WL 0 nothing to add, lively conversation.

Sara 0 nothing to add

MB - suggestion have specialty issues that we are good at. It would be nice to know who is good at what. And we need a contact list.

GJ - challenged to be at the HSEMS working committee.

JL - management can have any and all committees that they want. Swept under the carpet. Create super committee without union participation.

MB -

JL - careful that the WP H & S committees are worker oriented not management driven. So that workers are more sympathetic to the workers.

Suggested that this could be a discussion topic.

JL 0- next meeting dispense with some formalities to deal with some of this stuff.

CL - get your rubber rafts ready as the floods are coming.

**JL - next meeting at May 30 th, Wednesday**

**And the June meeting will be the third Wednesday of the month.**