

**Public Service Alliance of Canada
British Columbia Regional Union Safety and Health
(BRUSH)**

**Minutes
October 2012/10/17**

Chair: Sam Wiese (Regional Councilor, H&S)

In Attendance: Bob Bridgeman (UNDE), Amanda Smith (USGE), Kelly Megyesi (CEIU), Virginia Vallancourt (UVAE), Michael Small (UTE). Lance Jetson (U??), Wayne Little (UTE), Francine Baxter (CEIU), Bert Farewell (UCTE), Bob Jackson (REVP BC), Dave Clarke (UTCE), Phil Carriere (USGE), Monique Bakker (UEW), Tracey Shudo (CEIU), Paul Crowe (), Linda Harding (alternate Regional Council, H&S), Melvin Dureen (USGE), James Little (PSAC, H&S), Leanne Hughes (CIU)

Roll Call:

Accepting the Agenda:
Review Previous Minutes
Business Arising

Standing Items:

1. Ergonomics
2. Membership Survey

New Business

- 1) PSAC National H&S Conference
- 2) SWAG
- 3) Mental Health
- 4) Education

Round Table
Adjournment

Introduction/ Roll Call

Sam conducted a roll call.

Accepting the Agenda:

Additions:

Border Service Officer and Fishery Officer (Honduras)
Shake Out BC
UNDE H&S Conference

Motioned by Sam to accept agenda, seconded by Leanne, carried

Review of Previous Minutes:

Minutes reviewed and motioned by Sam to accept as presented, seconded Tracey S. carried.

Business Arising:

Discussed proposal to increase the number of BRUSH meetings a year from four to six with the amendment not done. Proposal made to complete the amendment next week to allow a vote to occur.

Standing Items:

Ergonomics:

Virginia V. has been accommodated for the last six months requesting an assessment and has expressed concerns over the delays in getting appointments. Others expressed difficulties as well.

Tracy S. stated that the two persons doing the assessments at their site have received affected letters and wonders who will be replacing them or how it will be done in the future. Also affects set up and take down of work stations.

Appears the departments should be overseeing the contractors to be able to assert some pressure to get the work done in a timely fashion including returning calls.

The process is cumbersome from start to finish with the contractor not having all the appropriate information and failing to identify themselves properly.

Once authorized to work at home the work place should have been assessed properly with a casual twenty minute hello/goodbye visit from the manager an appropriate assessment.

Kelly M. has grieved ergo but felt it should have been a 127, Regulations 15 and 19 in Nelson. It is not an Labour Relations issue and should have been under the Labour Code Part II.

Membership Survey:

Survey is still ongoing. James needs time to be able to assess the information. Another reminder went out.

New Business:

PSAC National H&S Conference:

Bob J. said that it looked like the National H&S was not going to happen until fall of 2014 which he argued was not acceptable which resulted in the PSAC National Health and Safety has been announced to take place in Montreal April 11-14, 2013. The NBOD committee has been established meeting once to date with a meeting next to make plans. The theme is expected to be around bullying and violence. Bob J. is on the steering committee expects there to be a different approach to speakers, panels and workshops. Hopes to get some ideas for speakers at a forum he is attending in Halifax.

Resolutions for the conference that BRUSH wishes to put forward will have to come from the locals and area councils as the regional health and safety committees are not able to forward directly.

James L. talked about delegate selection with BC having 28 based on numbers in components and BC regional 10. Paul C. questioned how selection was done and if the delegates were or should be reporting back to locals. Regional reps report back to BRUSH as a requirement and it will be in application.

Swag:

Linda H. talked about fire safety week and first aid kits as SWAG to give away. The thought was that if there was enough interest from the locals a bigger purchase could be and the savings passed on. There five different items suggested with cost varying based on Canadian made, union made etc. The information will be forwarded with minutes to see if there is a will.

Mental Health:

This came up at the National convention for which PSAC has a course. It was the main topic at the BC Regional H& S conference. The current mental health of members working for the Federal Government given the DRAP, WFA, and SERLO has increase stress levels. The perception is that nothing is being done by the Union to fight DRAP. Someone mentioned that four suicides have happen in the last year as a result. All are

working hard with this issues trying to support and recommending EAP. An effort is being made to provide as much information as possible as soon as possible.

Departments are all affected at varying levels with anywhere from one member to eight hundred at larger sites. Mentioned that EAP provider is getting back in two weeks, Bob J. says this information is needed at National Policy committee ASAP to be dealt with.

Paul C. not just the employees, incidents reports have exponentially increased across the country. EAP very important step and anything more that can be done needs to be done. Packages are good idea.

James L. the impact of not knowing sooner is a problem and how does the union prepare. The WFA committee is working on WFA as well as wellness, EAP, etc. Trying to make arrangements to stay in the community, alternations and being creative as possible.

What education do the members need? It was suggested that the mental health course needs to be recommended to all. Workfare was a good event for the affected employees. Job share day a Pacific Federal Council initiative at the national level to provide some direction did not happen. Each region was responsible to organize its own programs. Numbers surprised the planners with workshops, pension transferability, and booths from different Departments etc. A lot of the information is available on the BC PSAC regional website. Membership can log on Pacific Federal Council website.

Survivor Syndrome: <http://www.pfac-afpc.com/issues/campaigns/mentalhealth-survivor-syndrome-e.shtml?l=1>

Education:

A call out for courses desired for next year. What do the members need? An Advance Duty to Accommodate course is scheduled for December 7-9.

Sam W. JLP has a new Duty to Accommodate course that Bob J. suggests that we push the employer to provide.

Shake Out BC

Shake Out BC will happen tomorrow at 10:18 with the expectation that all departments are on board is everyone else?

Hazard Prevention program James L. was asked by a member to provide terms of reference etc. Asking for an actual hazard prevention program documents in order to gleam best practices and write their own.

UNDE H&S Conference

UNDE Health & Safety National Conference highlights can be found on the website. Panel discussions were on occupational health and safety training, how regulations enforced. Bob B. Health and Safety office, talked about HRDC's interesting take and provided good links. HRDC website recommended for all. Bob felt it was an uplifting conference and was impressed with the delegates.

Border Guard

Bob Jackson talked about the shooting at the border that had Bob attending the site as all of the National officers were at convention in Ottawa. The member will make a full recovery physically which was good news. Bob was really impressed on the response to the critical incident at all levels of the organization with everything coming into place. Overall impression was fantastic, handling of everything exceptional. Border closed staff moved to other crossings to assist with increase in traffic at other crossings. Members did what was expected backing each other up and supporting fellow staff members. The best of the best in this situation shone through. Thoughts and good wishes go out to all.

Round Table:

Bert F. - Over forty members involved in training week, duty to accommodate, etc.

Bob B. Shake Out BC expect 1000 to turnout, mustering station, breakout earth quake boxes are prepared.

Wayne L. – As a union are we doing anything for the Border Guard?

Sam W. put in a plug for the BC health and safety website.

Adjourned