

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

**Minutes  
September 22, 2010**

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

In Attendance: Louise Richard (NAT), Bob Jackson (AGR), Tracey Shudo (CEIU), Bob Bridgeman (UNDE), Angela Marafon (UTE), Susan Yaciw (UTE), Raymond Mohamad (CEIU), Lidia Mozetic (UEW), Rebecca Davies (CIU), Jas Little (PSAC, H&S).

Regrets: Alice Woods (UCTE), Barry Cunningham (UCTE), Linda Harding (GSU), Leanne Hughes (NAT), Virginia Vaillancourt (UVAE), Monique Bakker (UEW), Wayne Little (UTE), Melvin Dureen (USGE), Bill Pleming (GSU), Gail Jewsbury ((UEW), Laura Gracie (CEIU, Jim Sidel (DCL) Nick Humphrie (UEW) Paul Cross (CEIU), Kay Sinclair (REVP).

**Agenda**

Roll Call including Regrets  
Accepting the Agenda  
Review Previous Minutes  
Business Arising

Guest Speaker

1. Rebecca Davies – CBSA Training Coordinator talked about available training available to armed and unarmed CBSA members.

New Business

1. Ergonomics – what is happening in your department/agency post Health Canada changes.
2. Member Survey
3. BC Federation of Labour H&S Centre – Education
4. PSAC Education
5. Sent Free Policies – Who has them?

Round Table

Adjournment

**Introduction/Roll Call**

Sam conducted a roll call and expressed members regrets

## **Agenda Approved**

### **Review of Previous Minutes**

Members reviewed and approved the previous minutes.

### **Guest Speaker**

Rebecca Davies – CBSA interior training coordinator discussed the training initiatives offered to members of the agency for both armed and non-armed members.

There are three basic categories of workers at CBSA, each requiring differing levels of training. The groups are Armed with Guns, Armed with Spray and Unarmed.

As expected there is a high level of training required for armed workers which include Use of Force, Awareness in Armed Offices, EAP and Face to Face. This is followed up with shooting practice and proficiency training every three years and tactical training every year.

Our larger concern, as BRUSH members, was the requirements for training unarmed members and employee assistance (including mental health and physiological issues). Rebecca explained that there is a lot of training material available for our armed and non-armed members but the priority is to train the armed members. Cross training is available and courses are available for members in armed environments as well as awareness session, however they are not mandatory and as such not always delivered.

Thanks Rebecca for your welcomed input.

### **Ergonomics – What’s Happening**

*Passport Office Richmond* – Very little in terms of any new assessments however most workers requests have been acted upon and many workers have new sit to stand workstations.

*CFIA* – The agency is using ergo coaches but not in smaller offices. Most needs are being met and Health Canada has provided some training

*Environment Canada* – Developed as part of a new policy following the Task Hazard Analysis process, no training being offered.

*HRSDC* – Information published in online publication “Interactions” regarding ergonomics which refer to web based links and instructions on adjusting workstations. Assessments are conducted based on proven medical need and they are using outside providers.

*CRA* – Using ergo coaches and outside providers based on medical needs.

*Department of National Defence* – Differing levels require different actions. i.e. coaches or specialists (Kinesiologist), again with medical involvement

We need to have a broader discussion around our needs, and how our union can address the deficiencies in ergonomic assessments. Additionally how do we better engage our workplace H&S committees in the process and we need to provide instructions on how to better use Regulation XIX in this process?

TASK – Ensure this is a standing agenda item.

### **Membership Survey**

We continue to remain committed to this project and are working on a process and the number and type of questions we want to ask in the survey. Kay will need to be involved as well as the National Officers. We will want to complete our consultations before any phoning is conducted. We may wish to send a letter to the locals first and then follow-up with phoning.

### **BC Federation of Labour H&S Centre Training**

Bob Jackson and Sam Wiese have taken the H&S Centre Federal training and we will be providing our input to the BC Fed H&S Centre staff in the near future. This is a great new initiative of the BC Fed and would like to encourage our member to attend. Registration subsidies may be available upon request of the BRUSH.

### **PSAC H&S Education**

The focus of our 2010 education year was directed towards members in the outlying regions and away from the lower mainland, which has received the bulk of the attention in the last three preceding years, with the exception of this year's Union School which will include a course on H&S.

The union school course will pilot the Department of Veterans Affairs/PSAC joint learning initiative and we also hope to have all members of the Department of Veterans Affairs training in the Canada Labour Code Part II by the end of their fiscal year (Mar 2011).

### **Sent Free Policies**

For members wishing to develop a workplace sent free policy as part of their workplace committee duties, we can offer some assistance. The PSAC has information on drafting a sent free policy as well as a sample policy. We would encourage members on committees to add this issue to their workplace committee agendas and we might be able to succeed in getting a policy in place

in some of our workplaces. There seems to be a growing interest on part of some employers to develop something to address workers sensitivities.

**Round Table**

**Meeting Adjourned**

**Next Meeting January 5, 2011**