



## MINUTES – ZOOM MEETING MAY 11, 2022, 6:00 PM

### 1. In attendance:

Linda Harding, Chair (GSU), Evert Ryland, PSAC staff, Tracy Arrowsmith, Treasurer (UTE), Christine Austin (AGRU), Richard May (UHEW), Bert Farwell (UCTE), Ernest Hooker (UCTE), Nha Le Diep (UHEW), Shane Polack (UVAE).

**Regrets:** Jen Horsley (UPCE), Monique Bakker (UHEW), Karen Sutton (CIU) and Marcelo Lazaro (UNDE).

Quorum reached. Meeting called to order: 6:02pm.

### 2. Territorial Acknowledgement

Linda acknowledged that she was taking the meeting from the traditional territories of the Musqueam, Squamish and Tseil W'atuth and asked the participants to take a moment to acknowledge the territories they were on the meeting from.

*Moment of Silence for Workers Killed and Injured on the Job*

Linda asked if anyone had anyone specific, they wanted recognized for the moment of silence. There were no specific requests.

### 3. Accepting the Agenda (M/S/C) Tracy/Bert

3 items to add new business: asbestos memorial, Westray anniversary, health and safety resolutions at convention.

### 4. Review Previous Minutes (December 8, 2021) (M/S/C) Tracy/Bert

No changes.

### 5. Status of Election for Vacant Secretary Position

Christine put her name forward. Will need to put agenda out 30 days ahead for next meeting for election.

## 6. Treasurer's Report (M/S/C) Tracy/Shane

Tracy- Now able to access bank account. End of April \$ 4118.59 general account. \$5.00 in savings. No transactions this year. Received \$2000 allocation from PSAC. When we received the PSAC allocation, we were advised the advertising and visibility line item is too high. Regional office wants it amended so there is more money to H&S mandate- Education, H&S opportunities. Noted that other committees were also asked to reallocate budget. We can't amend the budget items tonight. There would need to be a special meeting. Encouraged to make changes.

Discussion: Money is set aside in budget for H&S training for members of BRUSH. Richard asked if we can have BCFed come in and do training for committee? It can be tailored for federal worksites. Linda replied there is no charge to attend meeting. Evert asked if we can take LWOP during day? Linda indicated this needs to be discussed with Jamey.

**Action item:** Linda to follow up with Jamey on BCFed training.

## 7. Business Arising from Previous Meetings

### A. Learning Features - Future BRUSH Meetings

Linda- has been discussed previously. Not much uptake from membership on guest speakers. It is a good idea, and Jamey supports this. There is a possibility to increase membership if we have training session.

Richard- PSAC representatives spoke to delegates on basic OHS training, more experienced OHS duties and responsibilities. General OHS session. Good to hear from PSAC. Important for members to hear that.

Presentation length- 2 hours. Could be tailored to us.

Christine asked what are the PSAC priorities?

Evert said there is high priority on functioning committees. Training is an Employer responsibility and is a requirement under law (Training for Supervisors, OHSC, etc.) The Union people providing training for Management and workers. Took a lot to get Employer to be on side. Union is trying to step up, but not trying to take away from Employer responsibility.

Shane- training was national in scope. Mandated from NOHSPC down. It focused on the CLC PII, nothing biased, learning was well received. Emails from Management questioning why doing, but beneficial to both sides.

Richard disagrees with what was said. The Union does have responsibility and duty to train on processes in CLC. Training is different than training provided by management. Volunteers need tools to use in a proactive way.

Bert mentioned we've all taken the OHSC training. Members are working from home more- fatigue management, stress management, could be small manageable course. The Employer is pushing for flex work. Linda indicated that they tried to get a training session on fatigue management for last H&S conference. Such a new thing, but we can look. Evert expressed appreciation for Richard. The activist training has really helped in Yukon Employees Union. Management sat in. Union isn't going to neglect training just because Employer is. Linda said she will take back to look at.

**B. Learning Opportunities – For BRUSH Committee Members**

Linda mentioned BCFed courses. About \$50/course. BRUSH members- look at ToR, but do the course, can be reimbursed up to certain amount. If there is other training you are interested in, send info to Linda and we can look at it. It must be approved at a meeting. Don't get funding in advance. Meet quarterly- members discussion and vote.

Richard said UHEW is encouraging all local members to attend BCFed training. Nha Le is on the call – if you want to attend, reach out to local president, or to Richard.

Tracy asked if we need approval at a meeting, can we do an email vote? Linda was not sure, must investigate it. ToR, states must be at a meeting. Member of BRUSH utilize funds for courses. Asked Tracy for line item on this.

**Action item-** Tracy will look at finances for line item allocation.

**8. New Business**

**A. BC Fed Activities**

Linda attended the April 15<sup>th</sup> meeting. Heat and sun exposure webinar. Number of people registered. Day of mourning ceremony was in person but was unable to attend. At the May 3<sup>rd</sup> meeting there was a WVP strategy presentation. It was difficult to take notes but still very good. The presentation will be shared. BCFed convention is this November. Deadline for resolutions is in September.

Evert mentioned there was also discussion on evolution of how COVID is transmitted. There needs to be education session for BCFed members. Get latest scientific information to members of the committee.

**B. Asbestos memorial unveiling**

Linda was asked by Jamey to attend unveiling of memorial on June 20<sup>th</sup>. This will be an interesting and historic event at the Vancouver Convention Centre in person on behalf of BC Heritage Centre. Will share more info as available.

This has been a long hard fight in BC. Two lobbies have been on asbestos. Still present in many items. i.e. old brake pads. If not made in Canada they still have asbestos in them.

**Action item-** Linda- will provide one pager for lobby on asbestos. Can be shared with everyone. Likely still in vessels.

Bert said one vessel was maintained and well concealed. Ship shut down, isolate, cleaned. Was on one of worst ships with Coast Guard. Boat is now in Chile and does Antarctic runs. Abatement is taken seriously.

### **C. Westray Disaster**

Linda said it's unbelievable it's been 30 years. Linda read the memo out loud:

"On this day, 30 years ago, twenty-six men lost their lives in an explosion at the Westray Coal Mine in Plymouth, Nova Scotia. One of the deadliest mining disasters in Canadian history.

A public inquiry found mistakes, incompetence, neglect, among other things, but no one was ever held responsible for their deaths.

Workers decided this could never happen again. The United Steelworkers lobbied and won changes to the Criminal Code of Canada so that employers could be convicted of criminal negligence.

But the law has never been properly enforced.

That's why today, we are honouring those 26 lives by demanding all levels of government properly enforce the Westray Law – a commitment that will save lives.

**[Send a letter to your representatives today to tell them how important it is to prioritize inspections, investigations and enforcement.](#)**

Every year, more than 1,000 lives are lost due to workplace incidents - and we know there are many more that aren't properly reported.

Commitment to enforcing the Westray sections of the Criminal Code will save lives. There is no better way to pay tribute to 26 men who died 30 years ago today".

In solidarity,

Bea Bruske

President, Canadian Labour Congress

*Standing up for workers and their families*

Linda highly encouraged everyone to send a letter (link above).

### **D. Health and Safety resolutions to convention**

Linda was unable to attend pre-convention meeting 2 weeks ago. Received a paper copy. One resolution GEN-117 (covers -118) p 11. that is priority. Previously the Committee was only able to send one delegate to regional convention. No longer able to. Bert mentioned he is going to convention

and noted PSAC BC in favor of this resolution. Young Workers and Women's Committees also trying to get more delegates. Linda indicated that with the budget, there is also recommendation to 2022 Convention- \$3million resolution fund, \$2million restrictive fund also for one time cost. Due to surplus, this would not result in dues increase. Once fund low, resolution to top up in future conventions.

## 9. Round Table

Tracy is looking at the 2020 budget. There was no line item for education. When she is looking at budget, will look at costing for some BCFed courses. Recommendation ~\$1000 for education, not specific. Can go to course, or bring someone in. If too specific may not be able to use funds.

Bert- nothing.

Ernest asked how are Employers doing with getting employees to come back to work? Are we going to see vaccination attestation verification?

Tracy said yes, they are asking for proof. CRA got email for pre-phase one of potential return to work July 18<sup>th</sup>, limited to people who need to be back in office. Still rolling out plans.

Richard spoke about DFO and Coastguard- DFO returning to office as of May 31<sup>st</sup>. Within PHAC guidance- included line "not prescriptive". They will apply provincial guidance. This was done with Management and no consultation. This is not in compliance. It was raised at ROHS- non concurrence. Escalated to NOHS. Employer reps don't understand what referral means. Hasn't discussed with NOHSC. Being raised tomorrow. If no return to guidance, raise to NJS Service wide committee. They don't understand why they aren't following. Coast Guard will return in September. Hope to have resolved from SWOHSC. Refusal to Work processes being discussed. ROHSC is trying to improve H&S function.

Christine said the Employer is looking at a gradual return to work in phases. Information is being provided to staff and discussions are ongoing.

Shane said there will be gradual return starting the end of this month.

Various offices as of July. 10% then increase to 25%. Front line staff first, then support staff. Hybrid model after implementation. There is an App so you can volunteer to go into office based on accommodations, mental health reasons for return.

Linda said their workplace is in phase 2. Well below 30%. Management has been asking what people are doing for staff. Interim work agreements still in place until end of year. Some people coming in more often. In person meetings happening. Restrictions on workstations. Medical masks must be always worn. Some people are pushing back. Management has legitimate reasons- employer doesn't control cost of parking. Transit is running.

Nha Le- nothing.

Shane- nothing.

Christine mentioned rodent contamination issue in one workplace. What are other workplaces doing in response? Linda responded that the CRA building had a rodent problem. Can touch base with Jamey and get back to you.

Richard indicated that the NJC Directive has section on pest control. Look at that.

10. **Next Meeting-** Sept. 7<sup>th</sup> at 6:00pm. Easier to do it virtually. Extend meeting to Jamey as well. Agenda must be sent out more than 30 days in advance due to election and potential change to budget.

11. **Adjournment** at 7:13pm. (M/S/C) Bert/Christine