

Minutes of the Joint Safety Committee Meeting
Held at the BCMEA – 2nd Floor Classroom, 349 Railway St., V6A1A6
13:00, June 6, 2014

Attendees

BCMEA

David Moorhouse – (Co-Chair) BCMEA
Randy Beatch – Western Stevedoring
Jim Rushton – Maher Terminals
Peter Edwards – BCMEA
John Crique – Western Stevedoring
Ryan McFarlane – Grieg Star
Meghan Maclean – BCMEA
Jonathon Unrau – FSD
Carlos Rodrigues – Neptune
Brian Watson – Viterra
Rick Meyer – Kinder Morgan
Daniel Howell – TSI
Samantha Mincher – DP World

ILWU

Romeo Bordignon – (Co-Chair) ILWU Canada
Ray Lavalee – Local 508
George Sebastian – Local 505

Regrets

Gord Sims – PCT
Joe Webber / Kent Warwick – Squamish Terminals Inc.
Henry Zea – Fibreco
Chuck Zuckerman – Local 500
Rocky Thompson – Local 502

Adoption of Feb. 26, 2014 Meeting Minutes – no exceptions noted

Approval of June 6, 2014 Agenda – Approved

Business arising from Feb. 26, 2014 meeting

1. Review logos for safety wear
2. Discuss strategies to promote safety
3. First Aider Responsibility Training
4. Revision of the Safety Orientation Program
5. Update on Vanterm Fatality - Daniel Howell

New Business

1. Lights for linesperson's PFD's
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Minutes June 6, 2014

The meeting was called to order at 13:00

Attendance

Safety Briefing

Minutes of Previous Meeting

No report of errors or omissions in Feb. 26, 2014 minutes

Approval of the Agenda

The proposed agenda was approved.

Review of Quarterly Statistics

Dec. 16, 2013 We have had difficulty in the past getting stats from WSBC. Had to be hand delivered on a USB stick, then analyzed. Deferred presenting stats pending redevelopment of the WOHSS system, but now we will not be redeveloping the system. WSBC now publishes statistics on-line.

<https://online.worksafebc.com/anonymous/wcb.ISR.web/IndustryStatsPortal.aspx?c=3>

The committee discussed the purpose of reviewing stats. We want to see trends and directions so we can focus our efforts, what to do to get your most bang for your buck, and to move the needle on safety. The employers agreed to provide BCMEA with their reporting structure to determine what they report out now. Meghan to distill into a draft template that the employers are committed to use to report to the BCMEA, who will compile and analyze trends, etc. Look at high-potential accidents and incidents, rather than simply lost time injuries or medical aids. Review next meeting

Feb. 26, 2014 – continued discussion re. the intent of tracking statistics (identify trends), and the difficulty receiving WSBC stats in a timely manner. DM provided examples of stats from WSBC website. It's possible to break down by employer classification unit, age, body part, etc., so there is some useful information there. However, these are injury stats that don't capture near misses, incidents and accidents and their corrective actions that we can learn from.

The employers will commit to providing Meghan M with reports of significant incidents, including near misses, whether there is injury or not. Meghan will apply the info to a template and resubmit for review. Once approved, she will share the info across the waterfront. We need to be clear on incidents vs anecdotes. Also, must ensure that these incidents are reported first to the employer, and reviewed by the respective H&SC's. The JSC does not investigate.

The JSC recognises the value of continuing to review injury stats to identify trends, e.g., body part, task, job, etc.

June 6, 2014 – BCMEA distributed a printout of statistics broken down by job, age, body part, time of day, etc.. WSBC hand delivers a quarterly data dump to the BCMEA business analyst. Data presented is how it is reported on the WSBC form, so it is only as accurate as information on the form. The intent of this review is to focus the committee members.

- Upper body injuries at container terminals. Container terminals injuries results in 44% LTI
- Stevedoring – upper body. Trended up since 2010. Upper body 46%. Lower body 38%.
- Container terminals - Lower body and head and neck have increased in the past few years. Mostly upper body injuries.
- General wharf, upper body was highest

- *Bulk terminals - although good performers, trending up. Again, only raw numbers, could be because of increase in work.*
- *Duration - cluster of upper body injuries with lost time of 1-3 months*
- *Stress claims stand out. Could be old data.*
- *Source of injury – trends: falls from elevation, fall on same level, MVI, overexertion, struck by, bodily motion, hand tools and lifting appliances, vehicles (not necessarily a vehicle collision)*
- *Injury by time of day. Injury rate mirrors the shifts at the terminal*
- *Many injuries in 25-50 age group with experience less than 3 years. (Less experience, less hours, more injuries)*

The union had a question about Medical Aids injuries: Does it show as an injury at all? Yes. What about light duties? Light duties would be included in the frequency, but not the duration.

Old Business

1. Logo for safety wear

Feb. 26, 2016 – DM apologizes for a misunderstanding re. logo for safety wear and promotional items. JB is looking for logo that moves away from ILWU and BCMEA and captures the spirit of safety and encourages use. Example distributed. Suggest striking sub-committee with the following mandate: 2 people from the union, 2 employers and someone from the BCMEA. Committee to determine elements of the logo, key words, and overall concept, including colors. Submit for consultation with a graphic designer. Outcome report to JB before April 15. Meghan M to steer the committee. Volunteers: Johnathan Unrau, John Crique, Chuck Zuckerman, Tom Doran.

June 6, 2014 - Crowd sourced logos reviewed by sub-committee.

Logos will be applied to new safety vests. New supply will be CSA compliant and will come in sizes.

The BCMEA intends to supply new hard hats after receiving feedback from the union and employers. The new hats will be foam-lined, CSA Type 2 that protects against side impacts. They are non-vented: there is no vented model available in Type II. The hats are made in Canada, and will be yellow. Logos will be applied to hard hats, along with a unique ID number. The new hats are mandatory for container rail operations, lashing, (recommended by TSI's two H&SCs), steel hold and boom. These hats will become the new standard. The BCMEA will reimburse those (primarily on the island) who have them already. There will be a \$100 cost to replace lost hardhats.

Closed



CSA TYPE 2 CLASS E Z94.1-05 AND ANSI TYPE II CLASS E Z89.1-2009
Non-vented hat offering maximum protection against electrical shocks. The absence of the front peak offer a total non-obstructed vision up stream. The universal slot on each side of the helmet give you the opportunity to install either ear muffs or a lamp bracket. The 4-point suspension with the exclusive "Sure Lock II" ratchet adjustment offer the perfect fit for all types of heads small or large. Comes with an integrated high quality 4-point chin strap easily adjustable.



2. Discuss strategies to promote safety

Dec. 16, 2013 - Committee discussed initiatives to foster excellence and exceed regulation. Ideas put forward include investigating the CSA Z1000 series of standards; health promotion; drugs and alcohol; fatigue and job hazard analysis, including ergonomics. CSA standards include:

Z1000 – Occupational Health and Safety Management

Z1001 – Occupational Health and Safety Training

Z1002 – Occupational Health and Safety – Hazard identification and elimination and risk assessment and control

Z1003 – Psychological health and safety in the workplace – prevention, promotion, and guidance to staged implementation

Z1004 – Workplace ergonomics – A management and implementation standard

Z1006 – Management of work in confined spaces

Z1007 – Management of Occupational Hearing Conservation Programs (under development)

Sub-committee struck to investigate and develop recommendations for promotional activities based on the above topics. BCMEA will support one day's wage for union members initially. Sub-committee to provide report prior to Feb. 15th. Please copy J. Rushton and G. Sebastian in correspondence. Appointees Ian Patterson, Daniel Howell, Chuck Zuckerman, Tom Doran.

Feb. 26, 2014 – D. Moorhouse, D. Howell, Chuck Z. and T. Doran met Feb. 20, 2014. Discussed Teck "Know Your Numbers" initiative and viewed video from Teck. Nurse is available for employees to visit. Nurse takes info, heart rate, BMI, etc. Based on numbers, nurse may recommend action, e.g., see your doctor. It's about the employee not the employer.

Fatigue awareness - Daniel proposed a presentation from Pat Byrne, Fatigue Sciences, who works with the Canucks. Suggest he come to give a talk about the effects of fatigue on physiology, cognitive ability, and safety. This is about self-managing fatigue.

CSA Education Standards: Discussion training re. CSA occupational health and safety standards. Looking at ways that the committee can play a role in the industry that has some ability to affect change on the waterfront with H&S. Provide leadership and information to the committees, explain the standards and how they apply to the workplace. T. Doran knows a labour member of the CSA standards technical committee, Anthony Cuzino, and Larry Stoffer, BCGEU, who does education.

The committee agreed the next meeting should span two days: one day for the meeting, and one day to receive presentations from representatives from Teck, Fatigue Sciences, and CSA Standards education. Propose June 5 & 6. BCMEA will sponsor union members' wage for one day for the extraordinary meeting. D. Howell to arrange "Know Your Numbers" and Fatigue Sciences, T. Doran to arrange CSA standards education.

June 6, 2014 – *The BCMEA suggested that in keeping with the philosophy of allowing the local committees to function as required, perhaps this initiative would best be left to them. There was a discussion about what the JSC can do to enhance and support the committees. The JSC should be looking at other industries to see what's on the cutting edge and researching best practices. We should consider getting speakers to inspire the committees and to plant seeds for positive change. The committee agreed that next meeting will serve as educational forum. The employers will invite one member from their local committees. This meeting may have to be off site to accommodate larger numbers. Agreed to include the three previously proposed speakers and Jim Stimson, who is presently doing drug and alcohol awareness work with Westshore. Date for this forum, Oct. 2, 2014. The location to be announced.*

Open

Old Business (Continued)

3. First Aider Responsibility Training

Dec. 16, 2013 – Issue was originally forwarded by Western’s H&SC as First Aider Ship Orientation. Employers have since indicated they are concerned with First Aider competencies regarding duties and responsibilities. Employers understand that responsibility for individual terminal orientation rests with the employer. Consensus to change title to “First Aider Responsibility Training”, which will likely include general orientation re. ship. BCMEA has committed to the process and awaits further input from employers re. issues and competencies so we can determine scope.

Feb. 26, 2014 – Tina Brooks (Local 500 FA category. RWF at Lynnterm) observed that new first aiders who show up on site don’t know where to go or can’t identify specific locations, or know emergency contacts and equipment location. Also don’t know specific duties for the terminal, e.g., payroll or handing out PPE, or which hatch is which on a ship. Some don’t check the contents of the jump bag from dispatch. Foreman too busy to give orientation. FA books are good, but not handed out at dispatch.

Employers feel there needs to be some way of saying ‘you are officially qualified’ for FA which includes site specific education. Also, it would be helpful if dispatch could flag to employers those who have not had a site orientation. Perhaps a red slip for FA that is dispatched to a site that he has not been there before?

All agreed that site orientation is the responsibility of the employer. DM states that BCMEA is willing to provide training and qualifications. E.g, first 35 pages of the FA manual (the last 100 pages deal with site specifics), principles of disability management and the FA’s role, etc., but can’t provide site orientation.

Safety managers will discuss further at their meeting tomorrow and report next meeting.

June 6, 2014 – The safety managers feel that the First Aid manual is incomplete. The employers will review and report next meeting.

Open

4. Revision of the Safety Orientation Program

Feb. 26, 2014 - Doug Mauger - BCMEA retained Doug to facilitate the redevelopment of the Safety Orientation Program. Three parts: recruitment SOP, trades/periodic SOP and safety and security review. Started as an internal process, but BCMEA resources stretched so we retained Doug and Glen. Overview of process: start with a fully consultative DACUM process to identify the terminal risks, skills, and required behaviors. Review what we have. Work to align the content and identify required behaviors. Target DACUM sessions March 27 & 28, 2014. Require a union member from each local (sponsored by the BCMEA) and an employer rep. from each sector and terminal. The development process will include realistic assessments to determine knowledge transfer and assess required behaviors.

June 6, 2014 – An internal review of the first draft of the SOP manual is underway. The BCMEA is meeting with VCC, June 11th, and a draft should be ready for joint review soon after.

Open

Old Business (Continued)

5. Update on TSI Fatality

Feb. 26, 2014 – D. Howell unavailable to provide update

June 6, 2014 – D. Howell summarized events leading up to the incident and actions afterward. Mr. Kalsi had worked infrequently at the terminal as a bombcart driver, and had never done the rail shedperson's job. During the 1630 shift, Dec. 26th, Mr. Kalsi fell while "shimmying" along edge of railcar. He hit his head on the car ledge as he fell to ground. TSI's corrective actions include a safety flash, developing and delivering toolbox talks, monitoring workers, management walkarounds, development of training program for all dispatched workers, improving lighting, investigating supplying a cone cart (difficult due to limited space between tracks), and supporting the family in various ways.

Closed

New Business

1. Lights for linesperson's PFD's

There was a request from the union to supply a water-activated light for linesperson's PFD's to identify person in the water at night.

June 6, 2014 – The BCMEA has sourced the light below, and a sample was demonstrated for the group. The BCMEA will supply pending confirmation it's a suitable retrofit.

Closed

ACR LED HemiLight 2 - SOLAS

Installation is quick and simple with the all new Dragon Clip which provides secure retrofit attachment to almost any style life jacket in a matter of seconds.



- Water-activated LED flashing survival light with manual deactivation switch
 - Meets USCG and SOLAS requirements
 - Attachment loops accommodate up to 2" wide webbing
 - Rounded edges to maintain integrity of inflatable life jackets
 - Smaller than other approved lights
 - Highly visible flashing LED light
 - Size: L: 2.75" x W: 1.47" x H: 1.37"
 - Weight: 1.9 oz
 - Battery: Non-hazardous lithium. 5 yr life (not replaceable)
 - Meets DOT and IATA rules for safe transport
 - Waterproof: Water tight to 30 ft Meets IMO standard
 - Operational Life: Exceeds 8 hr. requirement
 - Approvals: Pending: USCG SOLAS, Transport Canada
 - Approved: MED SOLAS
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Issues For Monitoring

1. Western Stevedoring Log Operations Fall Protection Procedures

May 29, 2013 – Western to propose another site safety committee meeting on the island, if DP world cannot make it, they will do one alone. Review the procedures at the site safety meeting, then report to JSC.

R. Beatch invited all involved to please review the documentation. Provide feedback directly to Randy. Invited Romeo (502) to island meeting.

Sept. 18, 2013 – Extraordinary meeting to deal with this issue was convened June 10, 2013 at Western's request.

R. Beatch provided a report on action items from that meeting:

1. change language re. anchor selection on pg. 6 from "suitable mass" to "36 inches of mass, single or cumulative". – **complete**
2. conduct a rescue drill – **complete**
3. reconsider the exemption from fall protection for Hatchtenders and Foreman. Consider reexamining work procedures and positioning – **Considered a greater hazard. Couldn't get out of the way if tied off. Still merits some discussion. This will be brought up at next safety meeting on the Island**
4. remove the option to climb down stanchion ladder without fall protection – **complete**
5. develop procedural awareness to deliver practically on the ship, on the day the system is to be used, E.g, video, toolbox talk – **Video will be used. Video footage shot, but not yet edited**
6. consult with Vancouver Island committee on June 21 – **complete**
7. invite committee representatives to log jobs where this procedure will be used – **Invites had been forwarded to T. Doran and R. Bordignon**

The JSC will continue to monitor this issue. We expect the video will be ready to view at the next before next meeting. RB to present progress report at out next meeting.

Dec. 16, 2013 – R. Beatch described Western's response to union comments re. Hatchtender working close to the edge of deck loads. They have developed a prototype portable fence mounted between stanchions. Working with the BCMEA and Croft Carlsen to finalize the video. Plan to deliver the video, Train-the-Trainer program and a training plan in early 2014.

Feb. 26, 2014 – R. Beatch reports video was shot last week. Should be ready to view next meeting. Still working on fence panels, once perfected, will build 60 -80. Fall protection TTT scheduled Mar. 2 & 3, 2014.

June 6, 2016 – The video has been completed and can be viewed here <http://ow.ly/xQu03>. Fall protection training will commence once the BCMEA's mobile fall protection facility is built. The drawings are complete and construction will begin soon. Training will start in Local 508, then 502, 505 and 519 The only complaint with the video was the rescue – if off the side of the ship, what is the plan? The intent is to always have at least two people wearing harness, and someone will climb down to hook the person up, if necessary. There was also a suggestion to wear the hard hat during the operations. Training will be done by a company in Alberta who will start with train-the-trainer sessions. Western still intends to fully consult with locals 502 and 505.

2. Cargo hold assessments for confined space as per MOSH

Dec. 16, 2013 - Review of incident at FSD where 5 workers were affected by vapours while working in the hold during active bunkering. Factors included fog, cold, still air, and the fact that the tank vents were immediately adjacent to the accessway. FSD safety committee participated in developing a protocol for prevention.

Employers provided an update regarding their initiatives regarding assessing cargo holds as confined space.

Union states that it seems there is an industry standard in place of testing before entry. D. Moorhouse reminded

the group that this issue has been closed before the JSC after it was recognized that no industry standard could be achieved. Each employer has its own unique conditions. Not everybody is going to sample every time. Also, this is not an issue elsewhere in Canada. Finally, Transport Canada will convene a joint meeting on this subject in Vancouver in February. Consensus is to park the issue until next meeting, pending reports from the employers and outcome of Transport Canada meeting.

Feb. 26, 2014 – TC meeting scheduled Monday or Tuesday. Maher working with Pacific Environmental. FSD created bunkering SWP's.

June 6, 2014 – *The Transport Canada meeting took place in early March. Both the employers and the union had representation. TC stated the hold is not a confined space unless proved to be otherwise. It depends on if there is a hazard in the cargo hold. The committee agreed to remove reference to the Star Aviva incident in the header and will continue to monitor this issue.*

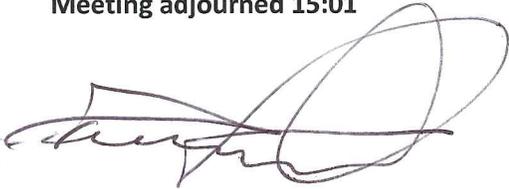
Notes (June 6)

The union requested that employers ensure a supply a small-sized coveralls and gloves, particularly at the bulk sites. Employers state they are working on getting smaller size gloves (nitrile and heavy latex gloves), but they are having difficulty sourcing them. The committee reminds employers that the PPE cannot in itself be a hazard, and reminds employees to report to the foreman if they feel that they cannot do the job safely with the PPE supplied.

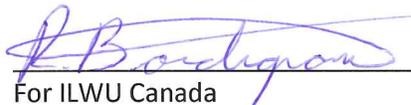
Next Meeting

The next JSC meeting will be held **Oct. 2, 2014**. The location is to be determined. This will be a full day educational session in lieu of the regular meeting. M. Maclean to organize.

Meeting adjourned 15:01



For the BCMEA
David Moorhouse – Co-Chair



For ILWU Canada
Romeo Bordignon – Co-Chair

July 8/14
Date signed

3067 8-14
Date signed