

**Minutes of the Joint Safety Committee Meeting
Held at the BCMEA, 1:00pm, Dec. 12, 2012**

Attendees

BCMEA

David Moorhouse - (Co-Chair) BCMEA
John Beckett – BCMEA
Meghan MacLean – BCMEA
Samantha Mincher- DP World
Rick Meyer – TSI
Derek Razzell- TSI
Jerry Jennings - FSD
Ryan McFarlane - Grieg Star Shipping
Carlos Rodrigues - Neptune
Croft Carlsen – Western Stevedoring
Randy Beatch – Western Stevedoring
Ashley Hooper - BCMEA

ILWU

Angela Talic - (Co-Chair) ILWU Canada
Eric Skowronek – Local 500
John Urrico – Local 500
Dale McEachern – Local 508
Romeo Bordignon – Local 502
Chuck Zuckerman – Local 500

Business arising from Sept. 19, 2012 meeting minutes:

1. Confined Space in Ships Including Holds and Their Access Spaces
2. Formal Adoption of Standards of Operations
3. Site Safety Committees Dealing With Shipboard Issues
4. Hard Hat Risk Assessment

New Business

1. Discuss Western Log Operations Fall Protection Procedures
2. Discuss the COR Program

Minutes, Dec. 12, 2012

The meeting was called to order at 13:07

Attendance

Safety Briefing

Adoption of Minutes of Previous Meeting

The minutes of Sept. 19, 2012 were adopted.

Approval of the Agenda

New business was moved to the top of the agenda to accommodate everyone's schedule. The agenda was approved as amended.

Review of Quarterly Stats

This is now a standing agenda item as agreed at the Sept. 19, meeting.

BCMEA review of statistics as follows:

- There is a high percentage of long-term injuries (+ 6 months). This is a concern because research shows that the chance of a successful return to full duties drops to 20% after 6 months and virtually 0% after one year.
- Time lost for fractures and sprains is widely disproportionate to typical healing time
- Workers with 1-5 years' experience suffer injury at a rate disproportionate to their hours worked
- There is a high incidence of back strains
- There is a high frequency of hand / wrist injuries

Comments from Committee

- Can we get additional information on serious injuries (ie: description of injury and cause)?
- Can we get an injury summary from meeting to meeting to define trends?
- Can we get an analysis to allow us to focus important or trending injuries?

BCMEA will review and accommodate the above requests if it is able.

New Business

1. Discuss Western Log Operations Fall Protection Procedures

12/12/12 Croft Carlsen presented their new of log operation fall protection procedures developed in conjunction with Locals 514 & 508. Summary points from the presentation are as follows:

- Procedures reviewed by Transport Canada
- Endless slings (tested to 11,000 lbs) wrapped around logs, at intervals, act as anchors, which are intended to be single use and left in place
- Workers must use fall restraint system, with exceptions, when working within the Control Zone. Control Zone is defined as 2.4M from the fall edge.
- There are conditions where workers and foremen may enter the “Control Zone” without fall restraint: Hog Lashing, Signals, Log Selection, Instruction to boom men. When necessary to access the vessel’s deck to retrieve dropped or fouled chains and/or wires, workers may wear life jacket in place of fall protection for only for work over clear water (no logs or fenders below)
- System is designed to keep falls as short as possible
- Workers attach either a,
 - Shock absorbing lanyard on harness to self-locking slider on 25’ eye to eye aircraft cables, connected to a 10’ extension to provide adjustability for various deck widths, and attached to anchors, (previously tested in the field).
 - Or a fixed lanyard on harness to self-locking sliders on 25’ eye to eye aircraft cables, connected to a 25’ extensions via a fixed metal ring with the other end attached to anchors, (an additional 25’ aircraft cable with a self-locking slider and a standard snap hook on one end can be attached to the connecting ring for use by a second worker wearing a fall arrest harness with a fixed lanyard, (to be tested in the field).
- Procedures for accessing chains on stanchions when logs are either at full height or intermediate height.
- Man basket may be used as an access platform under certain conditions (to be further tested)
- Rescue system (for both conscious and unconscious workers) uses extension pole with special carabineer that remains open until attached to harness. Requires further testing in the field.

Committee congratulated Western and 508 on the development process and fully support the directions and procedures as defined by Western. Committee members will distribute procedures to their locals and invite comments to co-chairs, which will be passed to Western. Croft to notify committee when next field test will take place, likely in January, and invites participation.

Closed

2. Discuss COR Program

12/12/12 John Beckett delivered WorkSafeBC presentation on their internal COR program review (attached) that was provided to all Certifying Partners on Dec. 6, 2012.

- Prevention Strategy: 3-pronged approach: Consultation/Education Penalty/Incentive , Enforcement.
- Health and Safety Assns. (HSAs) are a cornerstone in building a safety culture across B.C. (BCMEA is a WSBC unfunded HSA providing extensive safety training and education to waterfront employers).
- COR was one 'tool' to strengthen growth of HSAs and ensure industry buy-in for improving safety management systems.
- Started in 2003 with Roadbuilders. All BCMEA members are either COR certified or have indicated the desire to obtain the certification.
- COR requires employers to exceed regulations and develop Safety Management Systems that lead to continuous improvement
- Two types of audits – compliance and SMS – COR is SMS. Compliance audits are component of a SMS.
- Independent analysis by UBC confirms that COR is a component in injury reduction resulting in 10-15% less injuries than non-COR companies. This was determined by UBC's Partnership for Work, Health and Safety (PWHS).
- BCMEA is confused on the ILWU opposition to COR according to the recent BC Federation of Labour resolution. ILWU Canada sits on the COR governance Board of Directors. BCMEA is asking for ILWU Canada level of commitment to the COR process.
- BCMEA strongly believes it would be better to find a solution together. This process is a legitimate business practice requiring participation.

ILWU Canada indicated that the ILWU did not censure COR at their convention. Each local is autonomous, and ILWU Canada cannot force them to participate. ILWU Canada is not bound by BC Fed resolutions as determined at their last Coastwise Bargaining Committee meeting. ILWU Canada was not in a position to say which locals support or don't support COR. The executive will discuss the issue again at the next executive meeting.

ILWU committee members indicated that there is frustration amongst the membership who see companies pass COR audits but are not always in compliance with regulation. This is a big disconnect that generates concern. Also COR is a 'nebulous' process that members don't fully understand. They need specifics they can grasp.

John Beckett responds that no company is in compliance 100% of the time. The SMS process ensures focus on the high risk activities that will hurt people. There is always risk, and given the right circumstances workers will still get hurt. However, there is lots of research and evidence that workers will get hurt less under a SMS system. BCMEA has also heard union rumours that employers use the COR rebate to fight claims. BCMEA gets no COR rebates but funds WSBC appeals. BCMEA has a large budget to manage claims and return employees to work which is funded under normal BCMEA sources. No employer WSBC money or rebates are used. Our training budget is also very large, and every program has a focus on safety. Waterfront safety

has improved considerably over the past few years due to BCMEA and employer focuses. This has led to a significantly improved Health and Safety Committees engagement.

BCMEA is the only WSBC certifying partner of the nine who have invited unions to sit on the COR Board of Directors. BCMEA level of commitment to Union engagement and participation is greater than any of the certifying partners. BCMEA will be holding an another internal auditor training session next week and has invited union executive to attend.

Awaiting response from ILWU Canada

Open

Business arising from Sept. 19, 2012 meeting minutes

1. Confined Space in Ships Including Holds and Their Access Spaces

ALeMonnier provided the following documents to JBeckett:

- 1) Casualty And Incident Reports And Analysis – Document from 1997 around confined space (IMO – enclosed space) submitted by Sweden
- 2) Revision Of The Recommendations For Entering Enclosed Spaces Aboard Ships – Submitted By MAIF
- 3) Recommendations For Entering Enclosed Spaces Aboard Ships - IMO Resolution A.864(20) (document is currently under review)

Gazette 2 for new MOSH regulations are coming in March 2010. ALeMonnier requested that a sub-committee be formed to conduct a risk assessment for confined spaces. JBeckett sees no issue with forming a sub-committee however; he expressed the employers position was to first ensure the hatch is not a confined space which would simplify the issue for everyone. JBeckett will coordinate with ALeMonnier to form a committee in January 2010.

March 11, 2010: ALeMonnier – new cards on confined space are now available through ICHCA. JBeckett stated that the risk assessment meeting has taken place, and the next steps are to wait for the finalisation of the regulation. ALeMonnier stated that the meeting produced a consensus and that for the purpose of the industry there is a need for pre-testing. The question lies on how it should be done. The union believes this should be done through the foremen; however other parties must also be involved. There is a need for equal participation in the process. A longshore division representative (how they are identified has yet to be determined) would have an equal participation in the pre-testing in both the holds and access ways. JBeckett stated that this is a work in progress.

June 10, 2010: ALeMonnier stated that a process is still required. There is user friendly equipment available that with adequate training would meet the requirement of “qualified

person” under MOSH regs to make an inspection of access ways. The issue is how we are going to ensure that this is done to everyone’s satisfaction. Testing cannot be done only by the ship’s crew. Ship Foremen would need to be involved with a rep from longshore division. DH – we have begun to look at what the process will look like. Once MOSH regs are finalised we will be able to determine what is required, and confirm who should be involved. We need to table this until the MOSH regs are available.

November 25, 2010: JBeckett recognises the need to do a risk assessment, and asked the Union who they would like to do the testing the employers’ primary objective is to JBeckett asked the Union who they deem to be a qualified person. ALeMonnier responded the need will be to hire an expert to train the Ship Foremen. The union stated one of the longshore employees is to attend with the foreman while the testing occurs.

Suggested by JBeckett & Al LeMonnier that a sub-committee be created to determine who is a qualified person is and the safe procedure to go about testing. Terry B to spearhead getting Terminals involved in organising subcommittee. Tony G TSI: Highlighted the need to clearly define what is and isn’t a confined space and developing a method to establish what is a hazardous environment. Al LeMonnier replied that as per the IMO Recommendations on Enclosed Spaces, the hold and its adjacent access spaces are enclosed (confined) spaces. However tests should be carried out to ensure the hold is safe to enter.

ALeMonnier will provide names for the sub-committee to Terry B before end of next week.

ACTION: Al LeMonnier to provide Terry B with names for sub-committee before end of next week & Terry B to get Terminals involved in creating the sub-committee.

February 24, 2011: Employer and Union formed a subcommittee which met last week. Work is progressing.

September 29, 2011: Sub Committee was formed, and role of the sub-committee discussed.

When looking at the issue of the ship hold it was found that no past data existed. Pacific Environmental was engaged to do a study focusing on vessels entering the port, more specifically to look at the hold and the entrance to the ship’s hold. In a study which focused on all commodities received in our ports, 38 holds were tested from all sides, and the overall result from the testing showed that all oxygen levels were normal, and all within the normal range of 20.9 – which is well within permissible levels.

The union expressed that the report is informative, but not surprising. To move on from here the union would like to determine a method going forward where regular testing becomes part of the regular hazard prevention pre-inspection.

Companies have been mandated to cover hazard prevention, and we decide by the JSC has to go the local committees who then decides whether it gets carried out.

The employer explained that there are clear processes in the MOSH regs & HPP on how those requirements are to be carried out.

The Union asked for a uniform policy from this committee for workers boarding and working on a vessel. The employers stated there is no consistency within the industry, and would like to come up with a way where the JSC can influence some consistency. The problem is that even when there is agreement at the JSC – the management of companies in consultation with their joint safety committees, will ultimately make their own decision – each terminal determines what ultimately makes sense for them.

BCMEA and the Union to develop a presentation to present to the site safety committees on how to deal with confine spaces. GWilliams will contact ALeMonnier to go forward.

February 9, 2012: GWilliams together with the union put together a two part presentation to cover: a) Introduction of a hazard prevention program which is a recent addition to mosh regs; and b) using a hazard prevention program to put together a confined space policy. So far the employer and union together have presented to DeltaPort, Vanterm, Centerm, DPWorld, TSI, and Neptune. The feedback from the presentation has been positive however employers would like to know what they are meant to do in order to comply. To answer this question the BCMEA has retained the services of a consultant John Lewis who is confined space expert. He will be able to offer guidance to employers on how they can comply, and this will provide consistency throughout the industry. The process will include the participation and consultation of the individual safety committees.

June 07, 2012: Reviewed Pacific Environmental Consulting and Occupational Hygiene Services report re. assessment of cargo holds as confined space. The report categorizes cargo holds as follows:

1. Working Space (loading)
2. Enclosed Working Area (unloading)
3. Confined Space (tanks)

Summary of report recommendations:

- Establish written procedures
- Use appropriate gas monitor when required
- Testing of air in 'Working Spaces' not required provided hatch is opened for a short period (30 mins)
- Testing of the air for O₂ is required for "Enclosed Working Area" prior to worker entry
- Continuous monitoring for CO required when equipment working in the hold
- Testing prior to stevedore entry can be eliminated if representative samples shows consistently acceptable concentrations.

BCMEA members performed a procedural review, (based on the report), detailing procedures required depending on cargo being loaded or unloaded, and shared with union.

The Union does not agree with the confined space assessment. They raised concerns surrounding the time frame established for ventilating a hold (30 mins) to make it a safe working space; connected chambers in container vessels having leaks; and the definition of a confined space as per the assessment. A Union representative suggested the procedural review goes too far and is not necessary. Union feels empty holds should be tested for O₂ (CO₂ if hazard introduced) prior to entry in all cases. The employers did not agree and support the recommendations in the report.

September 19, 2012: Sub-committee has not met. Attempting to modify risk register created to reflect cargo hold data received from Al Lemonnier. Union concerned that information regarding cargo previously handled is difficult to obtain. Cargo last contained, OK, but prior cargo difficult to determine.

Action: Sub-committee scheduled to meet Oct. 12 at the BCMEA. D Moorhouse to send invitations. Union will provide appointees.

Dec. 12, 2012 Subcommittee did not meet. D. Moorhouse suggests that this issue go back to the site safety committee for resolution. We have been considering this issue for the past 2½ years. A subcommittee delivered a presentation to all site committees in 2011-2012 on new MOSH regulations and Hazard Prevention Program requirements, but no action has occurred. BCMEA commissioned a global risk assessment and report by Pacific Environmental. BCMEA also retained a confined space expert. BCMEA engaged the shipping industry. Employers proposed a framework for atmosphere testing and monitoring based on cargo and risk detailed in Pacific Environmental report. This was rejected by the Union. Union maintains that all hatches, even empty hatches, must be tested prior to entry, regardless of risk. Employers do not believe this is supported by the data we have. Union disagrees. A global risk assessment is not something the ILWU is comfortable with. Things change voyage by voyage. The Union believes that initial testing is an industry-wide issue that needs to remain at this committee.

ACTION: ILWU Canada asked that this issue be tabled pending an internal union discussion. They will provide a report prior to next meeting.

Open

2. White Book Review and Formal Adoption of Standards of Operations

March 11, 2010: ALeMonnier – the union agrees on the adoption of the Standards of Operations. This needs to be formalised with both the union and employers signing it off. The idea is to have the white safety book and standards of operations - part a), and part b).

JBeckett – each company, except one, has gone ahead with their own standards of operation without the union's logo on it. At this point in time he is not willing to sign off the documents, nor get into discussion over it until after bargaining. He also added there are new regs coming up, and some of the items will become redundant.

The Union said that there is no evidence the SOPs are implemented by the employer. There is not even any evidence that Tool Box Talks are actually taking place. The Union stated that just a couple of meetings ago; it was the employer requesting to have the SOPs formalized. The Association restated that the Association will not sign or agree on anything until the collective agreement negotiations are finished.

June 10, 2010: No update

November 25, 2010: No update

February 24, 2011: No Update

September 29, 2011: Union would like to review and update Standards of Operation. The union asked to reopen the review of the White Safety Book, and stated it would need a committee to work on it. The employer suggested Info flip rather than a white book to cover standards of operation. Employers & Union agree the adoption of SOPS. Formatting and implementation still need to be determined.

February 9, 2012: Action: DMoorhouse will obtain SOPs and distribute to committee and report around implementation. There was mention that SOPs around containers also exists, and DM will obtain copies and distribute and report at next JSC meeting.

June 07, 2012: Discovered this issue has been on-going since 2008. Initiative to combine White Book (which deals primarily with ship safety) with stevedoring SOPs. Employer responded in 2008 and is awaiting review from union. D. Moorhouse sent email from 2008 to Al Lemonnier Feb. 21 including completed employer review and request for feedback. Sent to union committee members again today. Union suggested that foremen be included in review. Union suggested foremen are included in the development of the SOP's.

T. Doran to arrange union feedback.

September 19, 2012: Two related issues: White Safety book review and formal adoption of Standard Operating Procedures (SOP). SOP's already in use by Western.

Union question re. past process led by Pam Fry re. container vessel SOP's. can we also adopt these? Container terminals now have SOP's that are very site-specific, and they are happy with. No desire to change. General SOP's incorporated into BCMEA lashing training.

Action: JBeckett to send SOP's for approval by the Labour Relations Committee. Union will send BCMEA electronic format of their White Book review by November 2012. This issue will require decision to incorporate the two documents or to keep them separate at the next meeting.

Dec. 12, 2012 Union would like to change title to *White Book Review and Formal Adoption of Standards of Operations*, recognising there will be two parts: *White Book and SOP's*.

Employer and union have exchanged suggestions. Many places where they agree to delete items. D. Moorhouse reviewed and identified areas where legislation has replaced White Book Rules. Union does not agree with deleting anything replaced by regulations as the regulations can change.

Action D. Moorhouse to further distill review document. deleting rules that both agree upon, and redistribute to all for comments. J. Beckett to send SOPs to LR committee.

Open

3. Site Safety Committees Dealing With Shipboard Issues

June 10, 2010: DHides - the opinion of the employer is that the site safety committee will include ship board operations as well as dock operations.

ALeMonnier argued that the JSC has jurisdiction for ship board issues and that the employer cannot unilaterally expand the role of the local committee to include ship board issues. ALeMonnier stated that he would instruct the site committees not to deal with the ship board issues. The Employers indicated that it was not appropriate to dictate to union members of the site committee that they are not participate with ship issues.

JPratt commented that this JSC cannot deal with every single site issue. Most items are dealt with locally and in a timely fashion. He stated that Union members present in the room regularly sit in on DPW site committee meetings and they are aware that legitimate issue are looked at and are dealt with on an ongoing basis.

KMoger added that there is no lack of expertise. The site committee can bring in resources to deal with any issue outside of their competence.

November 25, 2010: JBeckett pointed out this committee does not have exclusive jurisdiction over shipboard issues; the Employer's own site safety committees have certain legal obligations.

Al LeMonnier: Site safety appointed contacts are not appointed to look after shipboard issues, the site safety committee should not deal with these issues, the JSC should be involved. Eric suggested if the issue raised at the site safety committee has Industry implications is should be brought to the JSC. Tony G TSI – no issues with JSC getting involved in the issues, but it shouldn't be the exclusive body for these issues. JBeckett reiterated legal requirement of the company to bring issue to the site Safety Committee – this cannot change. JSC does not have exclusivity of shipboard issues. The union said traditionally ship issues were addressed at the JSC because ships go from one terminal to another or one stevedore to another. This is

necessary to ensure uniformity of procedure and that is why we have the White Safety Book and we developed the Standards of Operations through the JSC. The union stated the MOSH Regulations apply to Canadian seafarers as well and provides for representatives if a committee does not exist. Site safety committees don't go aboard ships to do work site inspections. The employer disagrees as it is their responsibility to advise the site committee of any hazardous occurrence aboard the vessel per the regulations.

Action: JBeckett to find out from Transport Canada what their definition of a Safety Committee is.

February 24, 2011: Transport Canada definition of Workplace Safety Committee was received from Sylvain Lachance in Ottawa – TC's interpretation of "Workplace Safety Committee" in the MOSH regulations is the same as is referred to in the Code and COSH regulations. The Employer has legal responsibility of going through the process as defined by the Code. John Beckett will forward email correspondence from Lachance to the JSC committee.

Employer stated that with changes to MOSH regulation the responsibilities of the employer and committee are now very clear. MOSH extends the responsibility of the Site Safety Committee to dealing with safety issues on board ships. It is the exclusive jurisdiction of the employer to deal with workplaces where their employees work, including shipboard issues. An easy solution is to have ship workers form part of the existing site safety committee, a concept that was approved by all employer members including bulk terminals.

The union stated that they currently appoint the workplace site safety committee, and they are appointed for the site, not the ship. With reference to the possibility of ship employees being part of the site safety committee - this needs to be taken back to the union executive, as they need to ensure that they are in compliance with the regulations. There is still the issue of how an inspection on the ship can take place. Union will come to a decision for the next meeting.

September 29, 2011: The tripartite meeting outcome between HRSDC, the industry and the Union has not yet been received from HRSDC. JB will contact HRSDC and request a response.

February 9, 2012: This issue has been dealt with in the HRSDC letter. Representation from committees is equally employer and union. The union stated it wasn't clear as to which HRSDC letter the association is alluding to.

The employers stated that the committees purview includes the ship. The employer does not necessarily agree to have a separate safety committee looking at shipboard issues. It is up to the employer to decide as per the Code.

The union argued that the ship board issues should be dealt with at JSC level, as they believe the site safety committee does not have the ability to deal with the inspections of incoming international ships or the necessary expertise to deal with ship related safety policies. Where is the proper representation when stevedoring employers are not limited to one dock or one local

only. The union is concern the industry will end up with a myriad of different policies up and down the province.

In order to comply with the CLC Part II regulations the JSC cannot take the place of the site committee. In the opinion of the association, a vessel is tied up at the docks it becomes part of that workplace. The union disagrees with that opinion since the foreign owned ship is a completely different workplace than the dock.

June 07, 2012: Common employer has a responsibility for both MOSH and COSH regulations, and as such the JSC recommends that the site committee should consist of both ship crew and dock crew members. DP has established a 'cross jurisdictional' committee that includes both dock and ship crew.

Action: BCMEA will communication to Site Committees to establish a communication method that allows for ship issues to be brought to ship crews and ground crews to address ground issues. Minutes to reflect DP solution to cross jurisdictional issues. Western to consider solution to their similar problem and report next meeting.

September 19, 2012: DPW has set up separate stevedoring committees for Vancouver and the Island. Western has included a vessel representative in their Vancouver committee, invited local 502 and await a response, and are discussing with DPW if it makes sense to include a rep. in their Island committee or create their own. The union requested similar ship representation in container sector. The committee will continue to monitor this issue until actions are complete.

Dec. 12, 2012 DPW, Neptune, Western have included shipboard representation on committees. Island committee is a joint effort between DPW and WS. Plan to have both companies' foremen attend. Western has invited 502 but has received no response. Container terminals report they have shipboard representation.

D. Moorhouse suggests we close this item as it was only open to monitor the issues, which have been resolved.

Union expressed concern that not all terminals have representation by ship workers.

BCMEA reiterated the union appoints its representatives and should do so to ensure good and adequate coverage.

Closed

4. Hard Hat Risk Assessment

November 25, 2010: It has been requested on behalf of shipping lines that hard hats be worn during shipping operations. BCMEA hired a Company to complete risk assessment, discussion on how to implement this in the industry. Al LeMonnier raised concerns with the risk assessment and the methodology used.

Action: JBeckett to provide data resulting from the risk assessment to Union so they can do their own analysis.

February 24, 2011: Data from EHS Partnership for the Hard Hat Risk Assessment was provided to ESkowronek in January.

ACTION: ESkowronek will contact SHaché to coordinate meeting in order that Glyn Jones from EHS can present on the data used for the hard hat risk assessment

September 29, 2011: Eric received the information from the consultant, but no meeting on the subject has yet taken place.

Hard hats are mandatory at Westwood, and implementation of the policy will commence October 1st. Westwood has a new owner, and it is a companywide policy. ILWU Canada expressed disapproval of the meeting having been conducted with Local 500 only when other locals are affected. The union indicated that there should be a risk assessment for any PPE that is required, in order to determine the reasoning behind a policy and show where a hazard exists. The union rejected the assessment submitted by the association. Employer stated that hard hats are an issue for our industry and requires both parties to participate fully in a solution. Union and employers agreed that they would work together on a process for an industry wide hard hat risk assessment for the Break Bulk sector. T.Bertram will contact union for names of who will represent from the union.

February 9, 2012: Action: Union will offer personnel to form part of the committee.

June 07, 2012: A Hard hat risk assessment has been conducted and shows evidence hard hats would be beneficial to minimize head injuries in containers, break bulk and ship board work. Union did not agree with risk assessment report submitted, Sept. 2011
Have requested union representation twice, no response. Issue for break bulk and containers. Head injury risk present. Hard hat we supply can be safely turned around to position brim out of the way. T. Doran to provide name of union members to participate in further risk assessment.

September 19, 2012: A sub-committee has met twice to discuss Hard Hat Risk Register that evaluates head injury data from the past ten years. BCMEA has incorporated union's suggested changes, i.e., use IMO risk assessment matrix, rationalize the data to exclude foremen and injuries that do not have head as primary causes or that may be unrelated to overhead hazards.

Number of records reduced from 1114 to 830. Has not made a significant change to risk levels. Union is meeting September 20, 2012 to discuss data. BCMEA feels the Risk Assessment tool is ready to be used as intended: focus on high risk areas, review current controls and provide recommendations. Note that different employers may have different levels of risk tolerance. One injury is too many, and may be enough for them to take action to prevent. All agree that this can become a powerful tool to help us focus on other high risk areas once populated with all injury data.

Action: Co-Chairs to determine next meeting date to conduct the Hard Hat Risk Assessment. Proposed date, Nov 14th.

Dec. 12, 2012 Subcommittee has met twice, and has made the following observations and recommendations:

- In log service, there is a large difference in head injuries between the boom and the ship. Committee recommends workers wear hard hats while working on the boom
- Ship injuries seem to be more struck against, rather than struck by, with the exception of steel (see below)
- There is an obvious pattern of head injuries working in the hold on steel ships. The Committee recommends hard hats be worn while working in the hold on steel ships.
- Recommendation for hard hats should be accompanied by a review of procedures and subsequent training (Foreman, Topside and boomman). Development of procedures is best left to the employer
- The group is comfortable recommending that all Longshore wear bump caps for work on ships (in breakbulk and log service) to reduce bumps and scrapes. Bump caps are not a substitute for hard hats where required (as detailed here, or required by the employer)
- BCMEA to provide bump cap samples for review. Once a particular style is agreed upon, committee discussed opportunity for all Longshore to be issued bump caps and expectation to use them in breakbulk service where hardhats are not otherwise required. Sub-committee will monitor injury data post-implementation to ensure effectiveness.
- Need better quality data for future risk assessments We need to increase awareness of 1st aiders re. purpose of reporting, and better familiarization with the work of the people they treat. Review forms to ensure it captures the appropriate information
- Meghan to send the union members ship and dock risk assessment sorted by cargo (done).

Action – DM to forward recommendations to employers. Union to provide suggestion for logo for bump caps and color. BCMEA will source supplier and await response from union. Purchase and distribute widely. Monitor head injuries after implementation.

Open

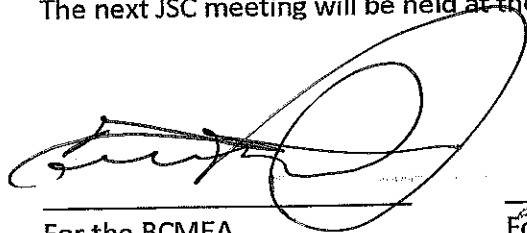
General Discussion

Union suggested the following items for inclusion in agenda. All are site specific, so belong with each local committee. However, we will discuss for the sake of awareness:

- RORO air quality and testing (Ceres, DPW and Western) – Western has conducted extensive monitoring and has shared results with its committee
- Air quality monitoring for concentrate trimming and cleaning (Kinder Morgan)
- Tsunami emergency evacuation plan (Prince Rupert and Vancouver Is.)
- Smoking in lunchrooms and equipment (all employers)

Next Meeting

The next JSC meeting will be held at the Maritime Labour Centre, March 12, 2012 at 13:00



For the BCMEA
David Moorhouse – Co-Chair



For ILWU Canada
Angela Talic – Co-Chair

JAW 15/13
Date signed

Jan. 15, 2013
Date signed