

WSN Mining Advisory Committee

Date & Time:	Thursday, October 2, 2025 at 8:00 a.m.
Location:	WSN OMR Office, 235 Cedar St., Sudbury
Committee:	Michael Ferguson (Chair), Steve Wrixon (Vice Chair), Chris Bamberger, Rob McVeigh, Tyler Neeley, Louise Lowe, Don Langlois
Regrets:	Tom Rannelli, Darren Toner
Guests:	Clint Gore, Kevin Watson (alternate)
WSN Staff:	Cindy Schiewek, Executive Director, Health and Safety Services Tiana Larocque, Manager, Education Services Lindsay Digby, Manager, Health and Safety Services Paige Jones, Event Specialist

1. Welcome and Safety Share

Michael welcomed everyone to the meeting, followed by round table introductions.

Safety share: As we enter the fall season and begin preparing for winter, it's important to acknowledge that this time of year can be especially busy and distracting. Seasonal transitions bring increased workloads, shifting priorities and personal commitments that can impact focus and safety on the job. Known trend of increased workplace incidents in the fall. Reminder to slow down and stay present, use the buddy system, stay proactive and support each other.

2. Review and Approval of Agenda

Agenda approved by all attendees.

3. Approval of Previous Meeting Minutes:

March and June (notes only) minutes reviewed and approved by all attendees.

4. Professional Development Activity Follow Up Discussion

- a) Feedback from Oct. 1 professional development training session:
Kudos to Lindsay for a great session. The team appreciated the safe and supportive environment Lindsay created, the engaging discussion and thoughtful

scenarios. Great opportunity to learn from one another and strengthen awareness.

Action: Lindsay will share a survey and resources from the session. Participants are encouraged to complete the WSN feedback survey.

- b) Future professional development opportunities to consider:
- CDDA: creating suicide awareness/prevention training for supervisors
 - CMHA: 'Buddy Up' men's suicide prevention campaign
 - Stephen DeGroot: core communication for leaders training
- c) Advisory committee wanted to take any courses for professional development please connect with Tiana (eLearning opportunities feedback appreciated)
- WSN-IHSA e-learning modules will be offered to advisory members – 'Opening the Door to Support' and 'Occupational Mental Health' directed towards front-line.

Recommendation: Each member to consider auditing at least one WSN course. To consider adding as a standing agenda item for ongoing discussion and to provide feedback.

5. Review of Action Items and Recommendations (Tracker)

- a) #4: CIM Health and Safety Society already focused on this work. To avoid duplication, the team agreed to support CIM efforts.
- b) #5: No update.
- c) #6: Discussed reviewing OMA survey results and seeing where WSN fits in before duplicating work.
- d) #7: Discussed more involvement between TAC and MAC, occasionally attending meetings and knowing what each committee is working on.

Membership of advisory committee representation:

WSN is available to support outreach efforts and advertising vacancies. Connect with Tiana to discuss.

Reminder: Direct individuals to the WSN website to apply: [Advisory Committees | Workplace Safety North](#)

6. Technical Advisory Committee Updates

A liaison from the Technical Advisory Committee will be invited to each sector's advisory committee, with the goal of having one TAC representative present. The TAC liaison will provide an update during the meeting.

7. WSN Support from MAC Annual Project Discussion

- a) Members will audit a minimum of one training program per year
- b) Leverage TAC feedback through participation at meetings
- c) Active promotion of available (but under-utilized) WSN resources
- d) Providing ongoing feedback to products, themes of focus, and solutions through surveys throughout the development process
- e) Share insights into themes of focus (e.g. technological advancements) to be elaborated on at WSN events

8. WSN Update

a) Education Services Department Update

See presentation shared at meeting for information on all WSN updates

b) Business Planning and Strategy

- **Discussed current and future trends in mining sector:** lack of skilled labourers due to not hiring inexperienced workers (if no budget for training), succession planning and connecting with schools to recruit future talent, absenteeism, generational gaps.
- **Discussed how WSN can support:** more involvement with local events or schools to discuss health and safety careers and safety avenue. Suggestion to host small-scale conference for future mining professionals (or involvement with similar local events with this focus).

Action: If you are aware of external events that WSN should take part in (ex. presentation, booth, general attendance), please notify Tricia.

9. Health and Safety Information Exchange/Sector Update

- Concerns with EAP program not always able to help workers depending on the level of support that's required
- Focus on soft skill development for leadership team
- Troubles with retraction of talent
- Bring it to the Surface program business plan moving forward

- Reflecting on yesterday's training and the importance of great leadership and creating safe environments, identifying and addressing mental health issues early on
- Reminder Dec. 10 OMCSA Sudbury meeting
- Bringing mental health training information back to team to discuss improvements to training programs and internal support
- Hand arm vibration campaign coming. Reminder to have program in place

10. Next Meeting:

Virtual – December 4, 2025 – Virtual (1:00 pm to 3:00 pm)

December agenda items

- Review/input on Terms of Reference
- Have an OMR update from Shawn Rideout (unavailable at this meeting)
- Who/what guest speaker on
- Meeting evaluations will go out after December meeting
- Book meetings for 2026
- Request other items from committee members

Early 2026: Look at opportunity to share learnings from Vale's implementation of random testing (beginning November 1, 2025)

11. Adjournment

Meeting adjourned at 11:51 a.m.