

FORESTRY, PAPER, PRINTING AND CONVERTING ADVISORY COMMITTEE**Thursday, May 16, 2019 at 8:00 a.m.,**

Present:

Mark Lovell (Vice-Chair), David Berry, Marilyn Findlay, Jocelyn Lagacé, Mark Tranter

Regrets:

Douglas Groff (Chair), Ron Isaac

Staff:

Paul Andre, President & CEO

Dennis Griem, Business Analyst, Corporate Services

Meg Parker, Marketing Communications Specialist

Tricia Valentim, Executive Assistant (Minute Taker)

Tom Welton, Director Prevention Services and Education Programs

Guest:

Sujoy Dey, Corporate Risk Officer, MOL

Gerry Paquette, Industrial Regional Program Coordinator - MOL – Northern Region

Call to Order & Approval of Agenda

The Chair welcomed everyone and called the meeting to order at 8:00 a.m. The Agenda was approved.

Approval of Last Minutes and Business Arising

The minutes of the March 14, 2019 meeting were approved as circulated.

Review of the membership as there are a few vacant positions that will need to be filled by September. Representation which will be needed include: SFL license representative, logging representative and a silviculture representative. Please pass along suggestions for potential representatives to Tom Welton.

- Claude Thibeault was taken out for lunch and a recognition plaque was given.
- Ron Isaac will be retiring in the next couple months
- Brad Ekstrom passed away and WSN did forward flowers to funeral on behalf of committee

Business Arising from Minutes

- *Tom W.* following up on inviting a WSIB representative for our next face-to-face meeting to discuss the costs associated with injury (Matt Wilson has been contacted as an initial contact.) **Agenda Item:** *Tom will connect with WSIB and have a representative at the September meeting to discuss the cost of injury data, as well the changes which will be occurring in 2020.*
- *Sujoy Dey (MOL)*. to investigate if there is any data on autopsies (coroner's reports) regarding substance use. *There is none. He noted that someone such as an MOL inspector, would have to specifically ask the coroner to run a test. Question put forward if this is something the committee could recommend in relation to fatalities in an aggregate format so there is no privacy issues with names being tied to it. Also look at testing everyone involved as the victim may not have been the person using a substance or who caused the incident.* **Action item:** *Tom agreed to bring this forward and determine if this could be carried forward to MOL based on the results of the recent sector risk assessment/root cause analysis reports.*
- *Marilyn F.* agreed to review the test version of WSN's new website. *Dennis G.* to send her pertinent information. **Action Item:** *Tom W.* will follow up with *Dennis G.* to send the test version of the site to *Marilyn F.*

Communications Update – Meg Parker

Meg P. provided a marketing and communication update. Report attached. (WSN MarCom Update 2019-05-13.pptx)

Additional Resources Included:

1. *Workshops*
 2. *Worker checklist*
 3. *Supervisor checklist*
 4. *Employer checklist*
 5. *Parent-guardian checklist*
 6. *Orientation checklist*
- Reviewed the additional resources given in the meeting packages, as well as a mental health information sheet.
 - Tom W. encouraged Advisory Committee members to apply for the Workplace Excellence Awards and asking committee members to forward request to others they may know. **Deadline June 1st for applications**
 - New virtual classroom online information sheet for Act and Regulations training is now available. An offer will be given to all committee members to take part in a session and looking for committee to be advocates for the learning tool. **Action Item: Tom W. will provide available session dates to participate and advise committee members to allow them to take part.**
 - Discussion took place on how Meg P. presents information first to the media, and how she connects with them maybe why WSN is getting such great responses and coverage from all forms of media sources.

- New and Young Worker information all on one area on the website <https://www.workplacesafetynorth.ca/resources/new-and-young-workers-health-and-safety-resources>
Action Item: *Meg P.* to promote the CCCA safety videos through social media again.
- Include the services guide as a pdf version.
- Discussion on available French versions of training programs and potential interest of WSN to provide French training to companies that have locations in Quebec. This would allow for consistent health and safety training to be provided consistently between Ontario and Quebec workplaces. Tom confirmed that WSN has historically provided this service upon request. Contact Tom to discuss potential opportunities.

Statistical Update (Interim) – Sector Injury Trends

Dennis G. provided a statistical update. Report attached. (Forestry Pulp Paper and Converting Statistics march update nl.pptx)

- Not able to get the information as to how many workers in each age group, only the age they were injured at. Committee discussed that it would be better if that information was available for a closer look at trends. All that can be done at this point is to take the data and look at own operations and how it compares with injuries.
- Discussion took place with sprains, strains, and tears being the most significant injuries by far and how preventative medicine through ergonomic programs such as physio, exercise and taping could help limit bodies breaking down. Also discussed how automation would also be a good business case for minimizing these types of injuries.
- Noted that new workers not necessarily young workers.

CEO Update – Paul Andre

1. Corporate update on budget/business planning and how the advisory committee helps with that through discussion and meetings. The potential serious cut in budget was not as significant as first believed, and because some proactive steps were taken through early retirement and exit packages, WSN is in a good place for this fiscal year.
2. WSN just received business planning package from government and met this week as management team and will be moving forward with that which is due at the end of June. Looking for this committee to help with business plan package with the 10% priority for CPO in mining and industry. Looking at leveraging the risk assessment and taking outcomes and tie into that 10% and the business plan overall, aligning programs and communication within the sectors and gaps in products and services and priorities. Example partnership with CannAmm.
3. Very good momentum in terms of presence and brand identity in sectors we serve. Have put effort into having presence in community through community-based events and still linked to sectors we serve. This year partner with PSHSA on conferences as their CEO recognizes the importance of working together to outreach community. Thunder Bay conference had a good presence of health care, municipal and education represented in the event. One day event is good as designed for low cost just to offset our costs. Exhibitors like it as well as not bound to

conference for 2-3 days. Feedback has been good as low cost, and fairly short so not pulling people out of work for long time.

4. Discussion took place regarding the need for tests to be done for any coroner report to see how much substance abuse plays a role, keeping privacy of names. There is a need in workplace and they should be looking at it as there no stats.

Supervisor Training overview, Update/experiences Cannabis – Randy Herman, CannAmm

Randy provided open dialogue discussion regarding the issues with substance use in the workplace and how the supervisor training helps employers understand the issues and help with having the discussions with workers. CannAmm organization is about twice size of WSN and doing training across Canada. Started as a means to address issues with truck drivers and evolved from there to all fields.

- There is a strong link to accidents due to substance use.
- Handouts, please see attached.
- In Canada, no stats as not automatic testing.
- If testing, then there is an issue. Trying to be proactive and get ahead of the issue.
- Marijuana 2/3 of all positives. It takes a whole team to make it work for drug program while doing the right thing for peoples right.
- Communication must come from everyone. Your programs are going to save it as drug test will never know a safe amount as it so variable on the individual, not like alcohol. You can just see if they not safe and do it in a private way. Need to feel comfortable having the private conversation, that is why important to have supervisor training for it.
- Coroner inquest and having that fatality include substance use a factor. Missing pieces with substance use and including in reports as it needs to be brought up to give the profile and facetime.
- 70% of people who have substance use addition problem have jobs. They good at hiding it.
- Not everyone using has a problem.
- 7% use just before/break on work.

Training overview:

- Elisha and Angele are currently delivering the program and looking for someone from WSN Northwest Ontario to train as well.
- Signs and symptoms
- Supervisor being comfortable having the conversation. Can always consult your team and address in a private matter.
- Learning their individual company policy and post incident procedures and helping them to develop one if they don't already have one. Policy should have an area for prescription and how to report. ***if not have Randy will share one as example. Make sure what clear expectations are for the employees.
- Idea is to get people thinking on how to deal with these situations internally. How protect individual and company, and how to mitigate risks. Remove substance and keep the individual.
- Need management support to back them up even if affect production to shut equipment off for that person.
- Know how to react to different reactions to people on different types of drugs. Have flow sheets so everyone has a sheet to know whose responsibilities are.

- How approach someone – role playing, and we do that in scenarios that are cut and dry and take those and make up own scenario. Get people thinking on how it relates to their program.
- Short-term vs. long-term indicators. Short-term would be something such as blood shot eyes, long-term could include: performance drop, absents, theft, appearance becomes unkempt, you can't test on those indicators. Chronic users may not have these as they hide and usually something drastic before anything gets done.
- A portion of the program involves understanding the process of how drug testing works.
- Testing can be done on different panels which over 200 different types that can be done. In Canada have adopted a set of standards, established cut off a series of drugs on cocaine marijuana, PCB, hydro morphine, heroine. Do mass-spectrometry and looking for metabolites. Designer drugs can alter the results of it.
- Expensive to grieve it and some companies have their own standards on different sites, no guidance.
- Difference between CBD and THC was discussed.

Note: Accolades to Elisha Malett who did the half-day training by herself the day after the Thunder Bay Health and Safety Conference to a room of 40 participants. She did an amazing job as Randy was able to attend and observe.

Note: Meg P. showed the WFLA Prevention of Hand & Wrist Tendonitis in Tree Planting YouTube video – article on the site. Link with WSN website on preventative physio revolutions article. Link to New and Young Worker resources area that Meg showed.

<https://www.workplacesafetynorth.ca/news/news-post/preventative-physio-revolutionizes-injury-management>

Initiatives, What's New, and What's Coming – Gerry Paquette

Gerry P. provided an update on initiatives, and events within the MOL. Report attached. (WSM – PPCACM – May 2019.pptx)

- Inspector visit's focus on mostly small business where they will consult more rather than full inspection and giving orders.
- Phase 1 is education small business and employers
- Phase 2 is the initiative is being launched and advertised. Enforcement part.

Risk Assessment Root Cause Analysis Follow-up & What's Next – Sujoy Dey & Tom W.

- Logging:
 - Risk Assessment infographic:
 - Root Cause Analysis – Districted Driving infographic
 - Controls: <https://www.workplacesafetynorth.ca/news/news-post/industry-experts-analyze-causes-distracted-driving-job>
- Sawmill:
 - Risk Assessment infographic

- Root Cause Analysis – Substance use infographic
- Controls: <https://www.workplacesafetynorth.ca/news/news-post/industry-experts-analyze-causes-substance-use-job>
- Pulp and Paper:
 - Risk Assessment planning

Next Steps:

- Next risk assessment will be for the pulp and paper industry (WSIB rate group 039).
- Need to set a time frame for root cause which is usually a one-day session.
- Homework to be done ahead of time that is given: What keeps you up at night? What are your top concerns that you have and write it down.
- Need a subject matter expert from the sector for 10 participants with half employer rep and half management side.
- Sujoy will consolidate and get a top 10, and then everyone on the day of workshop will get the electronic voting system to help process that votes anonymously.
- Whole process is about three months to get to the top reasons as validation takes time.
- Action item: Tom will follow-up with Advisory Committee and industry representatives to obtain worker and management support for the upcoming risk assessment workshop.
- Just needs the date and names, and then Sujoy takes over. WSN would *cover travel, accommodations and meals* for the worker and management rep.
- Looking at September and will set up poll once names are given.

Progress on Key Programs, Initiatives & Recent Successes

1. WSIB – Health and Safety Excellence Program, Community Engagement:
 - In 2020 the WSIB incentive program will be folded into one model called the Health and Safety Excellence Program. This will encompass the SBHSP, Safety Group and Workwell programs which will be retired in the new year and the HSEP will lead participating firms through a maturity model to lead advance them to whatever level of health and safety program maturity which they decide. Summary presentation attached.
2. Education Services leading initiatives:
 - Virtual Industrial and Mining Sector Act and Regulation training currently planning piloting sessions over the next few months. This 4-hour training program has been developed to be interactive in nature with an instructor facilitating the session and walking participations through specific workshop and related activities. Advisory committee members will be invited to participate.
 - New and young worker webinar conducted earlier this week and supporting resource <https://www.workplacesafetynorth.ca/resources/new-and-young-workers-health-and-safety-resources>
 - Effective machine guarding training program under revision and complements the MOL machine guarding initiative which has just wrapped up.
 - Expanding our French training offerings with a new JHSC Part 2 (general) certification program

3. WSN/SFI Safe Driving training program:
 - WSN and industry representatives are working at researching industry input on the program structure to meet industry needs, available resources and will in the near future develop a program outline.
 - Classroom program to be developed in 2019 and on-line program available in 2020
4. Safe Workplace Ontario (SWO)
 - SWO program gap assessment and subsequent industry engagement is planned over the next several months to determine the best possible revisions and advancements to the program which will assist participating firms in impacting on the elimination of workplace injuries.
5. First Nations Pre-employment Training:
 - This spring we have completed our first Construction based First Nations/Industry Health and Safety focused training program in conjunction with Seven Generations a First Nations training organization based in Kenora. WSN is currently continuing to engage First Nations groups and industry to expand our current pre-employment training offerings as we advance through 2019.

What's new:

- The first of 3, one day workshop conferences was held in Thunder Bay in early May which will be followed by conferences in Timmins and Sault Ste. Marie
- The compass program looking to bring speaker from WSIB in on and has been updated with additional information that can be a resource at either second or third meeting for advantage of compass. We will attempt to tie this in with our September meeting presentation by WSIB.

Sharing of Best Practices

Next meeting:

September 25, 2019, 8 am – 3:30 pm, full meeting – North Bay

Request to send agenda items:

- WSIB come to next meeting and getting to understand the cost of injury and operations as well - both prevention and operations. I.e. handle claims/approving and what happening from both ends. Presentation will also include an overview to HSEP as well as changes to compass. Changes and challenges the advisory committee sees and they are having.

Meeting Wrap-up

There being no further business, the meeting was adjourned at 2:17 p.m.



Douglas Groff, Chair

June 7, 2019
