



MINUTES

WSN Mining Advisory Committee Meeting

Date & Time: Thursday, Sept 23., 2021 at 10:00 a.m. to 12:00 p.m.

Members: Dennis Sobey (Chair), Chris Bamberger, Michael Ferguson, Clare Foladore, Fern Houle, Louise Lowe, Darren Toner, Steve Wrixon

Regrets: Don Langlois, Goncalo Valentim,

Guests: Ted Hanley, Ontario Mine Rescue

WSN Staff: Mike Parent, VP Prevention Services
Chris Serratore, Director, Prevention Services
Tom Welton, Director, Prevention Services & Educational Programs

Joint meeting with Forestry, Paper, Printing, & Converting Advisory Committee

Introductions of everyone on the call: Steve Wrixon, Robin McCullough, Paul Andre, Jesse Kydd, Fern Houle, Michael Ferguson, Stewart Taylor, Tom Welton, Chris Serratore, Clare Foladore, Chris Bamberger, Meg Parker, Tricia Valentim, Ted Hanley.

Safety Share: Workers coming onsite from US who brought COVID and testing one COVID and 11 close contacts. All controls in place and still had someone show up onsite. Other in Michigan, driving across boarder different than flying so protocols on return even though borders do not have it company took it upon themselves to do the right thing.

Topic: Ontario's Provincial Health and Safety Strategy & WSN's supporting strategy.

- Paul presented 5-year strategy. New CPO who just started last week.
- Discussion on outcome measures, are we impacted an outcome. Have they improved their OHS knowledge based on service assessed from WSN. Early stages with this. Partnered with CROSH in Sudbury for Mental Health program and Lakehead University in Thunder Bay to measure outcomes for Safe Driving on Forest Roads program. Expectation is that we will measure across all the suite of services we provide.
- WSN not expert on data so partnered with CROSH and will be reaching out to what that will look like moving forward. Logic model and what we want to achieve.
- Approved Workplace Newfoundland WAH here in Ontario. Intent is to do more with other provinces.
- How align WSN strategy to the provincial strategy just shown. Staff input sessions, Board of Directors input sessions, a lot of input at the front end.
- Trying to find solution. TTT and delivery solutions to workplace but need to find ways to measure impact that trainer is having, not just our team members, as extension of services we provide. Part of what talking about with CRM and external parties to be able to enter and enter information into it for full impact.

- Important for advisory committee to put their thoughts and advise as needed to WSN to help give the tools to provide programs and help measure.

Topic: Discussion on impact of Ontario vaccine policy requirements and has your company initiated a vaccine policy?

- This share is to learn about best practices so we can suggest some sector trends. Policy coming out November 1 will be required to be double vaccinated to work at Detour requirement. PCR swabbing at your own cost otherwise. \$110 on weekly basis. Lab will be set up on site and payment system in place. Will come a time you won't be able to come if not double vaccinated. Push for everyone to do it. No issues sharing once it is released and then can share with anyone. Want to be leaders in the community. Huge cost so will be zero tolerance. If not want to comply, only doctor will accept will be doctor onsite. Payroll deductible on auto pay. Will give everyone all opportunity but must do everything we can to do what best for community and its people
- MLTSD not mandated for their inspectors. Have a sit down scheduled next week with JHSC to ask them to draft email for workers that will be going out to the senior MLTSD stating concern. That would be the path to take, as only one MLTSD has followed company's policy.
- Not mandatory however incentive programs on other sites, and Public Health Sudbury District who stated a vaccination percentage to reach herd status so once site hits that there is an incentive given.
- Suppliers and contractors, if outside public health, they will be screened through NEOMO and give clearance letters.
- Draws, gift cards, and look at anyway to reward people.
- Will probably follow suite if bigger ones do it but so far success with what doing.

<https://www.sudbury.com/local-news/laurentian-researchers-plan-to-tour-the-north-to-find-out-why-some-people-choose-not-to-get-vaccinated-4194833>

- Pushing from clients is what is pushing some firms to be double vaccinated. Timing for some quitting was quick as now some who quit are back tracking. Seeing municipalities that are doing the same thing. Members are even stating ahead in postings for jobs. Incentive programs and big numbers in Michigan. US it more geographical. Just working with HR to collect information and so far, only asking those travelling internationally but now with clients requiring it more than looking at system to manage that properly. Most sites outside Sudbury have onsite testing. NEOMO used in Sudbury. In Saskatchewan, as a visitor, will be tested every day. Starting to hit home that you will have to be vaccinated. Some mine owners may not make mandatory to attract new employees.



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- Pre-screening before onsite and incentive program for 75% vaccination rate then donation of \$5000 will be done. Offsite for work related business and travel, will have to be vaccinated. Just started that a month ago.
- Softer approach by some mine sites not asking vaccination status, no incentive program nor asking contractors if vaccinated. Union members and challenges with anything to do with health. Maybe see what could be doing. Contractors outside Sudbury district must go through NEOMO. Not even asking if local.
- Live and work very robust controls from beginning. Fall work will continue to organize vaccine workshops depending on vaccination of that camp will control what they live with. Above 90% they could go to town rather than having to be locked down. No analysis yet, but no camp yet that is less than 75% double vaccinated. Looking spring trend more that if you did not vaccinate your life will look different than those vaccinated.
- Some have no policy but have incentive globally and vary depending on region. Mandatory in Ontario and \$300 if submit. Contractors going out will follow that sites rules.
- Waiting on province or MOL lead on that. Need something to back up this to present to union. But otherwise just following drilling services then testing and shops have scanners. Visitors tested every time, suppliers etc.
- Everyday can change, ready to make policy but want province or corporate to back them up.
- OMR is close to 100% of mine rescue staff, complied with all site mask and testing protocols and isolation over last year, easy for staff and onsite. Volunteers will be different issue as onsite testing policies not an issue but double vaccinations mandatory onsite might have loss of active responders. So have to monitor to make sure keep active response.
- Incentive program onsite \$200 to get double vaccinated, even temps getting incentive. Not mandatory, as waiting to hear mandate from province. Struggling and refusal. Lightly affected with plant as one site nothing but another site has had fatality. Waiting to hear provincial or federal legislation to come down and help with this issue. US based, so have issues with that. Grouping people together on same machine. Feeling is that if only small group why doing it?
- City of Sudbury policy that workers will be double vaccinated. In workforce volunteer firefighters if not vaccinated will be suspended. MLTSD visit had in spring, had to do with face coverings and individual work refusal against his beliefs. Ministry came in and reminded about duty to protect themselves and all others. Duty to follow a company's policy, not have to like it but must follow.
- Concern raised by ingenious groups and different takes on vaccines, and big surge not to get vaccinated as mistrust. When talking about these policies, have alternate considerations been built into these policies. Some have included it, and it was those areas who requested testing, charter flights to fly and bussing to make sure safe and many areas are supporting. Not have to do swab if double vaccinated.

- Must look at the greater amount. Leniency has been given.
- Indigenous have been consulted and some in remote areas sent home as their area would not survive an outbreak so they are unable to work.
- Some individuals who are losing others due to Covid has helped try and get the message across.
- Important to acknowledge cultural background of belief in medical system will be incorporated in decision to join in decision.

1. Call to Order, Welcome, Approval of Agenda, Safety Share

Outbreak and workplace outbreak because of workplace transmission and saw there it got outside workers and others contacted. Contact badges were a help. Must be on top of adherence and although not make sense one moment, it then does, so need to be on top of controls. Checking on the controls is just as important with auditing results making sure controls are effective. Expectations of contractors and Covid checks. Adherence to controls.

Approval of Agenda: Approved

2. Approval of Last Minutes

Approved

3. Business Arising from the Last Minutes

- a. Exploration sub-group: Exploration sub-group (Mike P., Clare, and Louise): discussion on completing a risk assessment for drilling and exploration.

Action: Tom to have further discussion with Louise for support from the CDDA.

- b. Mental Health (ongoing):

AGENDA: Keep Mental Health on the agenda as a topic to discuss each meeting.

Detour and WSN who spent time with one of their trainers, and best champion on site. Angele spent a week and went through a lot and ended up with a passionate trainer, and in touch with Angele on a regular basis. Kick-off toolbox and having the conversations. On Friday he put on two 2-hour sessions with 22 people total and a lot of great reviews. Message across has been amazing. Just interviewed a mental health and addiction counsellor to offer support to small town which will also align. The WSN program was tailored for them and is second to none in the programs they have been a part of in the past.

Are others focussing on MH in the workplace? Can we push harder through WSN?

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- Recognized as gap in some places, and piggyback in other programs. Have made a topic of in Excellence program, early communications with WSN to help guide and make sure put right resources together over the next eight months.
- Vale *Minds for Minds* program dating back a few years, MHFA for supervisors, some turnover, and changes in direction. It is long and looking now to do more shorter things in higher frequency. Don Langlois is the champion of this.
- Company has been mandated to put together an awareness program for global groups. Not heard if they implemented it at all.

c. Reporting Fires: Fire form and MLRC, information on reported fires. What should the process be? No process. Provide us with data, can we find out about it? Hoping new CPO and have conversations how industry can help and get data so learn rather than on own.

Agenda: More discussion next meeting, ask OMR to present data on the number of fires that involved a response from OMR. (Completed with next agenda item)

d. CDDA National Standard for Surface Common Core
Louise's update statement as unable to attend due to emergency.
***PPT attached

Common Core- We have completed the common core revisions and are trying to pilot the program. The issue is with the state of the industry and the need, a lot of companies are completing the first 5 required modules and getting them out on the drill and completing the remainder of the training over the next year when sign off is required. We have decided to run a common core surface course through the CDDA in Manitoba in partnership with a drilling company so that our trainer can fully sign them off. We are just finalizing the details now. I am also working with Canadore College to offer the Common Core including the MIHR piece and are in the stages of sourcing the equipment out that is required to offer a full sign off program. I did reach out to WSN a few times and left messages trying to get a list or contacts for possible trainers for the program. I have had no success in a call back yet. Not sure if someone can help me with that? Human Resources at Canadore will be putting out an ad for the position over the next few months. I am happy to answer any questions there may be about the new program.

4. OMR Update

Answer to previous minutes and the fire question. Recordable data until the early 2000's person and process eliminated, and OMR also not have that data. Recordable fire form, being recorded and dying in inbox of inspectors and not being aggregated and analysed. OMR would be happy to be the aggregator of this if they don't want to do the process they eliminated.

Current status: 2020 so significant only if a OMR has to be deployed, not ones that were handled internally. Not shown that three of those needed outside aid to resolve the emergency.

Action: Ted will forward information.

2021 doing well. About 4 or 5 for majority fire and one a non fire incident.

Been given the go ahead to now support surface mines (open pits, mills, smelters, offices etc..) as well, not just underground mines. Standardize program and simplify for mines and can train a roster of those who have skills. Hybrid of customize and standardize and no longer fee-based for this service.

Any questions please do not hesitate to contact Ted

5. **Marketing and Communications Update**

More recent focus. ***meg's presentation.

News coverage and social media analytics. Info products overview.

6. **Round Table/Wrap-up:** Ideas for future meetings

- OMCSA good meeting. Findings from a mine fatality.
- MTC and transferability across provinces. Will be there to help and advice? Need transportability across and not able to do so, sits with signing authorities. Companies have accountability to look program from other jurisdictions and if they can compete and can sign off.
- Appreciated the openness of everyone on their Covid policies.
- Fern: Mental health all must do part and work towards that WSN and CMHA, they have resources and expertise. OMA Safety Training committee meeting coming up next week.
- Advisory committee members will be sent link on their thoughts on website. Need honest feedback from a user's perspective.
- Gratitude – we are your health and safety association – to all members

Next meeting: December 9, 2021