

WSN Mining Advisory Committee Meeting

Date & Time: Thursday, December 3, 2020 at 9:00 a.m. to 10:30 a.m.

Members: Dennis Sobey (Chair), Michael Ferguson, Clare Foladore (Vice-Chair), Darren Toner, Goncalo Valentim, Steve Wrixon

Regrets: Chris Bamberger, Mike Huard, Louise Lowe,

WSN Staff: Mike Parent, VP Prevention Services
Gaby Lemon, Event Specialist
Elisha Mallette, Health & Safety Specialist
Chris Serratore, Director, Prevention Services
Tom Welton, Director, Prevention Services & Educational Programs

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

Approved

2. Approval of Last Minutes

Approved

3. Business Arising from the Last Minutes

- Exploration sub-group: Exploration sub-group (Mike P., Clare, and Louise): deferred until the second quarter of 2021, at least six months.
- Supervisory Training: Remove until there is more clarity on the subject and decision made with Mining Tripartite Committee
- Dennis Sobey Call: Resources are being shared through many platforms, including WSN's website which hosts a lot of resources on Covid-19 for employers

OMA project CROSH, MIRARCO, firms submitted controls and now a Phase 2 has started. Modified bow tie and good document with causes and controls. Shared with OMA members. There are several organizations globally pulling together collectively. **Completed**

- Forestry, Paper, Printing and Converting Advisory Committee (FPPC): Joint presentation between the two committees to the WSN Board of Directors occurred. This new format worked very well from both sides.

Look for opportunities to overlap the two committee meetings. Even though it would be ideal to do it in person, it would still be good to start virtually and meet on common issues both industries must deal with. FPPC meets with another advisory committee outside the province in BC with common issues and the results have been positive.

Suggested topic could be risk assessments and root cause analysis workshops advancement in 2021. This is being built into the organizational plan and use as leading indicators and advance through into product development and educational services.

MLTSD provincial risk assessments. MLTSD wants to build capacity, core sectors risk assessment training. WSN has a course and OMA suggest WSN involve intro level, remove higher level learnings, and put only key topics. Looking at spring to complete this.

4. WSN Psychological/Mental Health Team - Elisha Mallette * presentation attached

Discussion started off with how committee members would like to see what they bring back to their individual sites without a lot of resources.

CSA Standard psychological health and safety is free and will be shared by Elisha (*see attached). Not many companies have adopted the entire thing.

Committee took a survey to see where they sit. [Managing Mental Health Matters \(workplacestrategiesformentalhealth.com\)](http://workplacestrategiesformentalhealth.com)

Discussion took place on knowing your role, identify and learn skills, engaging peers and having conversations, getting help and having connections. Common goals identify there is an issue and listen. Courage to approach and or to ask if 'you are okay', and how it is okay not to be okay.

How to equip workers, what do if you yourself are not okay. Not a lot of trust through known avenues, so need to know how to equip each party (supervisor, worker) with tools that link CSA Standard with trust and respect.

Know your role:

Supervisor: know their people and recognize changes, have genuine compassion, large crews, and issues identification, must come from supervisor and welcome conversation proactively and try and connect to create trust and consistent message. Improve your own skills with it, encouraging action.

Dare to Care program was discussed.

Employer: leadership, general duty clause, need to do what is reasonable and have an opportunity to see what is being put in the plan, use violence assessment, and start highlighting areas.

Guarding Minds at Work program was discussed.

Discussion on how organizations are doing something about mental health: substance abuse, mental health. Discussion included: opening EAP to all on site, calling can be anonymous, crisis counsellor, trying to create partnership, increasing bandwidth on remote sites to aid in connection to families, leadership training, critical conversations frontline supervisor training, harassment training education, Mines for Mines with CROSH, leadership training to be mindful and effective, workplace and IRS and everyone has a role, Being kind in the workplace, no blueprints for mental health, having fun to increase moral however making sure that it is fun for everyone and not at the expense of others, not one size fits all as have to dig in.

Best place to start is to start and just keep moving forward with it.

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

5. Events Update – Gaby Lemon

Looking for everyone's feedback on events and conference sessions. Discussion took place on feedback from information sent before the meeting and which sessions were of interest to the committee: The intersection of safety and innovation, leadership, Jim Lundrigan, mine rescue, battery electric vehicles, new workers, how deal with emergency underground, engineering, and shared hazards in other industries such as FPPC committee and their discussion on tire safety.

6. Supervisor Common Core Discussion – Mike Parent * see attached

Not train supervisor you develop one.

Question on shared documents and what Shaft Crushing was.

Action: Mike to look at it and see why it was there.

Does it make sense to put into training program? Yes, from all.

Going forward send for feedback and in the new year put into programs. Trial to help in remote location. On website there are virtual offerings.

Action: Send out again for feedback

7. Best Practices/Meeting Round Table/Wrap-up

- Keeping objectives and timelines for concrete results.
- Transition and changes, massive changes quickly. A lot of calls with EAP and conversations with impact on workers, will be felt for a long time, and need for mental health engagement
- Mental health and how it is okay not to be okay. Caring about partners, compassionate as possible
- EAP system, not just four counselling as sometimes just overwhelmed. Can sit and help arrange things with you like daycare, cancer group support, legal help with our support needs. They can also just help with a starting point for any of your issues/or support needs.
- MOL Blitz and education session previously and educate people on legislation and what regulation means. WSN putting this information out ahead is appreciated. Bring forward prioritize legislation on issues such as fencing and guarding and what it means as ambiguity in interpretation.
- Starting point risk assessment and root cause analysis and maybe start with traffic management.
- Question: Fire form and MLRC, information on reported fires. What should the process be as WSN has a form however there is very little use of it and seems like a missed opportunity. Look to relaunch education review at next meeting. Look to see how to promote. Suggestions included:
Action: Darren Toner reach out to Vale mine rescue TAC member Greg MacMillan
- Additional committee member discussion included:
 - a. Occupational Hygiene - Don Langlois - Dennis S will be connecting with and invite to next meeting.
 - b. Consulting member - Mike F. will be connect with and invite to next meeting.

8. Ideas for future meetings

2021 MEETING SCHEDULE

- **March 25, 2021**
 - **May 13, 2021**
 - **September 23, 2021**
 - **December 9, 2021**
-