

WSN Mining Advisory Committee Meeting

Date & Time: Tuesday, February 11, 2020 at 10:00 a.m. to 3:00 p.m.

Members: Dennis Sobey (Chair), Chris Bamberger, Michael Ferguson, Fern Houle (designate for Darren Toner), Louise Lowe,

Regrets: Clare Foladore, Mike Huard, Dan Laing, Draper Selman, Darren Toner, Steve Wrixon

WSN Guests: Paul Andre, President and CEO
Philip Dirige, Senior Specialist Ground Control
Cindy Hunter, Director, Strategic & Marketing Communications
Cindy Schiewek, Senior OHS Systems Specialist
Chris Serratore, Director WSN
Nadine Trodel, Health and Safety Specialist

Recorder: Tricia Valentim (Minutes)

Location: Sudbury Office; 235 Cedar St.

1. Call to Order, Approval of Agenda

Agenda approved

2. Approval of Last Minutes

Approval of minutes. Discussion took place regarding individuals who miss too many meetings.

Action: Dennis, as Chair, will connect with anyone missing too many meetings through a letter.

3. Business Arising from the Last Minutes

- Tom W. will follow up with the industrial sector to include a multi-sector and different applications for drones. –
Action: Tricia to send Tom's email after meeting.
Agenda: Dennis will see if he can bring someone next meeting to discuss the advances KL is doing.
- Next meeting Clare and Lindsay (WSN) will do a co-presentation at the next meeting regarding the Vale CAAT that WSN completed for them. **COMPLETED during today's meeting.**
- Bringing the mining advisory committee to Mine tour as part of meeting, to a Mine site to get different perspectives. **Options to investigate that for next meeting. Leave to standing to see if Chris can at one of his mines.**

ONGOING: Mike P. will try and bring the Exploration group together again for them to review the data available and simplify into something people can work with. **Clare and Mike to get together then we can look at best practices for exploration and rescope what it looks like.**

Action: Getting people who are interested in participating in a sub-group to carve out time after the next meeting.

- **Terms of Reference Advisory Committee-Completed at today's meeting.**

Action: Tricia send out list with groupings and what their area is.

Action: Next meeting WSIB could come to do a presentation.

Action: Also review of the 3-year terms needs to be completed, and regular attendance.

Action: Next meeting, we can start to elect possible Vice-Chair in, and Mike have conversation with Dennis to see if he is still interested in being the Chair.

Action: Relook at Terms of Reference and rate group section (Mike and Tom)

4. **CEO Update** – Presentation Attached. *CEO Update.pptx*
5. **C.A.A.T. Update:** Presentation Attached. *C.A.A.T. Update.pdf* – Cindy S.

Measuring leading indicators, from climate and system perspective, provides a benchmark with how a company is performing as an industry.

Next steps:

- WSN noticing a lot of these pieces pulling on that leadership and what done, we are going back to C.A.A.T. and taking those validated perception from Institute for Work & Health and flipping to actionable and what that looks like and how building into your system.
- Other piece is that everyone on different journey so Leadership + going to push into two different ways. Companies who don't have leadership there will be competency base and softer side and how you engage person. Harder one is the knowledge. We are going more into culture, and the other piece is that more people apt to demonstrate knowledge if they feel confident in doing so. When send to leadership training the other side is that WSN will be taking the competencies from the training and putting into assessment piece and assessment of what matters. Trying to put everything back in so system include culture to improve all.
- Look at emotional intelligence not just skill sets, open and transparent dialogue instead of managing difficult conversations.

6. **Leadership Essentials** – Presentation Attached. *Leadership program – Nadine.pptx*

Narrative around skills need to be changed. It is important to remember that each company AND everyone on different journey. Bringing into execution process and emotional intelligence side of workforce but also other elements coming to it as workforce changing and evolving and now adaptability and culture quotients as well. Diversity plays into it and can't ignore anymore.

Leadership program will tap into culture and understand where the company wants to go. They have to committee to vision and their journey.

WSN would be advising only and will act as the wedge that helps change the direction. Journey could take months or years depending on when you start and when you finish.

Next Steps: Journey is year of collaboration pilots with three confirmed pilots which is a large workload and very different companies and needs.

1. Mining company already done leadership training so will go check to see if what they trained in is being effectively implemented. Will confirm by asking crews of over 300.

2. I.T. company which is different as new company of about 30 so diverse workforce and not idea of culture side so will tap into diversity and look different.
3. Not-for-profit will be tapping into the young of their workers and what that looks like. Not sure size as different areas in Ontario and different departments

Want to move everyone up on bell curve to what the others are already doing. To set bar and how get up.

7. **Legal Compliance Audit – WSN & Vale** – Presentation Attached. Legal Compliance Assessment Project.pptx

Took place a year and a half ago when Vale was mandated to have an audit. Lindsay took each project and questions that come in and reflect on our values and our why. The focus was only on the Exploration side.

8. **Strategic & Marketing Communications Update** – Presentation Attached. Strategic & Marketing Communications Update.pptx

9. **Technical Advisory Committee Updates** – Presentation Attached. Technical Advisory Committee Updates.pptx

- Fatigue management technology discussion. Look at as a potential AGENDA item.
- Still low on dpm in comparison to States as they are changing them and meeting those limits by regular maintenance on equipment. They also use different diesel fuel. What Canada doing?
- Cyanide infographic will be out by end of this year.
- Having good attendance for the meetings so far.
- Discussion on Technical Advisory Committees and having a road map for them with timelines attached. Need to include developed scope of work to get tasks done by those timelines.

10. **HSEP Update** – Presentation Attached. HSEP.pptx

- Goal WSN is 75.

Agenda next meeting ask Tom present more about this development. Provide an example of a topic to meet the standards.

- It will take time to sort it all out as going with what we think but need people to go through the process to see through the process.

11. **Terms of Reference**

Requirement for Advisory Committees: addition of the aggregate sector. Mike will work with sector and membership.

Advisory Committee Membership:

3: Reword now using rate group's verbiage.

#7: Reminder that committee members can delegate a substitute to attend a meeting should they be unable to attend.

#9: Review attendance to ensure members are complying with the attendance membership policy.

Elections: VP position needs to be filled

Orientation: Need to review and revamp the orientation process.

12. Meeting Round Table/Wrap-up

Ideas for future meetings:

- Visiting site for meeting? There would need to be a purpose behind it. Example high walls, cyanide etc.
- More about Leadership + when have updates with pilots
- Technical Advisory Committee and their plans to complete work. What is their road map and purpose.
- Update on Paul's discussion with the director.
 - Action: Mike ask Paul for agenda update for April
- Root cause analysis in mining industry with MLRC
 - Action: Darren request for written summary should accompany the root cause, get from Fern. Has been update and disseminated by MLRC in March.
- Risk Assessment OMA Safety & Training to discuss opportunities like critical injuries.
- Annually Workplace Excellence has gone on for 10 years and not have time in 2019. Halting the awards this year as won't be a part of the conference this year but look to 2021.
 - Action: In April would like a couple MAC and FPPC and what recognition system should look like for our awards.
- January WSN had some funding cuts, retirement packages and Mike filling dual role with overseeing Health and Safety Specialists as well. Now will bring Director position back and posted internally working out of Sudbury office

3:01 pm

2020 MEETING SCHEDULE

- April 21, 2020 (Meeting before Mining Conference Opening) Sudbury
- September 24, 2020 (8:00 am to 3:00 pm) meeting North Bay
- December 3, 2020 (9:00 pm to 10:30 pm) teleconference