

MINUTES OF COUNCIL MEETING – April 6, 2018
Location: 5110 Creebank Road, Mississauga, ON

Member:

Eric Hopkins	Metrolinx
Michael Nieznalski	Toronto Transit Commission
Danny Chui	Exhibition Place, City of Toronto
Harry Banikin	H Banikin & Associates
Robin Granger	Retiree (OPG)
Roger Belair	CSSP Inc.
Ian Cunningham	COCA – Council of Ontario Construction Associations
Jennifer Ahern	Town of Milton
Tracey Smith	Ontario Power Generation
Gino Squeo	E S Fox Ltd.
Frank Pepers	E S Fox Ltd.
Kristine Lampman	The State Group Inc.
Paulina Barnes	The State Group Inc.
Eric Yapp	Crawford & Compliance Inc.
Paul Casy	Infrastructure Health & Safety Association
Vlado Dimovski	Toronto Transit Commission

Guest:

David Frame	Ontario General Contractors Association
Dan Fleming	Elis Don
Paul Radkowski	Life Recovery Program
Barb Butler	Barbra Butler Associates Inc.

1. Opening Remark by the Chair, Introduction and Safety Moment

OCUC Chair Eric H started the meeting at 8:45 AM. As for the safety moment, he reminded people to trim our trees regularly. The pictures sent by Robin G showing the tree broke in his backyard right at the base of the tree due to high wind a couple days ago. A crank was toppled in Mississauga recently due to the high wind condition. These conditions changed our design criteria as the 100 year storm becomes a 15 or 20 year occurrence. The question is: what are people going to do about it? Comments included: be mindful when you are outside during these conditions in late winter and early spring; ensure things, tools, loose materials are tied down or in storage; pay attention to weather forecast for your job site; remind your workers to take coverage when weather changes in spear of a moment; some companies have policy on storms and tornado, etc., and companies not to send workers out if there is a potential of bad weather coming up. Companies who do work in many places of high risk condition often plan ahead in early construction stage to build their plan around the high risk or historic high wind pattern to avoid situation such as the crank topple in Mississauga and send alert to all sites to be closed down at moment notice. After that, Eric asked everyone to introduction.

2. Approval of Agenda

Agenda was emailed to all members over a week ago and no comments were received. **Motion to approve the February 9, 2018 Council agenda; Moved by Ian C and Seconded by Gino S. Motion carried.**

3. Approval of Council Minutes – February 9, 2018

Minutes were sent to all members by emails over a week ago and no comment was received. **Motion to approve the February 9, 2018 Council minutes; Moved by Harry B and Seconded by Frank P. Motion carried.**

4. Approval of Revised Constitution

Robin G who is the author of the revised constitution gave an overview and brief explanation of the reason for the revised constitution. The notice of this revised version of the constitution was sent to all members in the last December meeting accordingly to the requirements for changes and the last revisions were sent to all members 10 days ago. It would be considered to be changed if council approved in the third meeting which would mean this April 6th council meeting. However, there were changes received last week from Ian C and the board decided last night to discuss the further proposed changes with the council today and will seek council approval in the next June council meeting. Robin went on the discussions on those suggested changes to the revised version with the council. There was one main concern regarding the approval of new board director when one current board director resigns due to whatever reason in the calendar year after the council had approved the slate of directors in December. The notion is that the board can approve the replacement of the volunteer from existing council member for the rest of the term in any calendar year (a full term is usually two-year term, the last approval was for January 2018 to December 2019) and that the council will no longer be necessary to approve the new replacement until the next term is up for election (the next new term would be from January 2020 to December 2022). A full board approval (100%) for the new replacement would be required. A election approval by the board would be required if more than one candidate is applying for that one vacant position.

5. Presentation I:

David Frame – Ontario General Contractors Association – Safety Pass

David Frame is the Director of Government Relations with the Ontario General Contractors Association (OGCA). He is a former Director of Prevention at the WSIB and more recently was the President of The Council of Ontario Construction Associations (COCA). At COCA he worked closely with the government to establish the Construction Legislative Review Committee and the Construction Advisory Council. His focus is on building understanding and agreement between business and government. With the Ontario General Contractors Association, David has developed and implemented government relations and communication strategies, and has provided leadership on infrastructure, training, OHS and WSIB issues. This includes extensive work on the Tony Dean Panel review of the Ontario OHS delivery system.

David was doing the presentation together with Dan Fleming of Elis Don, who is the director of health and safety training. This safety pass is a voluntary safety awareness training on-line program for construction sector that has the basic safety information, can easy to deliver, requires minimum of time to finish, and is not expensive to take. Due to these simple elements, it will be accepted by most numbers of construction people. This program originally came from Manitoba construction safety association, of which we modified and rebuilt it with Ontario content and it becomes an on-line program for Ontario. This is a base program generic to construction. The idea of the safety pass is to: provide consistent, hazard effective orientation for workforce; support big picture objectives, like building safety culture; fulfil needs of contractors, subs and workers; reduce duplication of general awareness training cost effective; and provide efficient system delivery. Therefore, the Ontario General Contractors Association (OGCA) and the Safety Committee leaders have developed a generic HSE orientation awareness program

for construction. The advisory Committee has the following members: Aecon Buildings, Alberici Constructors, EllisDon Corporation, Gillam Group, Infrastructure Health and Safety Association (IHSA), PCL Construction, Pomerleau, Professional Safety Advisory Services, Stuart Olson Construction, W.E. Morgan Construction, and Walsh Canada.

The Ontario Safety Pass features: gives one-stop construction HSE orientation that is consistent and transferable; eliminates duplication of general HSE orientations; is fully transferable, online registration, learning, testing and validation; and is focusing to be on the actual project specific HSE orientation; truly a Time and Money Saving basic safety orientation program. This Safety Pass program: is an interactive online program; contains 13 Modules and Quizzes that can be completed at a user's pace; requires a mark of 100% in order to receive a certificate of completion; once complete, a digital AND printable certificate will be issued through SkillsPass™ — an online safety credential management platform; average user completes the course in 2 hours; and is 3 year refresher required.

OGCA has partnered with SkillsPass™ — a online system for tracking and managing safety training credentials across your entire ecosystem. With his system, workers can focus on their work, not on their wallet cards. A worker will register on SkillsPass and create a user profile. Upon completion of The Safety Pass, each worker will have a digital certification. Worker can view, print, and/or share with multiple employers from SkillsPass. But even if they forget their card... the SkillPass QR code can be scanned by an employer for a complete picture of their safety credentials in real-time. The roll out is scheduled officially on April 10th, 2018. Go to www.ogca.ca.

6. Subcommittee Report

5.1 Education

Robin G reported that due to the turn around situation of the finance, the board is contemplating on providing scholarship again. Robin provided 4 pages taken from the internet regarding planning for a scholarship and awarding the scholarship. He will come up with a white paper proposal to the next board meeting for review, discussion and comment and then bring it to the council for approval. It could be available for trade people, or college and university studying construction or construction management with the health and safety in mind, as well as diversity. Council members are welcomed to provide input to Robin.

5.2 Health and Safety

Michael N reported that the new chief prevention officer has been appointed. Also the new provincial coordinator is Jean (John) Justa from Ottawa area. We will be reaching out to Jean Justa to encourage him to come to our council meeting to provide MOL update. A pamphlet from IHSA pertaining to hazard dangerous substances was passed around for members to view.

Update on the 2018 March meeting of PLMHSC for the period from February 16 to March 15 as follows:

Section 1: Month Fatality was 3; Critical Injury was 15; total 18 for the period as compared to the same period last year of 1 and 23 respectively.

Section 2: MOL Current Event: proposed changes affecting the protection of workers from exposures to biological or chemical agents under the OHS/A; has prepared a consultation paper for public review and comment, which highlights the proposed amendments to Regulation 851; and to get more information about the offense listed in the new and amended schedules,

Section 3: Court Bulletin 1 – A worker was crushed by mobile home, RV Resort fined in London Court on March 22, 2018. Following a guilty plea the company was fined \$70,000. On September 19, 2016, workers were moving a mobile home from one site to an adjacent one when the mobile home shifted, fell off the jacks supporting it, and came down on one of the workers, who died from the injuries.

Court Bulletin 2 – A worker became pinned between the guardrail of a work platform and a steel structure and died from the injuries on August 9, 2016 in a work site warehouse under construction in Brampton, Ontario. Following a guilty plea, the defendant company was fined \$175,000 on March 8, 2018.

Section 4: Total accumulated Fatality from January 16 to March 15 was 7 and Critical Injury 37 in 2018 compared to 2 and 42 respectively in 2017.

General discussion from members on the statistic showed disbelief on the fatality unofficially raised to 9 as of today and only took a few second for an accident to occur and the fact that it also might contributed to aging work force. Members also expressed delight to hear IHSA radio safety messages from a few stations for the AGM event of WSIB. Harry B mentioned the new scheduled fine and penalty issued by MOL. Interested members can go to the website of MOL or IHSA for further information.

5.3 Labour Relations

Michael N reported that nothing has been happening in the new contract agreement negotiation front to be effective next year.

5.4 Recruitment and Board Report

No exciting news from recruitment side. Michael N mentioned that the U of T website update is on-going and Danny C has been in contact with Yuting Chen providing her with all 2017 meeting minutes, records and presentations materials for the use on website. Yuting has asked Danny C to send pictures of OCUC members' job site and any pictures that representing their companies. Brenda of U of T was seeking OCUC membership to participate in the survey of the project. It was suggested that Eric H to send a letter to all members reminding them to take part in the survey. Eric H responded that he would do soon. Discussions on the survey logistics and general information regarding the requirement of interview with members for the survey were very healthy; it showed a lot of interest among members on this project.

7. Presentations II

Paul Radkowski – Life Recovery Program

Paul is an internationally awarded therapist, speaker and founder of the Life Recovery Program (www.liferecoveryprogram.com). In addition to his extensive work in mental health and addiction, he has consulted with numerous agencies, hospitals and treatment settings working with groups, families and individuals as a Family and Marriage Therapist, Crisis Counsellor and Trauma Specialist and has consulted with many construction organizations regarding the importance and implementation of Psychological Health & Safety. Through his considerable experience and training in the field of mental health and addictions, he has been sought out to oversee the start up and creation of holistic residential treatment centres. The following was the highlight of Paul's presentation.

According to The New Work Forc-53% of Canada's young adults are at high risk of grappling with mental health concerns. Three things are happening or going to happen: 1. Mental Health Bill 127 2. Legalized Cannabis; and 3. Opioids/Overdoses are now the leading cause of death among N. Americans under 50. Some facts about Mental Health/Addiction: Results in 14% loss of net annual profits (Mental Health Commission of Canada, CMHA); Mental health #1 cause of disability in Canada, accounting for nearly 30% of disability claims and 70% of total costs; Mental & Physical health are linked. Mental health concerns often become Medical concerns/disability; Only 1/3 of those who need help get help most wait 6-23 years due to stigma, lack of resources/access; and Employee Assistance Program (EAP) average usage is just 5% and 60% of those users are female i.e. many of the industry's workforce is vulnerable to accidents, injury, lost productivity etc. Construction Industry Stats: 2nd highest substance use as an industry; Highest fatality rate due to substance abuse; and Problem drinkers 2-3x more likely to have industrial accidents... Make more than twice as many workers' compensation claims & absent 50% more often. Construction is the 2nd highest rate of suicide. People suffering from mental health will often show signs of substance abuse, depression, and anxiety. They show sign of changing in mood and/or behaviour that are troubling and persist beyond two weeks. They often exhibit: Dramatic changes in appearance; Expressed thoughts of helplessness and worthlessness; Crying without apparent reason; Loss of sleep and/or appetite; Change in attitude or behaviour; Withdrawal from responsibility or contact; and Defensive attitude concerning any problems.

People who know they are suffering from mental issues should seek treatment and prevention from the following: Treatment Centres/Hospitals (in/out patient); Pharmaceutical therapy; Face to Face Counselling; Therapeutic/Support Groups; and Online Options. Live Recovery Program is a web-based interventions and award winnings program. It is an on-demand video coaching platform, consisting of online resources including: Self-directed Video modules; Continuous email support program; Additional Resources provided; Established/Interactive peer support forum; Evidenced-based tools/Techniques; Behavioural Change; Engagement Analytics; and Preventative, or treatment option.

8. Presentations III

Barb Butler – Butler Consultants – Alcohol and Drug at Work Place

Barb Butler is President of Barbara Butler & Associates Inc. She has been in assisting private business, as well as governments, industry associations and labour organizations in dealing with alcohol and drug issues in the workplace since starting her business in 1989. She has worked with companies in a wide variety of industry sectors to help them develop and implement alcohol and drug policies. This includes the introduction of company-specific policy statements, as well as communication, education, and training programs. In addition, she has been directly involved in many of the key legal cases on this issue as a witness at human rights and arbitration proceedings. She regularly speaks at national and international conferences, conducts seminars and management briefings, and is widely published on the issue.

Barb came to speak to OCUC last year and now she is back to give us the update. Her presentation topic is Facing the challenge of cannabis in the workplace and the highlights are as the following: There are four areas involved: Medical and legal cannabis; Implications for employers; Legal implications/obligations; and Steps to consider going forward. The followings are the key points of her presentation on the above four areas: common drugs of abuse; drugs and performance; medications; cannabis evolution; Health Canada opposition March 31, 2014; implications for employers; current situation: legalization; challenge for employers; A & D impacts on performance; legal obligations; human rights laws considerations: human rights vs safety; policies should find an appropriate balance; key components; employer programs; alcohol and drug testing; testing technology; Recommendation: For those who do not have a policy - Assess core requirements for your own operations, and understand client demands; Develop a policy that makes sense for the operations and is consistent with industry standards; Ensure advance communication with all affected; and Get accurate information on assistance, assessment and testing services and contract knowledgeable. For those who have a policy - Review and update it periodically; keep up with current legal decisions, technology and industry practices; and Communicate regularly with employees and train/retrain supervisors on their responsibilities.

9. New Business – None

10. Adjournment – Moved by Harry H at 12:35 PM

NOTE: The above minutes were intended to reflect only the general discussions at the time in the meeting; however, they may not necessary had been recorded fully what were discussed. Please contact Danny Chui within 72 hours to report any discrepancy after receiving these minutes. Minutes are generally posted on the OCUC website www.theocuc.com after they were approved.

Minutes prepared by:

Danny Chui, P. Eng., FEC

Appointed Executive Director

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