



# MINUTES

## WSN Forestry, Paper, Printing & Converting Advisory Committee Meeting

Date & Time: Thursday, September 23, 2021, at 8:00 a.m. to 11:00 a.m.

Members: Jesse Kydd, Robin McCullough, Stewart Taylor,

Regrets: David Berry (Chair), Mike Fitzpatrick, Jenanne Graham

Guests: Mike Parent, VP Prevention Services

Chris Serratore, Director, Prevention Services

Tricia Valentim, Executive Assistant, Prevention Services (recorder)

Tom Welton, Director, Prevention Services & Educational Programs

### 1. Call to order, Welcome new member, approve agenda, safety share

Welcome to Robin McCullough, and introductions of all committee members and WSN staff in attendance.

Safety Share: Review lost time incident in sawmill and struggle with strains and sprains. Often repetitive job, twisting and bending from pulling logs offline. Worker pulled and felt tweak however continued working Thursday, Friday returned, and supervisor noticed worker struggling and spoke with him to report. In active care and had to go hospital with potential herniated disc and off two for weeks. How do we stop employees from continuing to work in these situations? If someone know, please share

### 2. Approval of previous meeting minutes

Approved

### 3. Business Arising from the Last Minutes

a. Safe Driving on Forest Roads program: update on status of French program development and evaluation of effectiveness underway. Chris and Tom to discuss further.

- Review of risk assessment on logging roads was driving, and key control, supported by industry, was a safety driving training on forest roads program in eLearning format. Suggested extension of program through ongoing promotion was extension to a French program, which we are currently in process of doing. Voice already done, mixing being done, and looking to complete that this late Fall or early Winter for French user. Final step of process is the continuum now that training is there, and industry involved in it, then measurement need to be done of injuries or vehicle incidents.
- Lakehead University (LU) partnership is understanding impact of the training. LU looked at behaviour to standardize driving program, and research on driving already completed on driving behaviour. Used for taking a baseline and then created survey of unique aspects of driving on forest roads. Now at final stages and has been approved by ethics board at LU. Stage now is to get a small cohort of people to pilot evaluations with. Action: Chris to extend invite to committee to take the course and get the feedback on course and evaluation questions.

- Notes to be aware of is that sometimes the length of video for French is longer than English. French translation was done by group in Toronto, and afterwards will be running it by industry representatives in Quebec.
  - Suggestion that sometimes French schools can help with translations, and it positive for both sides.
  - When get results from LU, Chris will look for improvement moving ahead. Part of continuum is upgrade of program from evaluation and then another risk assessment in 3-5 years.
- b. Update on status of corrugating risk assessment  
Jerry Traer will be working with Tom to schedule an initial webinar to welcome participants and explain pre-work and the risk assessment process followed by the scheduling of the risk assessment. Webinars scheduled for November 23 & 25<sup>th</sup> to catch all participants and the risk assessment is being confirmed for late January or early February 2022.
- c. Update on FPPC presentation to the WSN Board of Directors  
Scheduled for November 18<sup>th</sup>. Jesse has offered to present on behalf of our committee in the absence of Dave Berry. Each member will receive an invitation to the AGM on November 24<sup>th</sup> beginning at 10 am and are encouraged to attend.
4. **Battery Electric Vehicle (BEV) root cause analysis report shared, planned social media promotion, articles in appropriate communications, Next steps BEV Root Cause Analysis (October 6 & 7).**  
Two topics for the root cause analysis coming up will be identified based on current policies and procedures, as well as research. This being finalized now.

WSN using this as a template for development of new programs or update of information in current programs. Helps direct activities for greatest impact.

#### 5. **FPPC & BC Manufacturing Joint Meeting (TBA)**

Work with manufacturing advisory committee in B.C. within the BC Forest Safety Council and in Ontario represented through WSN's FPPC. Taking place Wednesday October 13 from 10:30 am to 12 pm. Share with past topics and discuss Covid One Year Later and Vaccine Rollout. Challenges companies have had and share best practices.

**Action:** Tricia will forward to the rest of the advisory committee.

WSN is reformatting our website and looking to get feedback from advisory members to get feedback with current website. Want any feedback on the site and strengths and weaknesses, looking to be cleaner, easier access and ensure to have member only area that relate to internal development items.

**Action:** Tricia will provide current link, should you have time to look at it from a user's perspective.

#### 6. **Best Practices/Meeting Round Table/Wrap-up**

Ideas for future meetings. Leading practices time to share, or areas of concerns.



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Jesse: Safe cutting tools priority currently. Working with suppliers and vendors and making sure packaging correct and warning labels on them right. Saws will have wax coating on them, where storing saws, a lot of risk assessments, SOP being built for every saw and knife change doing for all sawmills and to be completed by end of October. Leading practice at upcoming meeting with BC on Covid controls.

Stewart: biggest thing working on is the simplest problem, ergonomic risks. Doing a lot of packages and tool changes. Look at various type of packages for runs, and a lot is taken off machinery by hand. This requires a lot of education and conversations around lifting, job safety analysis and workstation analysis. Even with everything being done, still having sprains and strains and tweaks and pulls. Example: New employee didn't know their workstation was adjustable.

Continue struggle because there is a lot of manual handling. Have done studies on amounts and way of movement and continues. Any ergonomic guidance is appreciated as they have reached out to everyone that they have would be appreciated.

Suggestion: High turnover of workers, job hardening should be considered. New employees have a physical acclimation guide and track employee for a month to help make sure new employee is progressing alright. Cycle in slowly, 25% in task, and then up from there depending on job. This has been a success over the last two years of doing it.

Robin

- a. **Brinkman** – develop a policy on antibullying, harassment etc. First aid attendant for physical and other types of harm, so someone who can support anyone and designated office hours to receive disclosures. Present mandatory consent and community accountability workshop. Data not finalized yet. However, seems to have made a big impact, feedback from workers have been positive as more than just physical body, the rest of the body just important.
- b. **BC health and safety council** – able to do some digital standardized incident reporting. Hope is that if can standardize injury reporting and some incidents and if sharing if more real time can help with leading indicators. Component is the quick add feature so workers can do an initial quick report, quick add, and then punch to someone else in organization who can do the investigation, not on the worker. Can do it on their phones to help with engagement.
- c. **Ergonomics** – working with physiotherapist called Total Physio – realized big business opportunity and sent out physiotherapists to do analysis of the job. Now they can break down tendon issues with motion specific as broken down into training material and treatments for each of the five, and someone trained on staff who can help treat each of those and empower workers. Also, preventative taping for general issue of Tendo. More visits which is good as length of down time is lower. Taping in seasonal business no one wants to take time off and taping and better techniques have been beneficial. They are expanding to other industries.  
**Action:** Send any supporting information to share with Tricia who can share with minutes. Meg Parker shared a link to related article: <https://www.workplacesafetynorth.ca/news/news-post/preventative-physio-revolutionizes-injury-management>

## Joint meeting with Mining 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



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- 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.
- 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.

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- 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.

**2021 MEETING SCHEDULE:** Next meeting December 9, 2021