

National Joint Health & Safety Committee Meeting Minutes

June 11, 2026

Attendance:

CPC	CUPW
Daniel Gilbert	Sylvain Sicotte
Virginie Tremblay	Line Doucet
Philippe Doiron	Ennrika Beaujour

Guests			
Steve Clark	Hala El Kozah	Sally McMullen	Michele Dalrymple
Cassandra MacKinnon	Mathieu Dubois	Larry Henry	Kevin Kernohan
Jillian Woods	AJ Moffett	Lyno Mike Paolino	Daniel Beaulne

Advisor	Audrey Labout
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Location: The consultation took place by MS Teams and at the head office, room B110F

Time started: 9.15am

Time ended: 2.00pm

Meeting Agenda

Sr.	Topics	Presenter
1	Safety Pause/Mental Health/ Diversity safe moment	CPC Committee Members
2	Opening remarks	Sylvain / Dan
3	Fleet update	Steve Clark
4	Safe driving Leading Indicators	Cassandra MacKinnon
5	Well Water Program	Jillian Woods
6	Separate Sort from Index	Hala El Kozah
7	Returns - Item verification	Mathieu Dubois
8	Project Tracker	AJ Moffett
9	Western Union project	Sally McMullen / Larry Henry
10	NOO process	Lyno Mike Paolino / Michele Dalrymple
11	LJHSC Train-The-Trainer session	Kevin Kernohan
12	My Care Connect review	Committee Members
13	Terms of Reference	Committee Members
14	List of outstanding items	Committee Members
15	Open items	Committee Members

2. Opening Remarks

Presenter(s): Committee Members

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Round 1: Dog horn issues

CUPW raised concerns regarding incidents involving dog horns. It appears that some devices may have leaked, resulting in issues related to odor and burns. CPC requested further details, noting that dog horns operate using compressed air, in order to follow up with the manufacturer. CUPW will provide the requested details.

CUPW also indicated that in certain locations the use of dog horns is being enforced as mandatory, with potential disciplinary action for non-compliance. CUPW reiterated that the use of dog horns is optional, and that delivery agents have the choice between using a dog horn or dog spray. CPC confirmed that the policy supports the use of either option, or both if the employee chooses. CPC also noted that June is designated as Animal Awareness Month.

Round 2: Excessive application of life safety rules

CUPW expressed concerns about what they consider to be excessive enforcement of life-safety rules (e.g., loose clothing, tied hair). It appears that some depots without mechanized material handling equipment (MMHE) or conveyor are reportedly requiring delivery agents to tie their hair back. This approach has been observed in several depots which are attached to mechanized plants. It was indicated that Team Leaders have stated that mechanized plant safety rules apply even when delivery agents do not enter mechanized areas.

Additionally, CUPW reported that some sites have posted safety rules along with specified disciplinary measures, including the number of suspension days for non-compliance. It appears that such postings have been presented to Local Joint Health and Safety Committees (LJHSC) in the Atlantic region.

In response, CPC clarified that facilities are classified (Plant A, B, C, or D), and that safety requirements vary accordingly. For buildings classified as Plant D, the rules are standardized across the facility.

Round 3: Satchel fitting

CUPW indicated that concerns were raised in Ontario, specifically in London, regarding employees being threatened with disciplinary measures if their satchel is not worn properly.

CPC inquired whether these disciplinary warnings are formally issued or if they stem from perception. CUPW clarified that such warnings are communicated during shop talks and are clearly expressed.

Round 4: Spill response

CUPW expressed concerns about inconsistent and inadequate spill response practices across the country. CPC advised that a new job aid (cheat sheet) has been developed for supervisors, outlining the proper procedures for spill response. This document will be shared with CUPW.

Round 5: Access to Intrapost and MCC

CUPW mentioned that they are currently working with LR to get access to Intrapost and MCC. CUPW still sees some obstacles to access to information.

Action items:

- Round 2: CPC to review the different warning about discipline.
- Round 4: CPC to share the job aid for spill response.

3. Fleet update

Presenter(s): Steve Clark

Presentation: 03-Fleet update - NJHSC 11 Jun 2026_e

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This is a standing item providing both parties an opportunity to discuss issues related to fleet vehicles.

Discussion:

CPC provided an update on:

- C-250 Top 5 concerns: Three concerns are still on-going:
 - o Oil dipstick relocation: Their installation is in progress. 942 of the 1,473 kits have been completed to date, or 64% completed.
 - o Mud flap kit: Their installation is also in progress with 856 of the 1,481 kits installed to date, or 58% completed.
 - o Seat Belt Retractor: CPC indicated that the new seatbelt with stronger spring is in stock and ready to be shipped if the old seatbelt failed. CPC suggested to keep this topic open until Falls and will close it if no concerns are raised again. CUPW asked how fast the seatbelt retracts. CPC suggested to review this during the visit in Halifax for the MT50e Freightliner.

- C-250 Ford axle recall: CPC advised that Ford has issued two safety recalls affecting select F-150 chassis, which are used in the C-250 vehicles. These recalls apply to 2021–2025 F-150 trucks equipped with the Trailer Tow Max Duty package. The issue involves wheel end hub bolts that may become loose, potentially causing a clicking noise or, in some cases, separating. CPC clarified that the loss of a wheel hub bolt will not result in a wheel separation. However, it can lead to damage the axle hub splines. In addition, if the parking brake is not engaged, the vehicle may roll while in park.

CPC indicated that no immediate action can be taken with Ford, as replacement parts are not yet available due to the large number of affected vehicles (over 260,000 units). In the interim, fleet operations may replace broken axle bolts if identified during pre-trip inspections and reported through the standard DVDR process.

CUPW asked if it is because C-250 are built with F-150 chassis that they are part of the recall, and what the Trailer Tow Max Duty package is. CPC confirmed that this is the case and that the chassis of the C-250 are equipped with this towing package.

CUPW further inquired whether mechanics would conduct audits to verify the presence and condition of the bolts. However, CUPW expressed concern about the risk of vehicles rolling if the parking brake is not applied and suggested that additional inspections be conducted. CUPW expressed concern that employees may become anxious upon learning of the recall. CUPW therefore recommended implementing weekly inspection audits by garages.

CPC replied that checking wheels is part of the daily pre-trip inspections, and that any missing bolts would be clearly visible. Employees are expected to identify such issues during their pre-trip inspections. CPC also noted that some regions, such as Prince Edward Island, do not have access to mechanics for additional audits.

CUPW recommended issuing a communication to the field, including visual aids, to raise awareness of the issue and reinforce inspection requirements during pre-trip checks.

CPC confirmed that approximately 1,700 vehicles are impacted. Interim repairs are limited to replacing bolts until Ford provides redesigned axles; however, no estimated timeline has been provided. CPC has submitted the list of impacted VINs to Ford and is actively working to expedite access to replacement parts.

CUPW requested that communication to the field be issued promptly, ideally by the following Monday. CPC confirmed that a national safety alert will be distributed, accompanied by shop talks, by next week. CPC also committed to ensuring that OCREs receive these safety talks immediately upon their return.

CUPW asked if CPC knows where all the vehicles are. CPC confirmed they have full visibility on the location of all affected vehicles.

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- EV Mechanic training: CPC presented the 2026 Module 6 training schedule by region and language. To date, 12 classes have been completed, with a total of 56 mechanics trained. Six additional classes are scheduled to be completed by the end of October 2026. CUPW inquired whether any concerns or complaints had been raised regarding the training. CPC confirmed that no issues have been reported to date. CUPW suggested conducting a post-training survey to gather feedback. CPC agreed to implement this.
- Hook for the 5-ton door strap loop: Following feedback from employees at OMPP, CPC confirmed that the previous tool has been removed and introduced a new tool: Puller 5th wheel 34". CPC is proposing to pilot this new tool in Vancouver and Montreal. The Fleet and Health & Safety teams will collaborate to conduct a preliminary risk assessment, determine appropriate in-vehicle securement methods, and perform ergonomic testing, including considerations related to PDA use.
CPC requested that CUPW identify any additional suitable locations near these depots for participation in the pilot. The objective is to finalize the list of participating sites by the end of June, conduct the pilot in July, and complete a post-pilot survey in August. The survey will include a question on the user height. A draft version of the survey will be shared with CUPW for review.
- Hamilton West – Parking brake concerns: CUPW reported that a LJHSC audit conducted in Hamilton West identified parking brake issues in 31 out of 51 vehicles, including instances where vehicles rolled despite the parking brake being engaged. CUPW asked whether a similar audit could be conducted at the national level. CPC emphasized that parking brake verification is already part of the daily pre-trip inspection, which includes applying the parking brake and performing a light acceleration test to confirm that the vehicle does not move.
CUPW expressed concern that the number of inspection items continues to increase. CPC clarified that the pre-trip inspection requirements have remained unchanged for over 10 years. CUPW reiterated concern regarding the high number of reported parking brake issues. CPC noted that such defects should have been identified during pre-trip inspections.
CUPW also indicated that the rationale behind the LJHSC audit is unclear but may be linked to several concerns flagged during the pre-trip inspection.
During the meeting, CPC shared a video demonstrating the proper light-duty vehicle pre-trip inspection. CPC confirmed that a safety alert will be issued to reinforce pre-trip inspection requirements, including refresher materials and instructional videos.

Action items:

- CPC to issue a safety alert for the Ford recall.
- CPC to propose a post-survey EV mechanic training.
- CPC to share the draft survey about the pilot for the hook for the 5-ton rear door.
- CPC to issue a safety alert for pre-trip inspection.

4. Safe Driving Leading Indicators

Presenter(s): Cassandra MacKinnon

Presentation: 04-NJHSC_SafeDrivingBehaviours_2026_June_e

This is a standing item providing both parties an opportunity to discuss vehicle telematics and to focus on prevention, support and driver education in road safety.

Discussion:

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CPC presented the percentages of kms driven while speeding and/or without seatbelt as of the end of April 2026. While a decrease in speeding was observed compared to the previous NJHSC meeting, this still represents an overall increase of 12.35% since the beginning of the year. With respect to seatbelt compliance, CPC reported a significant improvement, with a decrease of 42.97% in kilometres driven without a seatbelt since the start of the year. The total kilometres driven year-to-date remain consistent with the previous year, at approximately 28 million kilometres. CPC noted that the positive improvement trend has continued into June.

CPC outlined the next phase of telematics monitoring, which will initially focus on the “First Move Forward” behavior. The objective is to identify trends and patterns, using a high-level regional overview (e.g., General Manager/Director level) to determine areas of focus. CPC emphasized a “support-first” approach, leveraging insights from the data to provide refresher training, support drivers, and offer coaching on safe driving practices.

CPC also presented the next steps, which include defining the applicable rules and incorporating them into reporting; conducting testing and analysis; sharing results with the NJHSC for feedback prior to implementation, including communications and talk tracks for Operations. A more structured framework will be presented at the next NJHSC meeting.

CUPW acknowledged the improvements in both speeding and seatbelt compliance. However, they mentioned that they have now evidence that some supervisors have targeted individual employees for disciplinary interviews using telematics data, which is contrary to the collective agreement and has led to the filing of grievances. CPC reaffirmed that telematics data is not used for disciplinary purposes. Instead, CPC provides tools and guidance to Team Leaders (TLs) to support the delivery of safety-related discussions and coaching.

CUPW indicated they are considering all their options regarding these situations. CPC acknowledged that the language of the Collective Agreement is clear and confirmed their commitment to adhering to its provisions.

5. Well Water Program

Presenter(s): Jillian Woods

Presentation: 05_CUPW NJHSC_Well Water Quality Testing Program_06-2026_en

Following the discussion at the last NJHSC regarding the results presented in the most recent well water testing report and CUPW’s questions on mitigation strategies for sites with exceedances, CPC provided an overview of the well water testing program. This program, in place since 2019, is designed to support postmasters in testing well water and ensuring compliance with applicable water quality regulations.

Discussion:

CPC mentioned that the well water test results are shared with postmasters, their Team Leaders (LAS/LAM), the Real Estate Group and the NJHSC. In cases of exceedances, postmasters are required to display appropriate signage and instruct employees to use bottled drinking water and/or use hand sanitizer to wash their hands. In addition to the Real Estate team distributing results, laboratories directly notify the affected office by phone when an exceedance is identified.

CPC outlined the corrective actions required following an exceedance. For first-time occurrences, postmasters are instructed to complete several checks, including inspecting the well (e.g., ensuring the cap is properly sealed), reviewing the filtration system, and servicing the septic system. Postmasters work with certified contractors to implement these

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corrective measures. If bacterial contamination persists, the Real Estate team provides further support through site-specific interventions.

CUPW inquired whether these corrective measures are mandated by Employment and Social Development Canada (ESDC) or other regulatory bodies. CPC clarified that these are proactive internal measures implemented by the Corporation.

CUPW also asked whether testing is limited to well water or if municipal water systems are included. CPC confirmed that this program applies only to facilities with well water. However, separate testing is conducted for water fountains in plant environments prior and post commissioning. CUPW raised concerns about buildings connected to municipal water systems but with aging infrastructure (e.g., old piping that may contain lead). CPC noted that such cases fall outside the scope of this program but can be addressed upon request through the Real Estate group.

CUPW asked whether ultraviolet (UV) treatment systems are intended solely for bacteria or if they also address chemical contaminants. CPC confirmed that UV systems are effective for bacterial treatment only, while additional filtration systems can be implemented for other concerns. Installation of UV systems is evaluated and carried out on a case-by-case basis.

The committee inquired about the number of sites tested annually. CPC reported that approximately 358 postmaster-managed facilities owned by CPC, along with 63 leased sites, are included in the program—representing roughly 400 locations in total. The program applies to all corporate facilities with well water.

CUPW asked whether they could receive a list of sites with well water. CPC confirmed that results are shared with the NJHSC via email and committed to re-sharing the latest update, including the list of applicable sites.

CUPW noted that bacterial levels may vary seasonally and are typically higher during summer months. CPC confirmed that testing is conducted in both spring and fall and that seasonal variations are observed. The spring testing cycle begins in March and extends through the summer period, allowing these fluctuations to be captured.

Finally, CUPW asked why Enterococci bacteria are only tested in Quebec. CPC explained that testing protocols follow regional guidelines, and this requirement is specific to Quebec. In other provinces, CPC noted that this type of contamination would be captured under total coliform bacteria testing parameters.

Action items:

- CPC to share the list of all sites with well water
- CPC to resend the last email of well water results

6. Separate Sort from Index

Presenter(s): Hala El Kozah

Presentation: 06-Separate Sequencing from Indexing update - NJHSC 20260611

CPC provided an update on the SSFI project, which was previously consulted with the CUPW NJHSC in February 2020, November 2020, and February 2021, and deployed at Leo-blanchette in 2021. Over the last 10 years, lettermail volumes on sequencing plans have significantly declined, resulting in short-run times against long set-ups and tie-outs, low machine processing times and high material handling between plans. Reordering run index/sequencing plans on the machines can improve machine utilization when low volumes provide the opportunity.

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Discussion:

CPC noted that a risk assessment was completed in Montreal in January 2021 with the intent of a national rollout; however, deployment was paused due to COVID-19.

CPC explained that the new operation workflow on the machine will allow to run multiple index passes to be completed consecutively, followed by their sequence passes on the same machine for low volume plans. This replaces the current approach of alternating index and sequence passes. The change aims to reduce machine downtime between passes from 30–45 minutes to 15 minutes.

CPC confirmed that this change will not impact employee work methods, including feeder and sweeper tasks, job rotation, pace requirements, or time allocated to indexing, sequencing, and tie-out activities. CPC also mentioned that this change meets all recommendations of the 2015 HFN report.

The next phase of deployment is planned for Toronto South Central in Q2/Q3 2026, with a broader national rollout anticipated in 2026–2027, where applicable.

CUPW asked if the LJHSC or the RJHSC will be involved for deployment. CPC confirmed LJHSC will be involved at each site where the new machine operation will be deployed. CUPW asked if the national consultation took place. CPC answered that the national consultation with CUPW is scheduled for June 23, 2026.

CUPW inquired about any complaints or incidents related to the method since its implementation in Montreal in 2021. CPC confirmed that none have been reported.

7. Returns - Item verification

Presenter(s): Mathieu Dubois

Presentation: 07-NJHSC 2026 - Return Verification (EN)

CPC introduced the photo capture project in Retail Stores for Box-Free Label-Free (BFLB) Returns. This initiative applies exclusively to Box-Free Label-Free Returns for non-Amazon products. Under this process, clerks will use the MPOS (Mobile Point of Sale) device to capture one to three photos of BFLF return items (identified by a green QR code) prior to completing the standard induction process in RPOS (Retail Point of Sale).

Discussion:

CPC mentioned that the target launch date is July 8, 2026 with implementation expected to last approximately one year. The project will impact 274 Corporate Retail offices (CROs) with CUPW-represented employees and will be rolled out in two phases. Phase 1 being the Photo capture of return items and Phase 2 being Additional functionality to provide enhanced item information (under development).

CUPW asked if the clerk will take picture of the bar code. CPC explained that clerks will first scan the green QR code using the MPOS device, and where item is unboxed and unlabeled, clerks will capture few pictures (1-3) of the item itself. CPC confirmed that this process applies to all eligible non-Amazon BFLF returns, as Amazon returns follow a separate procedure.

CUPW asked if the CROs already propose this service to the customers or if this is a new return service. CPC clarified that

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the photo capture enhancement will be implemented only in CROs where the BFLF returns program is already in place, with clerks familiar with the service.

CUPW raised concerns that retail clerks may face verbal abuse from customers who are frustrated after being told the service is generally available only at franchise outlets.

8. Project tracker

Presenter(s): AJ Moffett

Presentation: 08-NJHSC Pilot Projects

This is a standing item providing both parties an opportunity to discuss the new CPC Pilot projects and provide updates on regular projects.

Discussion:

CPC mentioned that three projects are on-going:

- Hook up for the 5 ton: This pilot project was discussed earlier during the Fleet update.
- Returns - Item verification: This project has been discussed just before the project tracker.
- Contractor safety form: CPC mentioned that this pilot project was presented at CUPW NJHSC in February 2024 and intended to be launched after, but it was paused due to Innovapost transition and re-prioritization. CPC intends to test digital form for contractor safety orientation (T550061) in 5 different sites in Ontario during summer 2026, before a deployment to all A-plants at the end of October 2026. CUPW asked if it is only for A-plants. CPC answered that only A-Plants will be deployed this year but the objective is to deploy it for all sites. A follow-up on look and content will be provided at the September NJHSC meeting.

9. Western Union project

Presenter(s): Sally McMullen / Larry Henry

CPC presented the upcoming transition of Canada Post's global money transfer program from MoneyGram to Western Union. This initiative aims to modernize the service, support long-term sustainability, and enable future growth.

Discussion:

CPC confirmed that Western Union will be introduced nationally in 2026, with full integration into the Retail Point of Sale (RPOS) system on August 11, 2026. MoneyGram will be fully discontinued by September 30, 2026.

To support the transition, a temporary Western Union Point of Sale (WUPOS) solution has been deployed in approximately 500 high-volume sites beginning in early June. This includes 11 locations with CUPW-represented employees. Both WUPOS and MoneyGram will operate concurrently until full transition. Clerks are expected to promote Western Union and inform customers ahead of the national marketing campaign launching on September 14, 2026.

CPC noted a temporary service gap related to e-Transfer functionality, which will not be available via Western Union until October 12, 2026. During this period, transactions will be limited to cash, money orders, and other available methods.

CUPW inquired about maximum cash transaction limit. CPC confirmed that existing cash payout limits and money order

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processes remain unchanged. CUPW raised concerns regarding increased cash handling and associated risks.

CUPW also questioned the limited number of participating CUPW sites. CPC clarified that sites were selected based on transaction volume. Additionally, CUPW reported instances where customers were directed by Western Union to Canada Post locations prior to service availability, creating challenges. CPC indicated that Western Union should not yet be promoting Canada Post and will reinforce communication as needed. The traffic from Western Union was routed to Walmart and some banks.

CPC confirmed that communications outlining timelines were issued in February and May and will be reinforced to support customer inquiries.

CPC presented the 11 CUPW sites, all in Quebec, with their WUPOS implementation dates. MoneyGram will remain available at these sites until its full phase-out.

CPC confirmed that clerks at participating locations will encourage customers to transition from MoneyGram to Western Union. CUPW recommended providing a one-page communication for customers; CPC agreed to consider this approach.

CPC presented the temporary solution of WUPOS hardware (computer, printer, modem, etc.) that will be installed on the back counter or affixed to a mobile cart until full RPOS integration.

CUPW raised concerns about setups requiring clerks to turn their backs to customers. CPC noted that mobile carts will only be used in approximately 15 sites where space or electrical access is limited. The carts were assessed in February.

CPC outlined the transaction process: clerks initiate and input transaction details on WUPOS, print and confirm details with the customer, then return to RPOS to scan a barcode and process payment. Final receipts are printed from WUPOS. Cash handling remains at RPOS, minimizing movement with cash. CPC acknowledged concerns and noted adjustments can be made to hardware positioning to maintain visibility with customers.

CUPW asked if the rolling carts will be installed in one of the 11 CUPW offices. CPC will check and confirm. CPC confirmed that all the rolling carts will be decommissioned by August anyway when the new system will be integrated in RPOS.

CUPW asked if the 11 CUPW offices have already the temporary solutions installed. CPC confirmed WUPOS has been installed on the back-counter, though rolling carts have not yet been deployed pending NJHSC review. Due to space limitations, systems are installed on back counters rather than beside RPOS.

CUPW reiterated concerns about visibility and customer interaction. CPC committed to reviewing site layouts, consulting locations on cart preferences, and identifying mitigation measures such as an extension cord. Guidance will be communicated to clerks on maintaining engagement with customers. CPC will check the footprint of these sites and will confirm which sites have requested the rolling carts as this was a request from the clerk, not imposed by HO. Activation will proceed once the committee is satisfied with the arrangements.

Action items:

- CPC to share the presentation.
- CPC to share the layout of the 11 CUPW sites.

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10. Notice of Occurrence (NOO) process

Presenter(s): Lyno Mike Paolino / Michele Dalrymple

This item is a follow-up of the last April NJHSC meeting during which CUPW expressed concerns that the NOO process is inconsistently understood and applied nationally and asked if CPC has a plan to standardize practices.

Discussion:

CPC informed that Workplace Harassment, Violence, and/or Discrimination Prevention training is mandatory for all employees and is refreshed every 3 years. This training teaches employees how to identify and name examples of workplace harassment, violence (WHV) and/or discrimination, how to speak out about harassment, violence, and/or discrimination, ways to address and respond to scenarios as well as identify risk factors and warning signs for potentially unsafe situations. It also provides each employee with an overview of the NOO process.

CUPW asked if the training is an e-Learning. CPC confirmed it is an e-Learning with printed versions available where needed.

An additional module is mandatory for people leaders with direct reports, focusing on maintaining a safe work environment, managing WHV situations, understanding the NOO process, meeting procedural timelines, and ensuring confidentiality. Designated recipients, Advisors, and HRBP's receive similar enhanced training.

CUPW inquired about the inclusion of the NOO process in training. CPC confirmed it was introduced in 2020, reviewed in 2023 with NJHSC input, and will be refreshed again this year. CPC will engage CUPW in reviewing the updated content in July–August.

CUPW has concerns about the fact that this training was rolled-out to all employees. CPC confirmed it should have been pushed to all employees. Team leaders have to track completion of the training. CUPW reiterated concerns that some team leaders recorded the training as completed for employees when it had not in fact been completed. CPC advised that they do track compliance and adherence to training being completed (within 3 months of hire and every 3 years). CPC also confirmed that the policy is also reviewed every 3 years, which will also be socialized for their feedback in parallel with the training review.

CUPW also raised concerns regarding gaps in some team leaders' understanding of the NOO process. CPC encouraged that specific cases be shared for review, noting complaints are tracked and addressed by the WHV Advisors team. CUPW confirmed they address these issues to H&S.

CUPW highlighted concerns with NOO-related communications, specifically that NOO letters reference potential disciplinary action, which they consider inconsistent with the Canada Labor Code, as the NOO process is not intended to be disciplinary. They also raised concerns that such documents are placed in employees' personal files, potentially breaching confidentiality and being used against the employee. CUPW is of the opinion that these letters should not be kept in employees' personal files.

CPC responded that all these documents, namely the training, the NOO form, the response to the NOO, have been shared with the NJHSCs. However, CPC acknowledged that the NOO process is intended to restore the workplace and is not

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disciplinary in nature, though disciplinary processes may occur in parallel where appropriate.

Action items:

- CPC to revert to CUPW for the 3-year review of the training and policy.
- CPC to review the fact that NOO letters are placed in the personal file of the employee.

11. LJHSC Train-The-Trainer (TTT) session

Presenter(s): Kevin Kernohan

This item follows-up on the ad-hoc meeting held on May 19, 2026 where CUPW expressed concerns about the lack of LJHSC trainers in all regions and the fact that there is a need to increase this pool to overcome the upcoming retirements, the lack of training for some trainers, the lack of interest and the willingness to not travel, largely due to the per diems for meals and travel currently allocated.

Discussion:

CPC asked whether CUPW had reviewed the previously shared spreadsheet listing current CUPW LJHSC trainers and the number of sessions delivered since the 2025 content launch. CUPW requested clarification on whether the list included individuals trained under both the previous and current Train-the-Trainer (TTT) programs.

CPC confirmed the spreadsheet includes individuals who attended the 2024 TTT session, as primary trainers, as well as others who have observed sessions, attended peer sessions and are progressing toward delivering training.

CUPW stated its understanding that prior trainees could become trainers after observing a session, but that co-facilitation alone does not qualify an individual as a trainer. CPC clarified that the standard progression involves attending as a participant, observing, co-facilitating, and then independently delivering training.

CUPW indicated this approach differs from their understanding. CPC responded that former CUPW trainers follow an observer–co-facilitator–trainer pathway. For APOC members, CPC noted they are already qualified trainers and therefore are not required to complete the foundational trainer module on how to be a trainer, but must complete orientation and familiarization training on LJHSC-specific content.

CUPW disagreed with this distinction, maintaining that all trainers, regardless of union, should complete the same TTT training on how to be a trainer, which CPC disagreed with. CUPW requested additional details on APOC trainers, including observation and co-facilitation history, and asked that feedback on APOC trainers be considered. CPC agreed and confirmed feedback from both parties will be considered since it is a co-facilitator training.

CPC will reshare the list of authorized trainers. They will add the information (when the APOC trainers observed the session, when they co-facilitated as a trio, when they facilitated as stand-alone). CUPW raised that the APOC trainer for the Pacific was not on the list shared by CPC. CPC confirmed that the list is up-to-date and was compiled and shared 3 weeks ago. There is no name on the information shared by CUPW for the issue in Pacific so if CUPW provides the name, CPC can investigate.

CPC will issue a reminder to Field L&D managers reiterating the requirements to become an approved LJHSC trainer, i.e. observation and co-facilitation (in trio).

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CUPW highlighted that some of its members possess facilitation knowledge and are qualified to deliver training. CPC answered that they are willing that these individuals may follow an expedited pathway similar to APOC trainers. CPC asked CUPW to provide names.

CUPW reiterated that the shortage of CUPW trainers is driven by reluctance to travel due to per diem allocation. CUPW emphasized that *per diem* is a CPC policy issue, not a collective agreement matter. CPC agreed to review the appropriate forum for this discussion, noting it falls outside the NJHSC mandate.

Action items:

- CPC will reshare the list of trainers with background of APOC members.

12. My Care Connect review

Presenter(s): Committee Members

Presentation: P6 and beyond trend_MCC YOYdata for NJHSC

This is a standing item providing both parties an opportunity to review and discuss trends in recordable incident statistics, meaning medical aid and above cases that have been accepted, partially accepted, or pending.

Discussion:

CPC presented charts and graphs available in the H&S Reporting tile of MCC, by main categories of information. The data covers the period from June to December, for the years 2023 to 2026:

- In terms of incidents by Years of experience: Employees with 6-10 years of service recorded the highest number of incidents in 2025. Overall, those with 1–10 years of experience account for over 50% of incidents. CUPW requested a breakdown specific to CUPW employees; CPC will provide this, if available, at the next meeting.
- In terms of incidents by Payscale groups & Types: CUPW-represented employees experienced the highest number of injuries, consistent with their exposure levels. Approximately 81% of incidents involved full-time employees. CUPW noted the absence of RSMCs; CPC confirmed they account for approximately 4% of injuries. CUPW expressed concern that this appears low and asked who enter the data for the RSMCs working in facility managed by a CPAA postmaster. CPC answered that the injuries are recorded by the Local Area Superintendent (LAS) or Local Area Manager (LAM).
- In terms of incident location: Most incidents (60.32%) occur at external locations (e.g., residential delivery routes). The committee agreed on the need for continued focus in this area.
- In terms of Recordable injuries for internal location: CPC is concerned about the high use of the “other” category (over 26%) and noted an opportunity to improve classification through HOIR reviews and investigations with LHSC.

CPC also presented data on motor vehicle collisions, ergonomics/manual forces, and animal interactions. CPC clarified that “acute” refers to sudden-onset pain, while “chronic” relates to conditions developing over time.

For animal interaction, the committee noted that, Insects account for over 33% of incidents, second to dogs. CPC has incorporated insect-related awareness into summer readiness materials. CUPW raised concerns about ticks and the cleaning of CMBs. While dog-related injuries decreased (from 75% in 2023 to 60.87%), insect-related incidents increased (from 22% to 33.33%), reflecting seasonal trends.

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CUPW asked what does mean exactly the category: deer, wolf, coyote, bear... CPC clarified that animal categories such as deer, wolf, coyote, and bear refer to direct encounters; collisions with animals fall under motor vehicle incidents. In 2025, approximately 1,000 animal interaction incidents were reported across all severity levels.

CUPW inquired about flexibility in delivering workplace “talk tracks.” CPC clarified that while national monthly themes are established (via the H&S roadmap available on MIS/MIH), LJHSCs may implement additional topics through their WHPP. CUPW was encouraged to flag any instances where this flexibility is restricted.

With respect to Slip, Trip and Fall, CPC highlighted an increase in incidents related to improper or defective footwear since 2023. CUPW noted inconsistencies in footwear policies across locations. CPC confirmed that guidance materials are available to support appropriate footwear selection.

Finally, with regards to workplace harassment and violence that leads to injuries, CPC reported an increase in internal formal cases (i.e., NOO submissions). CUPW requested a breakdown by employee group; CPC will provide this. CUPW also questioned the decline in external formal cases since 2023 (from 11.11% to 0% in 2024 and 2025). CPC will review whether this reflects data reclassification following the transition from IMS to MCC.

CUPW requested to receive all talk tracks scheduled for 2026 by month. CPC confirmed these are developed annually and available on [Make it safe. Make it home. | Health & Safety Operations Roadmap](#). They will share them accordingly.

Action items:

- CPC to share all talk tracks for 2026.

13. Terms of Reference

Presenter(s): Committee Members

CPC stated that the Terms of Reference (TOR) must be reviewed every three years in accordance with legislation. However, this could have not been achieved since April 29, 2021. Despite multiple efforts, CPC and CUPW have been unable to reach agreement, with a last impasse declare on June 25, 2025. An Assurance of Voluntary Compliance (AVC) was subsequently issued by an ESDC officer in Winnipeg, citing that the TOR have not been updated to reflect regulatory changes and other duties of health and safety. CPC noted that the officer rejected the lack of agreement and directed that the TOR be updated.

CPC indicated they will proceed with their latest proposed revisions. CUPW responded that the sole outstanding issue is the composition of the LJHSC. CUPW opposed the inclusion of representatives from other unions, noting its collective agreement does not extend representation to those members. CUPW suggested that CPC could establish separate LJHSCs for other unions, as permitted by legislation. CPC clarified that existing committees would not be replaced, but participation would remain open to employees from other unions, as the LJHSC represents all employees at the workplace regardless of union affiliation.

CPC advised that if no agreement is reached within 10 days (by June 26, 2026), it will proceed with the proposed changes and circulate the updated TOR to other NJHSCs. CPC will re-share the June 2025 proposal, the AVC, and its formal position.

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CPC also proposed a meeting with the ESDC officer to review the AVC. CUPW agreed, and CPC will coordinate scheduling.

Action items:

- CPC to schedule a meeting with CUPW and the ESDC officer.

14. Closed/pending topics from previous NJHSCs

Presenter(s): Committee Members

The list below includes recommended closed items and the outstanding ones:

List of outstanding items:

- Appendix DD – LJHSC training
- EV mechanic trainer
- Contractor Safety
- Training of Health & Safety (H&S) Representative
- MMHE telematics
- New Fleet Management process
- LJHSC- roles and responsibilities regarding WHV investigation report recommendations.
- Confined space e-learning
- LJHSC monthly workplace inspection quality and frequency
- Responsibilities of the LJHSC in workplace assessments
- Terms of reference

Closed items:

- Well Water Program
- Separate Sort from Index
- Returns - Item verification
- Western Union project

15. Open items

Presenter(s): Committee Members

1. Review of the LJHSC training:

On June 1st 2026, CPC shared by email an updated version of the LJHSC training, which has been revised to reflect updated tools and processes following the implementation and migration to My Care Connect (MCC).

The expected date for CUPW’s feedback was Friday June 12, 2026 but CUPW asked if this deadline can be extended to Monday June 15, 2026. CPC agreed.

Meetings held in 2026:

February 19 (X)	April 23 (X)	June 11 (X)	September 10 ()	November 5 ()
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