

National Joint Health & Safety Committee Meeting Minutes

April 23, 2026

Attendance:

CPC	CUPW
Daniel Gilbert	Sylvain Sicotte
Virginie Tremblay	Line Doucet
Philippe Doiron	Alvaro De La Cruz
	Barbara McMillan (New Peer Mentor Training program for V3+)

Guests				
Steve Clark	Anke Adams	AJ Moffett	Anil Dhawan	Jean-Luc Hamel
Cassandra MacKinnon	Nadia Afara	Abbi Slater	Margo Ratcliffe	Etienne Theoret (Fleet)

Advisor	Audrey Labout
---------	---------------

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

Time started: 9.00am

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	New Corporate Uniform Supplier	Anke Adams
6	Cleats project update	Nadia Afara / AJ Moffett
7	Project Tracker	Nadia Afara / AJ Moffett
8	Safe Lifting update and A62 Ergonomic assessment	Abbi Slater / Anil Dhawan
9	Contractor Safety	Virginie Tremblay
10	New Peer Mentor Training program for V3+ Rural Reaching Device Peer Trainers	Margo Ratcliffe / Jean-Luc Hamel
11	My Care Connect review	Committee Members
12	List of outstanding items	Committee Members
13	Open items	Committee Members

2. Opening Remarks

Presenter(s): Committee Members

National Joint Health & Safety Committee Meeting Minutes

April 23, 2026

Round 1: LJHSC Train the Trainer (TTT) session

CUPW acknowledged receipt of email from CPC dated April 20, 2026 regarding the TTT sessions for LJHSC. However, they indicated that there are still unresolved issues. To this end, CPC and CUPW have agreed to hold a specific meeting on May 19, 2026. A formal invitation will be sent shortly.

Round 2: Deep cleaning in sortation plants

CUPW has expressed concerns about dust cleaning in plants, particularly in Ontario. They asked if there is a policy governing cleaning cycles, especially for duct cleaning. CPC confirmed the existence of a policy on this matter. They will forward it.

Round 3: My Care Connect (MCC) Access

CUPW mentioned that in sites where no CUPW employee volunteers to be part of the LJHSC, local union representatives may act temporarily as members of the LJHSC, subject to authorization from ESDC. These representatives must therefore have access to MCC in order to consult and complete the LJHSC information. However, within a site, the local management would have indicated that these accesses cannot be granted.

CPC confirmed that access to MCC can be provided and requested to be informed of the site(s) involved in order to provide the necessary guidelines for the implementation of these accesses.

Round 4: LJHSC Minutes

CUPW pointed out that some LJHSC minutes continue to be sent to Marc Roussel instead of Line Doucet. CPC confirmed that a communication was sent to all the LJHSCs to update their distribution list. They will send a reminder by email.

Round 5: Water testing program

CUPW expressed concerns following the receipt of the most recent report of the well water testing program. This report shows bacterial and chemical exceedances in well water at several sites. CUPW wanted to know what mitigation strategies are currently in place for these sites.

CPC will request a representative from the real estate team to attend the next NJHSC meeting, scheduled for June, to present the national water quality mapping and mitigation measures implemented.

CUPW also mentioned that water dispensers in CPC buildings across the country need to be professionally cleaned periodically to reduce bacteriological risks.

Round 6: Radon kit testing

CUPW requested that LJHSCs be informed when Radon test kits are installed in buildings, so that they can adequately inform employees on site.

Round 7: Asbestos

CUPW indicated that the asbestos management procedure is not applied uniformly across the country and that sites do not receive any prior notice. CPC requested specific locations where non-compliance was observed. They recalled that an emergency procedure is in place and that the same service provider has been in place since 2023, so no changes have been made.

National Joint Health & Safety Committee Meeting Minutes

April 23, 2026

Round 8: Major events reports

CUPW mentioned that they no longer receive reports of major events since the implementation of MCC. After discussion with Labour Relations, it was confirmed to them that this communication should be reinstated and that the matter should be brought to the attention of the NJHSC. CPC has asked to receive some examples of old emails for reference, and CUPW will provide these examples.

Round 8: Hoodies

CUPW asked why hoodies are no longer permitted in sortation plants. CPC explained that hoodies are considered loose clothing with a higher risk of getting stuck in moving parts. A talk track and posters on the life safety of appropriate clothing were shared with energized mechanized factories. CPC will share them with the committee.

CUPW asked if this applies only to mechanized plants. CPC responded that in mechanized plants, loose-fitting clothing can only be worn in low-risk work areas identified by floor markings or signs. These specific areas must meet certain requirements and be identified as part of the risk assessment with the LJHSC.

Round 9: Notice of Occurrence (NOO) process

CUPW noted that the NOO process is not properly understood and applied across the country. They asked if CPC had a plan to address this situation and standardize practices. CPC responded that formal training on workplace harassment and violence (WHV) is given every 3 years. They will add the subject to the next NJHSC so that the responsible team can come and discuss it.

Round 10: Batteries recycle programs for retail

CUPW asked if a battery recycling program has been implemented in retail offices. CPC has acknowledged the existence of the program in plants but is not aware of its existence in post offices. They will verify the existence of this program.

Round 11: On-street Observation with LJHSC

As discussed during the September 11, 2025 NJHSC meeting, CUPW pointed out that some supervisors are still asking LJHSC members to accompany them during on-street observations and to hide in order to catch employees committing safety infractions. CUPW reiterated that disciplining employees is not the role of LJHSC members.

CUPW supports the participation of LJHSC members in joint on-street observations to educate delivery agents to identify hazards and give them verbal warnings. In September 2025, the Committee agreed to create a one-page document outlining the role, boundaries and appropriate language for LJHSC members. CPC committed to producing this document.

Round 12: One-pager for LJHSC

CUPW asked if the one-pagers discussed in previous NJHSCs, explaining the roles and responsibilities of the LJHSC in reviewing a NOO investigation report and workplace assessments, had been sent to the LJHSCs. CPC replied that the WHV team who will come to the next NJHSC will confirm it.

Round 13: Loading of vehicles for rural routes

CUPW has raised concerns about practices in the Atlantic region, where drivers on rural roads are encouraged to load their vehicles as much as possible, even when rear visibility is compromised.

CPC recalled that the guidelines put in place in 2019 regarding the safe loading of rental vehicles without a net remain in

National Joint Health & Safety Committee Meeting Minutes

April 23, 2026

effect. They will re-send the communication about the safe loading.

Action items:

- CPC to send the invitation for the TTT meeting.
- CPC to send a national reminder to send the LJHSC minutes to Line Doucet.
- CPC to invite the Real estate team to discuss well water at the next NJHSC.
- CPC to send the safety talk track and posters on Loose clothing.
- CPC to invite the WHV team to the next NJHSC.
- CPC to check if battery recycle program is in place for Retail.
- CPC to create the one-pager for LJHSCs with guidance on the language to be used, the role but also the limitations of the LJHSC.
- CPC to send the communication about safe loading back area of vehicles.

3. Fleet update

Presenter(s): Steve Clark

Presentation: 03-Fleet update - NJHSC 23 Apr 2026_e

This is a standing item providing both parties an opportunity to discuss issues related to fleet vehicles. Etienne Theoret, Fleet Manager, Quebec Region was invited to the meeting.

Discussion:

CPC provided an update on:

- C-250 Top 5 concerns: Three concerns are still on-going:
 - Oil dipstick relocation: Their installation is in progress. 935 of the 1,473 kits have been completed to date, or 64% completed.
 - Mud flap kit: Their installation is also in progress with 834 of the 1,481 kits installed to date, or 56% completed.
 - Seat Belt Retractor: CPC indicated that the new seatbelt with stronger spring is now certified. It is in stock and ready to be shipped if the old seatbelt failed. CUPW asked if some tests have been performed on the new seatbelt. CPC confirmed it was tested under the FMSVSS Seat belt test validation.
- EV Mechanic training: CPC presented the 2026 Module 6 training schedule by region and language. To date, 10 classes have been completed, with 56 mechanic employees trained. Eight additional classes are scheduled by the end of October 2026. CUPW asked if an employee mechanic from the Atlantic region could take the training in French in Quebec. CPC confirmed that this is possible and indicated that they will cover the associated costs.
- Hook for the 5-ton door strap loop: CPC mentioned that the hook is being tested at OMPP. The employee has been using it for 6 weeks now and the feedback is that it is good a tool, but it is still too short. CPC will provide information on the employee size and the hook size to reassess the tool.
- Freightliner MT50e: CPC mentioned that the MT50e being tested in Halifax was returned to service in March 2026 with new batteries. During the vehicle review, there was an outstanding point regarding the anti-slip mat on the cargo space floor. CP will send dates to meet with CUPW in Halifax to review the cargo space floor.
- New plunger type tread depth gauge: CPC presented the new plunger to measure the tread depth. The new gauge is now color-coded: green, yellow, red, which makes it more readable at first glance. CPC clarified that while LJHSCs may participate in tire tread depth review, this does not replace the responsibility of the garage.

National Joint Health & Safety Committee Meeting Minutes

April 23, 2026

Action items:

- CPC to provide information about the size of the tester and the hook for the 5-ton
- CPC to send dates to meet CUPW at Halifax to review the MT50e cargo space.

4. Safe Driving Leading Indicators

Presenter(s): Cassandra MacKinnon

Presentation: 04-NJHSC_SafeDrivingBehaviours_2026_April_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:

CPC presented the percentages of kms driven while speeding and/or without seatbelt at the end of the first quarter 2026. An increase of about 15% in speeding cases has unfortunately been observed. This behaviour poses a high risk of severity not only for drivers, but also for road users, especially pedestrians and cyclists. As a result, CPC will prepare a talk track on the importance of complying with speed limits in areas where this increase has been observed. On the contrary, a marked decrease of 29.63% in seat belt non-compliance was noted, demonstrating a significant improvement in driver safety practices.

During the last NJHSC meeting, CPC brought forward discussions on future behaviours that could be examined using telematics. CPC recalled that the examination of seat belt use and speeding is clearly based on compliance with the law. However, for future behaviours, the analysis will have to focus primarily on ensuring safe maneuvers and then professional driving and making safe decisions. We need visibility into high-risk behaviours and the places where these incidents occur, in order to improve the safety of both drivers and other road users.

In light of this, CPC proposed to first evaluate certain safe maneuvers followed by high-risk driving behaviours. The targeted maneuvers would be the first movement of the vehicle and U-turns. The first movement should ideally be forward, while backing is a high-risk maneuver with limited visibility. U-turns are also a high-risk maneuver, particularly due to restricted visibility and interactions with opposite traffic. Numerous serious incidents including fatalities were recorded during the execution of these maneuvers.

With regard to high-risk driving behaviours, i.e. acceleration, sudden braking, cornering, all of these contribute to a higher collision risk. CPC wishes to favor a preventive approach in order to correct these behaviours and mitigate potential collisions and injuries. Give visibility into specific driving activity i.e harsh braking, are drivers driving too closely, are they distracted, need education on space cushion or other SMITH training techniques.

CUPW asked if telematics is able to quantify these elements. CPC confirmed that all of this data can be provided by telematics.

The committee expressed a desire to focus on improving safe driving and driver support, rather than just meeting regulatory requirements. However, CUPW has pointed out that telematics does not allow us to determine whether certain abrupt behaviors are related to unforeseen emergency situations, such as a dog passing in front of the vehicle.

CPC acknowledged this limitation and noted that the role of the NJHSC committee is to put in place appropriate tools and communication for management and LJHSCs to support drivers and foster a safety-oriented mindset. These actions should

National Joint Health & Safety Committee Meeting Minutes

April 23, 2026

be supported, and the committee should determine how to implement them. CPC also recalled that these behaviors are addressed in the SMITH training and that reversing collisions remain one of the leading cause of incidents.

CUPW asked what the source of this information is. CPC responded that the top three causes of collisions are presented to the NJHSC on an annual basis in the Hazard prevention plan.

CPC suggested that for the next NJHSC to see how these behaviours would like in order to support the decision and the communication.

CUPW reaffirmed its support for an approach based on safe driving techniques, coaching and training, which they consider more effective than disciplinary action. However, they indicated that they now have evidence of the use of telematics for disciplinary purposes, noting that a grievance is in progress and that the CPC directive stating that telematics must not be used for disciplinary purposes is not being applied uniformly.

CPC noted that the improvements in speeding and seatbelt use are significant and far outweigh excessive discipline.

CUPW indicated that they appreciate the change of CPC's mindset and would like any new phase to be supported primarily through training and coaching.

5. New Corporate Uniform Supplier

Presenter(s): Anke Adams

Presentation: 05-NJHSC Corporate Uniform Program update ENG-FR

CPC has indicated that they are transitioning to a new supplier for the uniform program, following a rigorous request for proposals process. The transition will be gradual. The current supplier, Logistik, will continue its operations until December 2026.

Discussion:

CPC clarified that the status quo remains with Logistik for now. The annual Points deposit for CUPW/RSMC employee members will continue as planned in October 2026. The transition to the new supplier for CUPW/RSMC members is scheduled for December 2026. More communication to follow as we progress through the transition.

CPC also indicated that a new registration portal, user-friendly, will be implemented. There will be no change in points, current allocations or uniform offerings.

CUPW noted that the last time the Uniform Committee met was two years ago. CPC is aware of this and has confirmed that resuming meetings is a priority. They will provide dates to CUPW and ensure that a regular meeting schedule is restored.

CUPW asked if the change in supplier was related to a quality issue. CPC confirmed that the change in supplier is not related to quality issues, but rather to the expiry of the contract with Logistik. As part of the RFP, extensive testing of materials was carried out to ensure compliance with regulatory, safety and quality standards. The new supplier will provide more samples once fully operational.

CUPW asked if the CUPW wear testers will still be used. CPC confirmed they will; nothing changes.

National Joint Health & Safety Committee Meeting Minutes

April 23, 2026

Regarding the retail uniform, CPC recalled that a survey was conducted with CPAA and CUPW, followed by a pilot project. This topic will be transferred to the new supplier once the transition is completed.

Action items:

- CPC to send dates to resume the Uniform Committee meetings.

6. Cleats project update

Presenter(s): Nadia Afara / AJ Moffett

Presentation: 06-Cleats Pilot Results Presentation

CPC presented the results of the cleats pilot project, which aims to improve the available options of anti-slip devices for employees by introducing new technologies that prevent the studs from falling off, and some of which will enable employees to wear the cleats indoors and while driving.

Discussion:

CPC recalled that the purpose of the pilot project was to test two new cleats, the E-Cleat and the Low-Pro, and to compare them with the currently offered model, the Get-a-Grip. The main differences observed are that the Get-a-Grip has less studs, that are also replaceable, which makes them more likely to fall out and reduce the cleat's traction, while the E-Cleat and the Low-Pro have permanent studs. In addition, the Low Pro is equipped with 1 mm studs, compared to 2.5 mm for the other two models, making it safe for indoor use and driving. The three models were tested in eight pilot sites from October 1, 2025, to March 1, 2026.

CUPW asked if it is legal to drive with cleats. CPC replied that this issue has already been addressed during the previous presentations at the NJHSC on May 8 and September 11, 2025.

CPC then presented the results of the pilot survey. A total of 207 responses were received, 163 from CUPW members. CPC provided a comparison of the percentages of positive responses ("excellent" or "very good") received for each cleat tested. Overall, the E-cleat obtained the best results, while the Get-a-Grip obtained the worst. The Low Pro also performed well, although its outdoor traction was lower than that of the E-Cleat, as anticipated by CPC.

A question was raised regarding the durability of the Low Pro due to its 1 mm studs. CPC indicated that this could indeed be the cause of lower outdoor traction, while specifying that the supplier offers a lifetime warranty allowing for replacement cleats as needed.

CPC presented a more detailed analysis of the results of the Low-Pro, focusing on three aspects: outdoor traction, indoor traction and driving. For indoor traction, 52% of respondents rated the performance as excellent or very good, which was lower than expected due to poor traction on certain smooth surfaces. With respect to driving, 90% of respondents indicated that they did not experience any issues.

CUPW responded that even if only 10% of respondents had raised an issue while driving with the Low-Pro, it could pose a risk to add them to the catalog. CPC replied that the reported difficulties were mainly related to proper fit of shoes and boots, and that additional instructions will be provided to ensure a good fit, with respect to the footwear being used. CPC clarified that, for indoor traction, they could not compare this with other models that cannot be used indoors, but that it is expected that the other models would score even lower with respect to indoor traction.

National Joint Health & Safety Committee Meeting Minutes

April 23, 2026

CUPW asked if CPC had verified the type of interior surface employees faced. CPC replied that it was for all kinds of surfaces (concrete, smooth, carpet, tiles...). They indicated that clear recommendations would be provided as to the interior surfaces on which the wearing of Low-Pro cleats would be discouraged.

Overall CPC recommends the use of E-Cleats for walking routes and has highlighted the very positive feedback received regarding their comfort.

Therefore, CPC recommends:

- To add the E-Cleat to the catalogue for foot routes.
- To add the Low-Pro to the catalogue for driving routes, and
- To exhaust the available quantities of Get-a-Grip, with a subsequent reassessment as part of the transition to the new uniform supplier.

CPC expressed that the next step is to work with the uniform team to see how and when we can add the new cleats to the uniform catalogue so employees can order them by following the regular process. CPC mentioned that worse case, if there are delays for any reason (e.g. especially due to having a new supplier), we can still add them to the Ariba catalogue.

CUPW asked how would CUPW employees go about ordering cleats through the Ariba catalogue, given that the processes require them to go through the uniform catalogue. CPC responded that for the Ariba catalogue, it is not the CUPW employees that would place the order but rather the team leaders. It is common practice for team leaders to place a bulk cleat order online every season and provide cleats to employees upon request.

CUPW expressed disappointment with the potential delay of adding the cleats to the uniform catalogue, considering that the evaluated models are more comfortable and safer, and hoping we can work something out sooner.

7. Project tracker

Presenter(s): Nadia Afara / AJ Moffett

Presentation: 07-NJHSC 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 provided an update on the 5-ton hook project, which is the only project still open in the Project Tracker. The update was consistent with the information shared earlier during the Fleet update.

CUPW asked if any new projects are planned. CPC confirmed that there is no initiative at this time.

CUPW also asked if the E-trike project would be revisited with the arrival of warm weather. CPC confirmed that there is no plan to resume the project, as it is closed.

8. Safe Lifting update and A62 Ergonomic assessment

Presenter(s): Abbi Slater / Anil Dhawan

Presentation: 08-CUPW NJHSC Safe Lifting Update_April 2026

National Joint Health & Safety Committee Meeting Minutes

April 23, 2026

CPC provided an update regarding safe lifting and initiatives to prevent and reduce musculoskeletal incidents (MSI) as part of the WHPP. They then addressed the ergonomic review of case A62 as part of the final combined manual sorting S/L and O/S discussed during the previous NJHSC.

Discussion:

CPC first introduced Anil Dhawan, who joined the Ergonomics team and who is responsible of the Western Canada.

CPC mentioned that a course ID was created for Safe Lifting on-the-job refresher to allow Team leaders to push an attestation to employees through the Learning Zone. The employee will need to confirm that they have been coached, that they understand the principles of safe lifting and that they are able to apply them properly. In case of uncertainty or misunderstanding, the employee may refuse the certificate, which will allow the team leader to offer additional coaching.

In addition to the job aid on safe lifting, CPC has developed a tip card that serves as a quick reference tool for LJHSCs and team leaders to facilitate coaching in the field. Copies were distributed during the meeting. CPC mentioned that all these resources are available on MIS MIH. A new course identifier has also been created for team leaders to ensure their competence in effectively coaching employees on safe lifting.

CPC also noted the success of the MSI reduction initiative at the Halifax plant. This initiative led to the creation, in collaboration with the LJHSC, of a practice room dedicated to safe lifting, where the tip card has been printed in poster format. CUPW asked for clarification on the role of the LJHSC. CPC indicated that this initiative is from the LJHSC and aims to provide employees with a safe space where they can practice safe lifting techniques and get support from a member of the LJHSC, if needed. The room is accessible to both LJHSC and team leaders.

CUPW pointed out that the role of the LJHSC should remain limited. CPC answered that training remains under the responsibility of the team leaders, while the LJHSC acts in support. The LJHSC had expressed strong interest in reducing MSI injuries as part of their WHPP. This initiative was first implemented at the depot before being expanded to the plant due to its success. The WCB was also consulted and validated the room. Photos were presented during the meeting to illustrate the initiative.

CUPW suggested that the Committee assess the impact of this initiative on reducing ergonomic injuries and consider promoting it nationally.

CUPW asked what training is offered to team leaders. CPC explained that it includes a basic MSI module focused on safe lifting and muscle strengthening, followed by a practical component carried out in collaboration with the H&S team.

CUPW asked if the video on the tip card available through the QR code is a new video. CPC confirmed that this is the same video as the one previously reviewed by NJHSC.

The Committee noted that the implementation of a safe practice room is a great initiative that could be expanded to include other health and safety initiatives, such as stretching exercises, the physical conditioning handbook and the Fuel Your Body Right guide, presented at the NJHSC in 2025.

CPC indicated that when they will finalize the initiative in Halifax and assess the impact, they would be able to decide whether this initiative can be proposed nationally as an objective to the WHPP. If yes, then CPC will propose a full package

National Joint Health & Safety Committee Meeting Minutes

April 23, 2026

to deploy this objective. The implementation decision will then be taken by local management. Success of the initiative is most effective when all teams, including local management, are fully engaged.

With regards to the Ergonomic review related to the use of the A62 for Final combined sort for S/L and O/S, CUPW asked who has participated in the Ergonomic review. CPC answered that it was conducted by the CPC Ergonomist, the local H&S Officer, the LJHSC including CUPW members, and the local Disability Management officer at Leo Blanchette Mail Processing Plant in Montreal.

CUPW noted that their concerns were primarily with repetitive movements. CPC responded that the risk assessment focused exclusively on the changes associated with the introduction of A62 and would incorporate references to previous assessments. It was also confirmed that workers participated in the analysis, including one person of a taller size and one person of a smaller size. The evaluation demonstrated an improvement in ergonomic reach thanks to the A62's adjustability. However, due to its width, it was recommended to use only two wings in order to avoid an excessive reaching, which is about 68.9 inches between two wings and can reach up to 78.7 inches with three wings.

CUPW asked when this new set-up with A62 will be rolled out. CPC will provide the information.

Action items:

- CPC to provide information of the implementation date of the A62 for final combine sort.

9. Contractor Safety

Presenter(s): Virginie Tremblay

CPC mentioned that the new real estate service provider will take office on June 1, 2026. This change of service provider will have no impact on the safety policies and practices applicable to contractors. However, reminders will be distributed nationally to team leaders on the management of contractors and expectations. Following the introduction of the new real estate service provider, CPC plans to send communication to Chief Emergency Wardens to connect with their new service provider and update their Emergency Management Plan for their facility.

CUPW emphasized the importance of including remote sites and small offices in rural areas in these communications.

CPC indicated that communications will intensify as implementation approaches. After June 1, all LJHSCs and H&S representatives will be informed of the need to update the information on their bulletin boards, including the name of the person in charge of indoor air quality concerns in the building, as required by COSH Regulations (art.2.26).

10. New Peer Mentor Training program for V3+ Rural Reaching Device Peer Trainers

Presenter(s): Margo Ratcliffe / Jean-Luc Hamel

Presentation: 10-RRD V3+ peer mentor training_bilingual

Following the deployment of the V3+ Reaching device for RSMC, CPC aims to update the peer mentor training to reflect changes related to the new device and to strengthen the skills of new peer mentors. CPC pointed out that since the introduction of V3+, no new peer mentors have been trained.

National Joint Health & Safety Committee Meeting Minutes

April 23, 2026

Discussion:

CPC mentioned that the new training program includes two components: eLearning and in-class training. The online portion will consist of two modules: one on the V3+ device and one on the Fundamentals of Peer Mentorship, a standardized training offered nationally. The 8-hour in-class training session will be led by an APOC trainer and will focus on the safe use of the device (including the reaching arm), strategies and best practices for coaching and feedback, as well as on-street observation. Emphasis will be placed on the safe use of equipment and interaction with new RSMCs to gather their feedback.

This new program was designed to better align with the V3+ device and increase corporate familiarity with equipment, thereby reducing the need for reference to historical context. Unlike the previous training offered at national level only, this training will now be delivered at regional level, allowing for greater flexibility and frequency.

CUPW asked whether the training of peer mentors would focus on adjusting the device. CPC responded that several peer mentors are already trained in this regard, but that the increase in requests for peer mentors since the deployment of V3+ justifies the implementation of the new model. They reminded that the device is now deployed at the depot rather than at the route level; thus, any new OCRE hired in a depot equipped with V3+ must receive the required training. The new model aims to meet these operational needs more effectively.

CUPW mentioned that they have received numerous complaints about the deployment of the V3+ without users being trained. CPC responded that any new RSMC/OCRE/PREs hired in a depot where the V3+ is deployed automatically receive the training. It is directly pushed to them in their Learning Zone.

CUPW asked if V3+ is now deployed in all repositories. CPC responded that approximately 19 sites are currently fully deployed, representing approximately 450 devices, and further deployments will follow upon receipt of the additional inventory. CUPW has requested a list of sites where the V3+ is being or will be deployed soon, which will be provided by CPC. In sites not yet deployed, the V2 or V3 versions remain in use.

CUPW also asked how many devices in circulation are not V3+. CPC estimated that approximately 800 V2 and V3 devices are still in use, while the V1 is no longer in service. Peer mentors will receive refresher regarding how to adjust and safe use of equipment. CPC emphasized that Golder's recommendations for safe delivery remain at the heart of the training.

CUPW asked when the training will be deployed. CPC answered that they would like to start it as soon as possible due to high demand for this training. The list of peer mentors will be shared as soon as it is finalized, in accordance with the commitment made during the national consultation.

CUPW reiterated its position that the use of a right-hand drive CPC vehicle remains preferable to the reaching device. They also asked if supervisors were being trained to determine the appropriate length of the reaching arm. CPC confirmed that this training has been in place since late 2024 and has granted positive results. Team leaders receive the same training as RSMC's, including guidelines for reaching arm length, although this responsibility falls to peer mentors.

Finally, CUPW asked if there is a marker on the V3+ that allows users to remember their adjustments. CPC presented the setting card provided to each user, on which they record their personal settings. With respect to the OCREs and PREs training, CPC confirmed that the e-learning module on the Reaching Device is part of the onboarding program and must

National Joint Health & Safety Committee Meeting Minutes

April 23, 2026

be completed within 60 days, including peer mentorship. CPC acknowledged that a current lack of peer mentors is causing delays in mentoring, making the implementation of this training program a priority.

Action items:

- CPC to provide the list where V3+ has been and will be deployed.
- CPC to provide the list of peer mentors when finalized.

11. My Care Connect review

Presenter(s): Committee Members

During the presentation of the Hazard Prevention Plan at the previous NJHSC meeting, CPC proposed to add a standard item to the agenda in order to discuss the various reports available in My Care Connect (MCC). This exercise would allow the Committee to identify trends in incidents on a more regular basis, while mitigating the limitation of CUPW's lack of direct access to MCC. This approach would allow for continuous monitoring of data rather than annual review.

Discussion:

CPC presented in real time the charts and graphs available in the H&S Reporting tile of MCC, accessible by H&S employees.

CUPW pointed out that this is the first time it has been presented to them. They asked if the data is based on all incidents supported and recorded in the system. CPC confirmed that yes, these are all incidents recorded in MCC.

CPC presented the graphs covering the percentage of incidents per month, by years of experience, by union affiliation, by Pay Scale Groups, by root causes... as well as the various filters available such as location, period, management, the team leaders, the equipment involved, the type of injuries, and many others. All this information contributes to completing the WHPP for the LJHSCs.

The Committee paid particular attention to MSI-type injuries and found that, since 2024, about half of these injuries involve employees with up to ten years of experience. The Committee found this information to be relevant. CUPW asked if the data could be broken down by shift, believing that the midnight shift is more risky. CPC indicated that this level of detail is not available. However, they mentioned that they have access to all source data and that the information can be adapted if necessary. This can help the committee design safety programs and tools.

CUPW asked if they can have access to this information. CPC answered that only the H&S Team have access to these reports. The committee took the opportunity to discuss the local MSI initiative in Halifax. CPC indicated that it is too early to assess its effectiveness and reiterated that the current data are presented as ratios, not counts.

The Committee also reviewed data related to LJHSC and their compliance (membership, meetings, minutes and monthly workplace inspections). It was observed that several LJHSCs do not schedule their monthly workplace meetings and inspections and do not upload the LJHSCs minutes to MCC.

CUPW recommended that all LJHSCs be reminded of the requirement to forward their minutes to the RJHSC and CUPW members of the NJHSC and upload them to MCC. They added that this approach would be useful to restore and support the RJHSC whose meetings do not take place and facilitate compliance with the escalation process. CPC asked CUPW if

National Joint Health & Safety Committee Meeting Minutes

April 23, 2026

they know why these RJHSC meetings are not taking place. CUPW replied their perspective is that is due to management cancelling meetings.

CPC supports restoring RJHSC across all regions and suggests a joint standard agenda to be used for these meetings. CPC will propose a draft agenda for RJHSC for comments.

For future meetings, CPC proposed to send screenshots of all H&S reports before the meeting so that the Committee could focus in session on the data deemed to be of priority.

Action Items:

- CPC to propose a draft agenda for RJHSC meetings.

12. 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

List of closed items:

New Corporate Uniform Supplier

Ergonomics Updates – Safe Lifting and Wellness Workshops for LJHSC & Fuel Your Body Right

New Peer Mentor Training program for V3+

13. Open items

Presenter(s): Committee Members

1. ESDC right to refuse:

CUPW advised that they contacted ESDC again last week regarding CPC's proposed updates to the Right to refuse process in the revised Orientation on Health and Safety for Workers training. CUPW requested CPC to delay implementation of the changes until feedback and approval from ESDC was received. CUPW will share their correspondence with the ESDC at CPC.

2. Forest fires:

National Joint Health & Safety Committee Meeting Minutes

April 23, 2026

CUPW noted that the wildfire season has already started in some areas. CPC mentioned that the same process as in previous years will continue. They will prepare a summary for the NJHSC at the end of the season.

3. Job Hazard Analysis (JHA) participant names:

CPC asked for the names of CUPW participants to start the JHA review. This request was first sent in September 2025 and followed up several times. CUPW advised that they were able to obtain only a few names and will share them with CPC by mid-next week.

Meetings held in 2026:

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