

Alberta Cities Safety Council

MEETING MINUTES

June 10, 2020
Via Zoom

IN ATTENDANCE

Craig Hrynychuk	Alberta Municipal Health & Safety Association
Shannon Thomas	Alberta Municipal Health & Safety Association
Terri Filipski	Alberta Municipal Health & Safety Association
Scott Lyall	Alberta Municipal Health & Safety Association
Rob Rosete	Alberta Municipal Health & Safety Association
Sydney Perozak	Alberta Municipal Health & Safety Association
Christy Tian	Alberta Municipal Health & Safety Association
Krystal McDowell	Alberta Municipal

GUESTS

Mike Lowes	The Thrive Company
Kim Barch	Workers' Compensation Board – Alberta (South)
Miranda McLay	Alberta Government – Partnerships and Immigration

MEMBERS

Adam Baxter – Strathcona County
 Christopher Collier – City of Calgary
 Danielle Molkeki - City of Cold Lake
 Jeri Wolfe – City of Leduc
 Tiff Mochinski – Rocky View County
 Karen Harasymchuk - City of Spruce Grove
 Kristi Lea – City of Grand Prairie
 Lorna Melton - City of Camrose
 Mark Hadfield - Strathcona County
 Melissa Craig - City of Lethbridge
 Shawn Justus – City of Airdrie
 Dan Howarth - City of Spruce Grove
 Quinn - City of Fort Saskatchewan
 Mircea Fagarasanu – City of Edmonton

1. INTRODUCTIONS AND WELCOME

Alberta Municipal Health and Safety Association's Executive Director Craig Hrynychuk introduced himself and called the meeting to order at 10:09 am.

He reviewed the agenda for the meeting.

Health and Safety moment was presented via a video on social media literacy by Krystal McDowell. The link can be found here: <https://youtu.be/qalgbOXkoJI>

Introductions of all participants were made. __ participants

Scott Lyall reviewed Zoom ____.

Craig H reviewed vacant roles on our Board of Directors (CUPE Local 30 and Other City - Workers). CH welcomed Jeri Wolfe and thanked her for stepping up take on the role of treasurer.

2. AMHSA MUNICIPAL MEMBER DATA TRENDING

Craig Hrynychuk & Mike Lowes

CH announced municipal trends related to WCB, PSI and OHS.

Slips, trips & falls

Musculoskeletal

Psychological

CH introduced Mike Lowes, CRSP, and 20-year health & safety professional who is working with AMHSA on our injury prevention campaign. Working on challenges in emerging trends to work on programs.

CH Presented PSI Data (spring 2018 to present) provided by OHS; feels this is our role as your safety association to present this data.

Cities - 264 PSIs for Cities

Reporting criteria change

Important to know when to report

WCB Claim Data - Alberta Cities 2017-2019

Total # of claims: 15.78K, Disability days: 103,000; Total cost of claims - \$55M

Occupations broken into categories to identify focused areas. Data shown on slide 11. This assists us in focusing on particular categories to assist with making reductions.

Total cost of claims 2019:

Illness 9%

Line of Fire 9%

MSI 23%

Falls 13%

Mental Health 24%

Remaining injuries 22%

Number of claims 2017-2019 and what AMHSA is focusing on in our injury reduction campaign:

LOF

MSI

Falls

Mental Health

CH pointed out our 2020 Business Plan shows our strategic direction which is data driven.

PSI Data from Alberta (near misses); supports our incident data but reflects a different story as well. Reinforces the injury reduction campaigns. Trickier to identify could be MSI and psychological injuries. LOF #1.

Source of Incidents was presented by Mike Lowes - PSI Reporting

Recognize hazards and respond to stored energy - CH talked about Mike Hallowell who will present on this. Human factors is a critical path for AMHSA to support our membership in injury reduction.

LOF - in Harm's Way

Line of fire incidents occur when the path of a moving object or the release of a hazardous energy intersects with an individual's body. Broken into 3 mechanism:

1. Striking Hazard - 80% types of injuries in municipalities that they face
2. Crushing Hazard - getting into between a fixed and moving item; common: body of a crane against a piece of structure
3. Stored Energy - tricky; generally quiet and lies and waits - electrical is best example as it's energised and not show its hazard until someone touches it. Municipalities: steam, chemical showing up more.

Mentioned webinars/training we have.

LOF by occupational category

Trades

Rec/sport

Public transit

Office

Equipment Ops

Other

Janitorial

Warehouse

Data 2017-2019 LOF Injuries (slide 18)

Striking 80% (2/3 struck by)

Hand #1 body part injured

Head 26% significant for lost time

Webinars on June 15/24 train the trainer webinars (presentation); June 26/29 workshops and follow-up to webinars (best practices for those who want to roll out this campaign) on www.amhsa.net

MSI: Alberta Municipalities 2017-2019

Makes up 1/3 of all the claims

1/3 of all the disability days

MSI: Severity of Claims by Body Part (slide

Back/spine

Shoulder

Leg

CH asked for member feedback/comments and if this data is surprising? Chat function or via networking breaks could provide a deeper dive.

MSI Claims by occupational categories (slide 22?):

Trades

Public transit

Office

Targeted Webinars and Seminars

Mike Lowes reviewed what is involved in these:

Road to implementing an MSI program

Deeper dive into your WCB data to direct your program

Develop in-house skills - office/field ergonomics

Implmeenting a dynamic warm-up

Focus groups - moving forward

Action Items: Events for MSI and other injury prevention initiatives for registration for events

Fall Injuries by Month - Winter Readiness Campaign

Trends

Graphs shows 250/300% increase in falling during winter months

All of Canada - #1 injury requiring hospitalisations within Canada

Dip in December - probability of less hours of exposure with holidays, etc.

Vehicle Related Injuries by Month

This will be rolled into the winter campaign

Spike from Nov, March - higher points (due to hazardous conditions)

Focus to reduce these injuries and overall vehicle incidents

Mental Health Claims

Average cost of claims: 25% of all claims cost in 2019

Upward trend of claims between 2017 - 2019 (emerging trend)

Perhaps issues were always there, but we are getting better at recognizing these claims

CH announced our mandate as a safety assn is to collaborate with some of our partners:

Upcoming: June 18 - Work Restart 2.0 - Collaboration of partners ESC/ACSA/COAA/CSSE/Howatt
HR - 90-min psychological focus

ACTION ITEM: Send out links to everyone at end of day; Sydney shared Zoom link to all participants for June 18 event.

Thanked those who signed up the Impact Group. Invited others to join us to choose ala carte sessions.

ML: New/Returning Workers

Trends looking at data - first 4-5 months for new workers

How many months someone has been employed and how many incidents (3-4 more times to be injured in first months of their employment). Age groups first 5 months - not just young workers.

Returning to work after working from home may fall within this category. Predicts some challenges with MSI and LOF with people coming back to their jobs in addition to psychological aspects.

CH - larger group for vulnerable workers - at-risk group as defined by OHS and AB Labour. Creative sentencing award from a vulnerable seasonal worker suffered a loss of life - campaign in seasonal worker injury reduction (live in 2021). Very actively working on this campaign. Setting up a group that represents our members that will reflect your needs.

Seasonal Worker data - slide __;

Recreation and Sport Emerging MSI Injuries (slide __)

Seasonal worker/recreation sport - having injuries in these spaces with younger workers; wanted to show information to show how we can start to break up that data. ML recommended members reaching out to AMHSA to speak specifically about that. About 65% of injuries are resulting in modified work. If anyone wants to dig deeper in the data, please contact AMHSA.

2020 OHS Compliance Data - Alberta Municipalities

Overall trends happening re: compliance data as OHS has interactions with our members. High-level representation on issues seen related to compliance or enforcement items ranging from generic safety training to duty to provide information, establishing JH&S Committee, etc. (slide __).

CH announced that this information will be coming out in his Executive Director's report.

Open-mic for Q&A:

Rob Rosete: Took a lot from the data; important difference of data driven and our campaigns and why we do what we do. As well as \$ in severity; not about savings; it's about targeting what really matters - saves lives and reduce injuries. Data helps to promote that among teams/employees.

CH: Funded H&S Assn working on issues to assist our members. Accountability with key preventive initiatives to support OHS in their top 3 priorities: psychological, slips, trips & falls, MSI. KPI that we have to report on how we do that - we can show how we're directly their key initiatives.

ML: We all have a duty to look at what's impacting our people and put prevention into place. Campaign focus: to help with incidents. We want to help our members by providing them with tools to prevent injuries. Encouraging members to participate.

3. PARTNERSHIPS UPDATE

- **Partnerships – Miranda McLay**

Miranda McLay was welcomed back and provided a complete update which is attached. Mentioned that Jennifer Harms is back-up and is available if Miranda is not. She also mentioned that Shannon Thomas is good support as well.

Topics included:

- **COVID-19 COR Changes - 2020**
 - o **Allowing documentation only audits until December to prevent people coming onto the worksite**
 - o **Extension for Action Plan dates; initial template and items is due at end of June; the item finalised is due end of December (v. end of November)**
 - o **COR extensions for those expiring**
 - **Grant 90-day extensions for those expiring until July 31 to do audit**
 - **Second 90-day extension allowed for those who originally expired before June 30**
 - **Contact Shannon Thomas if you have any questions**
 - o **Does not effect PIR refunds; refunds still eligible.**

- Fixed COR Date and ISO/CSA Equivalency

- o Current COR expiry date fixed
- o Allowed to complete audit within 60 days prior to fixed date - if outside timeline new fixed date is done
- o New standard allows for COR equivalencies for ISO 45001:2018, CSA Z45001:19, and CSA Z1000:14; both certification and maintenance
- o Certification must be issued from a designated certification body
- o If certification only covers part of operations, then COR will be issued as site-specific

- Off-Site Audit Review for 2020

- o Change to process due to COVID-19
- o Will be collecting employer's documentation either from sites or electronically
- o Review by OSA Review will be done remotely
- o Interview with employer representative will be done over video chat or phone; focused more on questions about process
- o Aiming for a July start date to get this up and running

- COR Working Groups

- o 3 groups out of items from the COR strategic plan
 - COR Harmonization across provinces
 - Auditor Training/Certification Standardization
 - All auditors receive some standardised training
 - Risk-based Scalable Audit/COR Plus/Accreditation
- o COR Plus/Accreditation for higher performances
- o Looking at audit tools to be risk-based and scalable

- OHS Publications

- o Our strategic evidence and action group is constantly updating or creating new publications
 - Workplace health and safety after a flood
 - Applying for an acceptance to demolish a building containing asbestos
 - COVID-19 publications by industry
 - <https://ohs-pubstore.labour.alberta.ca/>
- Contact Miranda McLay - miranda.mclay@gov.ab.ca / 780-422-5612 (desk phone forwarded to work cell phone)

Q: No questions.

Shannon Thomas thanked Miranda for being back and presented her COR update.

- AMHSA COR Update (slide __)
- COVID-19 extensions
- Action plan in lieu of maintenance audit
- Subcommittee meetings starting next week - Shannon is representing AMHSA on COR Harmonisation & scaleable audit tool, auditor training/cert standardisation (Jessica Meyer will be helping out in this); should be hearing news from these groups soon.
- COR Cert Audits
- Communications
 - Audit and COR world - before doing audit, recommend review of communications that have been sent out in May and June about options and different ways audits are being done. A lot of changes and flexibilities. Webinars are also available on our website: www.amhsa.net. Auditors Tool & Resources page. Audit Dispatch also appears in AMHSA's summer newsletter that was distributed on June 9.

- SECOR subcommittee
- QA Analysis Training
- Please touch base with Shannon Thomas if you have not already done so.
- Ucoming Training
 - Audit Refresher - August 20, September 10
 - HSMS - August 24-25/September 14-15
 - H&S Auditing - August 26/27, September 16/17
 - Free third day optional
 - To register: carla@amhsa.net (status may change)
 - Details will be forthcoming.

[Break] - 11:35

4. WORKERS' COMPENSATION BOARD - UPDATE

Kim Bartch was introduced and provided a complete update which is on the PPT. She replaces Teri Sphor who is now retired.

Topics included:

- Supporting Psychological Health and Safety
 - o University of Fredericton
 - o Requesting feedback from anyone who has taken courses
 - o Training on the Job (TOJ) Resources
 - o Currently promoting this program; may be getting some phone calls from specialists to see if you're hiring
 - o <https://www.wcb.ab.ca/return-to-work/training-on-the-job.html>; also feel free to reach out to Kim Bartch directly

- o New platform to be released shortly - job search site similar to workopolis for employers and potential employees
- PIR Updates
 - o \$76M in rebates for 2019 performance
 - o 10,500 employers received refund this year
 - o Checks were mailed out May 11
- COVID-19
 - o Starting webinars for employers to register based on Alberta's relaunch strategy
 - o Treatment programs will start as well depending upon updates
- Paperless Electronic Fund Transfer (EFT Advices)
 - o Ensure workers and employers are receiving timely information
- Kim's report is located in the attached PPT. Kim Bartch can be contacted at 403/517-6181 or via email at kim.bartch@wcb.ab.ca.

5. AMHSA - YOUR ASSOCIATION

Scott Lyall announced that we are your health and safety association and looking for member input.

- **2020 Projects Update - Your Association**
 - o Psychological Health Claims
 - o Many discussions with the Impact Group and changes that have occurred; June 24/25 - series of secondary courses that will be offered on the heels of that to all muni members; can take part in some or all; a la carte offers available in the near future based on requirements.
 - o The foundational piece will incorporate the benchmarking and coaching implementation.
 - Impact comparison breakdown - increased participants to up to 10

- June 24/25 interactive Zoom workshop - CPD hours for continuing education for this workshop.
- 2020 Strategic Business Plan - Q1 Scorecard review
 - Different deliverables
 - Interested on feedback as to what you want to see from AMHSA; evident-based decisions for AMHSA to focus on based on the data that has been published

2020 Deliverables Update

Covid-19 website page

Working with partners like AUMA - new partnership

Articles on return-to-work

Weekly Tues Maintaining Mental [fitness.com](https://www.fitness.com) 30-min webinars based on attendees' feedback

Reviewed the remaining agenda

Return to Work collaboration update

Psychological Health - Training

Review of safety programs: MSI, LOF, winter Ready campaign mention; we've received a lot of inquiries on MSI

We are your association. What would you like to see in our business plan for 2021?
Requested member feedback?

[Virtual lunch - noon - 12:30 - mic was left open due to breakout rooms not working]

6. ENERGY BASED HAZARDOUS ASSESSMENTS

- **Dr. Matt Hallowell virtual presentation, professor at University of Colorado; [name of organization?]**
 - <https://www.colorado.edu/lab/csra/dr-matthew-hallowell>
 - **Energy-Based Hazard Recognition: Energy Wheel**

- **Workshop combines more scientific side of Hazard ID and how the brain works and practical side re: tools that enable us to give the brain some prompts to think about hazards more completely**

- **Workshop objectives: 1) Describe important of hazard recognition; 2) Explain human limitations; 3) Identify primary strengths and limitations of the brain; 4) explain the energy-based hazard recognition theory and how it augments the brain**

- **Identifying and prioritizing hazards in a scientific fashion with validated tools**

- **Role of Hazard Recognition** - pre-job safety mtgs; audits and observations; safety training

- **Situational Awareness** - fluid process that we go through as humans when confronted with a situation, we recognise something that is a danger and we have an assessment (more of a gut feel of how dangerous the hazard is) then feeling of comfort/discomfort and then take an action.

- **Hazard recognition - risk perception - risk tolerance - behaviour and performance**

Complacency - it truly was missing hazards. Not a character flaw; it's biology which leads something to missing a hazard. Do people see the hazard?

Exercises:

1. 1st photo - What hazards do you see (in photo on PPT) - overhead hazard (#1 identified hazard); uneven surface; the pallets; heavy equipment and vehicles in the background. What hazards bring attention.

2. 2nd photo - tripping hazard; support beams of wall (how supportive are they?); uncapped rebar; leading edge that could be tripped over; confined space or access egress issues behind the wall.

3. 3rd photo - safety boots; eye protection; respirator; should be wearing protective gear on his legs; a lot of PPE violations when asked about hazards. Work done with 10,000 people at this stage; commonly missed: the tension in the cable in 3rd photo (about 25% people will see that as a potential hazard) an saw blade.

4. Why do people see some hazards v. others?

5. Hazard Recognition Performance - 45% (data from 4,800 worker-hours observed); research team in field on what workers faced on partner sites (Chevron, Exxon, etc.).

6. 2 reasons why skill is at low as it is

1. **Blind spots** on type of hazards we don't readily recognise

1. Lab tools on hazards - eye tracking (for information on how people scan images for danger - 1,000 people through research) which reveals patterns in hazard scanning; brain imaging helps to identify how the brain works when identifying danger

2. **Not every hazard is reasonably identifiable in the pre-job plans**; not a lot of good tools to identify what changes are likely, what implications are, and how to manage change. What we plan it to be v. what it actually is.

3. Dr. Hallowell discussed brain activity [amygdala (fight or flight) and cerebrum (process complex thought)].

4. Activity: video - kids outside playing passing a ball. Count # of times the kids catch the ball.

5. Brain is constantly being bombarded with attention - far more than we can process. Selectively attend what's important to it. Two pathways to attention: Instinct and direction.

6. **Energy Theory**: Every injury is the result of unwanted release of and contact with one or more energy sources. Remind ourselves of the energy sources.

7. Analogy for how energy-based hazard recognition works. Reminds of you what can be missed.

8. Energy sources:

1. **Gravity** - energy associated with the attraction of all masses to the mass of the earth

2. **Motion** - energy associated with the change in position of objects or substances; most identifiable

3. **Mechanical** - energy associated with tension, compression, rotation or vibration

4. **Electrical** - energy associated with electrical charge or current

5. **Pressure** - energy associated with liquid or gas that is compressed under a vacuum; even high-pressured water (stored energy)

6. Temperature - energy associated with differences in thermal energy with the human body

7. Chemical - leading cause of multiple fatalities. Energy associated with reactive elements in the work environment

8. Biological - Energy associated with living organisms

9. Radiation - energy associated with elements that emit ions

10. Sound - audible vibrations cause by the contact of two or more objects; most common disabling injury

We aren't perfect at hazard identification.

Percent of hazards identified:

67% gravity

62% motion

44% mechanical

40% electrical

28% sound

24% pressure

20% temperature

19% chemical

17% radiation

2% biological

4 key best practices:

- To start, put the energy wheel away and recognise hazards that come instinctually
- Then go around the energy wheel to see what hazards are missed
- Do not identify hazards then try to classify them
- The name of energy source (e.g., gravity) is not a hazard

Part 2

Energy Based Hazard Recognition: Severity Assessment

1. Scan for hazards
2. How do we estimate how someone can be injured by that hazard?
3. How to apply the energy assessment model across energy sources

The amount of energy predicts the severity.

Ch announced that free, more detailed resources will be provided to our members as a result of our partnership with Dr. Hallowell.

CH thanked Dr. Hallowell and indicated that AMHSA is working with Dr. Hallowell will be assisting and supporting us in human factors and strategies. Pre-cursor analysis forthcoming.

His Presentation is contained in the attached PPT

7. INFORMATION SHARING – CITIES ROUNDTABLE

Members from Cities: Airdrie??, Calgary, Edmonton, Fort Saskatchewan, Grand Prairie, Leduc, Lethbridge, Rocky View County, Spruce Grove, and Strathcona County presented information related to:

2 Municipality Reports – City of Edmonton and City of Grand Prairie (attached)

If you would like to register to view on-demand any of our webinars, please click here: <https://www.amhsa.net/webinar-series/>

If you would like to be added to our health and safety advisor email, please contact Sydney@amhsa.net.

Topics discussed were:

- Hazard recognition performance
- 3 significant incidents regarding transit (Covid); fleet services and transport cleaning; fire department - in compliance with OHS on all 3 incidents
- Employee Assistant Program - increased use; temporary layoffs within organization in 3 months

- Falls and overexertion and psychological injuries
- Health and Safety Management System award
- Good Catch campaign running well - concept of near misses out of vocabulary and substituted "Good Catch"
- No lost time claims
- 2 incidents to Alberta Labour - slip & fall and medical incident which appears to not be occupational
- Trends are lost time claims; slips, over-exertion and repetitive injuries
- Lost time claims are sprains, strains, mental
- COVID-19 pandemic; recovery phase
- OHS inspection on COVID-19
- OHS Manual updates
- Occupational hygiene and increase psychological safety in organization
- Innovations
- National Safety Code to ensure compliance
- Fatigue management program
- Participating in Psychological Health and Safety Impact Group
- Provisions for first responders with police officers and firefighters
- Alignment with healthcare standards
- Embedded of an occupational hygienist
- Hearing conservation program
- Return to work
- Expansion on the H&S side

- Mobile competency
- Serious incident protocol
- LMS System and online training standards
- Creative sentencing - lawn mower maintenance and online orientation
- Strategic alignment

Municipality reports attached:

City of Edmonton link:

https://docs.google.com/document/d/1f08s_UzpvRU9axA1Bq0AYWEOUvknICQzY-RleZTwZeU/edit?invite=CJec5vAJ&ts=5ede9fc5

City of Grand Prairie

8. ADJOURNMENT

CH announced that our LSE course will be rebranded and revitalized and that Dr. Hallowell will be a big component of that - rebranded forthcoming of new LSE. CH thanked our WCB and Alberta Labour partners, Dr. Hallowell, and AMHSA staff members.

CH also announced that a survey will be sent out to all participants.

Meeting was adjourned at 2:24 pm. Thank you all for your participation.

Please note upcoming ACSC Meeting:

Next meeting: December 1, 2020 (RUSA Conference, Red Deer)