

Annual General Meeting: November 23, 2009

LOHS Committee discussions and Lower Mainland Union Management Consultation Report by
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Many Concerns and Issues have been identified by the Union, and it's members.

Generally:

1. Sigma has created substantial stress related issues both in Project Management and EMT Travel arrangements. Sigma is an unforgiving system.

- There are concerns with staff experiencing rising levels of stress as a result of Sigma.
- Resources issues around Sigma.
- Frustrations to book travel and the approval process in EMT.
- Travel Axxess Voyage bookings sometimes have to be re-done due in part to management not approving travel quickly enough
- Significant improvements to Sigma have been made (more cheat sheets, training etc). There are fewer ongoing issues as people become more familiar with the program.

2. Staffing timelines for filling vacant positions, opportunities for acting assignments.

Taking almost 1.5 years process helps create stress for those on the waiting list.

The review indicates by 4.5 years from now there will be approx. 50% of the original employees remaining; 70% of managers will have left.

3. Career Development / Succession Planning:

- Recruitment and retention of youth.
- Limited opportunities and support for mid-career employees
- Limited or no mentorship and knowledge transfer/retention

Specifically – 800 Burrard:

1. Ongoing Elevator issues:

- Waiting time early morning and later afternoon.
- Stopping at correct floor levels
- Elevator stoppage while in operation (Elevator Lockouts)
- There is still no sound enunciator for floors, applicable codes (eg B651-04) requires sound, as does Treasury Board requirements.

2. Stairwell Access:

- Doors are now keyed reducing access available to other floors.
- Safety after hours. (Concerns with stairwell usage if the elevator system is down or slow, forcing staff to use the stairwells. (If there is an intrusion there is no way of getting to another floor)

3. Electrical Lighting changes:

Live fixture change was the issue during regular hours of operation.

4. Accessibility/ Wash Rooms are not fully accessible.

- Door levers and deadbolts are required to be synchronized when you pull down the lever they both unlock at the same time.
- Temperature sensors are required for hot water supply at sinks.
- Waiting for Accessibility report for 800 Burrard. The report will show the priorities by building and then within the building. LOHS is looking to see if we can get some minor repairs done to the Handicap washroom on the 19th floor. The report has gone to the accessibility review committee, and the outcome from the committee will determine if these repairs will be actioned and if there is funding available.

5.. Floor Inspections 2009.

- Floor inspections are ongoing. Majority have been inspected.
- Fire Extinguisher Inspections ongoing.

6. Landlord Janitorial.

- AFM has met with the Landlord and toured the building to review the adequacy of janitorial services in accordance with lease provisions. The committee is waiting for a summary from AFM to indicate what improvements will be provided and if there are any issues still needing to be addressed regarding cleaning issues.

7. PPE (Personal Protective Equipment).

- SHSEP's responsibility to monitor PPE inventory. LOHS's responsibility to check that the PPE's are issued to employees and that the employees are trained to maintain the equipment, and to ask SHSEP to provide appropriate detail that this is being done.

8. PME (Periodic Medical Exams).

- The primary interest from HC, will be to concentrate on periodic medical examinations. More information is expected in the next couple of months from this department and OGD's will be advised accordingly. The LOHS committee would like SHSEP to report back on the status of these.

9. HINI.

- HINI is being discussed and managed by Senior Management staff.
- Procedures for washing have been posted.
- Hand sanitizers in PWGSC elevator lobbies in place.

10. Emergency Response Teams.

- 1st aid kits have been refurbished. There will be more first aid training coming up in January 2010. ERT training is also planned for the New Year.

11. 2009 ROHS Workshop coming up; Expanded Regional Occupational Health and Safety (ROHS) Workshop - November 24/25, 2009.