



M91 Meeting Minutes

Date: February 9, 2010
Location: Best Western, Regina
AMC Staff: Ken Ricketts Ken Kostyniuk
Cathy Glasser
Members: Glen Booth – Rite Way Annette Goski - WCB
Ryan Ginther – Wheatheart Reide Baseden – Brandt
Brian Kruetzer – Prairie Steel Frank Blandin – Bourgault
Angela Moffitt – Batco Jamie Pegg - Honeybee
Dan Sembalerus – Highline Laurie Fraser – Seed Hawk
Tim Morson – Seed Hawk

Note: This report is not verbatim but is complete and inclusive of all significant discussion to the best of the writer's ability.

Welcome and opening introductions

Ken Ricketts welcomed everyone and then requested round table introductions from the group. Items from the previous minutes that need to be corrected or followed up on: Certified "Return to Work" program had not been forwarded by e-mail; a re-cap on housing issues was requested; would rigging be added to the course selection?

2009 Review

Congratulations are in order for the entire rate code; we have reduced our incident rate while employing more workers than ever before. Our Average Days Lost has increased, but is still well below Saskatchewan's average. The M91 WCB rate has also dropped from \$2.34 in 2009 to \$2.15 in 2010. Please refer to the attached PowerPoint presentation for specific details.

An additional congratulation is extended to Wheatheart for passing their Audit with flying colours. Their progress in the pass three years is remarkable.

Move to Regional Classes

AMC has been attempting to hold “regional” classes in the major centres around the province with limited success. The intention is that more classes can be delivered more often and with fewer cancellations. Some regional classes have taken place without M91 member participation. We encourage you to check out the website to see the scheduled regional courses (www.a-m-c.ca).

Return to Work Issues

Members are quite often finding it difficult to get doctors to buy-in to their “Return to Work” program and are arbitrarily giving their employees time off.

Along with trying to send your employees to your pre-distinguished doctor, getting a referral to the CBI (Canadian Back Institute) can greatly increase your chances of the employee immediately returning to work.

The most effective claim management systems, take the injured employee to their doctor for “front line service”. If the employee wants to see their doctor after, that is their right. Doctors will not likely dispute the first doctor’s diagnosis if they know that there has been a prior visit to a doctor.

If the same doctors are continually derailing your RTW program, make note of these doctors and make the WCB aware of the lack of participation. Additional steps to take are to contact the Saskatchewan Medical Association and the College of Physicians & Surgeons and make them cognizant of the situation. Since all three are attempting to improve lost time incidents as well as days, they have a vested interest in doctor’s participation in RTW.

Unfortunately, because M91 is performing better than average, WCB doesn't seem to share our feeling of urgency on this issue. If you are still having problems with getting your concerns heard, make a detailed description of the incident and forward it to AMC.

It was suggested that Grant VanEaton, Director of Operations WCB (South) talk to the members about RTW and answer any questions or concerns. This could likely happen at our next M91 quarterly meeting.

Annette Goski will forward the WCB RTW audit tool to AMC for distribution.

Hard Hats

The use of hard hats in our facilities is not a specific OHS requirement for manufacturers. If you have experienced head injuries at your facility you should look at the use of hard hats and/or changes to your work procedures. If the injuries are cuts and light bruises you may want to consider bump caps. On the other hand, if you have had injuries as serious as concussions, you may require hard hats with foam inserts.

Housing Issues

Bourgault – in the past have brought in mobile homes and sold them at cost to their employees. They also purchased a six-plex for new employees to live in for three months while they get on their feet in the town. Bourgault will not carry their mortgage or co-sign, but will do whatever they can to help their employee secure a mortgage.

Seed Hawk – originally they had hoped a local builder would solve their housing issues; unfortunately, the house they built was too upscale for their employees to purchase

Prairie Steel – purchased a house and rents it back to employees.

Honeybee – considered the “camp” situation, but found it unfeasible.

Additional courses

Rigging will be added to AMC’s course selection, along with Aerial Lift and Fall Arrest. These new programs will be TTT courses to ensure self-sufficiency. To ensure timely Respiratory Fit Testing, AMC needs to know ahead of time the type of respirators used as well as the applications and chemical exposures. If AMC doesn’t have the adaptor in stock, it must be ordered from Levitt Safety which has been taking a couple of weeks.

AMC has left approximately 50% of the time available for site specific training; if you need training, ask for it. Regional courses with M91 participation will not be cancelled due to low registration.

Air Quality

Ken Ricketts will be attending a course to see if Air Quality Testing is a feasible option for AMC. Due to costs, AMC would need full support from the membership. Any lab testing required would be at the cost of the facility receiving the testing.

Committees

We have been asked to nominate a member for consideration to be on the committee of the OH&S Council as well as the Farm Health & Safety Council. This is an opportunity we should not pass up; this is a chance to have a voice. Attached you will find the letters outlining the request; if you want to nominate someone, you can contact AMC.

WCB Comp Institute

March 22-23 WCB will be holding their annual Comp Institute at the Delta in Regina. This is an opportunity to see the programs offered by WCB and is an excellent resource for someone new to the safety field, as well as a great networking tool for those that have been around for a while. The registration form is located on WCB's website www.wcbask.com. As a side note, AMC will have a display booth at the event.

AMC's Future

Ken Ricketts underlined the importance of AMC Safety to the agricultural manufacture with helping to reduce lost times and associated costs through training and advising. AMC is one of the most successful safety associations in Saskatchewan. Ken indicated the WCB, while having no problem with the performance of the safety association, does have a problem with our system of governance. This will probably come to a head in the not-too-distant future.

The AMC Board and the WCB Board are working on their differences. If the WCB insists that the governance model change, AMC will set-up an independent safety association that meets WCB's requirements. It is likely that the M91 firms will be required to sign a letter indicating their philosophical and financial support for the new association.

Member input at the meeting included the fact that if we join a different rate code, we may quite well lose our "voice". Many of the Members at the meeting agreed with this viewpoint. It was mentioned that the fees collected by WCB to run the association are still, in fact, our money. Just because WCB is the collection and re-distribution system shouldn't give them the right to dictate how we operate nor open access to the materials we have paid to develop.

Members are requested to write AMC and the WCB (specifically the WCB Board) with their thoughts on the matter.

Success stories

It is felt that we need to share more success stories with each other. Bourgault's "boot camp", Seed Hawk's method of loading shipping containers, Honey Bee's lean developments, and, Wheatheart's overwhelming success at training employees through tool box meetings are just a few of the significant stories that need to be seen and told.

To facilitate the sharing of successes the 2nd and 3rd quarter meetings of the M91 Committee will be held at manufacturing facilities. AMC will contribute financially to the cost of those meetings at the same basic rate that the association currently pays for meetings. Members are encouraged to contact Ken Ricketts to indicate their desire to have a meeting at their facility.

The next M91 Committee Meeting is currently scheduled for Tuesday, May 4th.