

M9101 Safety Committee Meeting
CNH Saskatoon
February 4th, 2004

Start Time: 10:00am

Introductions

Larry Ruten	Schulte
Kit Talbot	Schulte
Victor Morales	Castleton Ind.
Rosemarie Brown	Trailtech
Dianne Darby	REM
Murray Nordick	Schulte
Bill Glanville	Bourgault Ind
Gavin Fairburn	Precision Metal Fabricating
Lyle Folden	Bourgault Ind
Marcel Doepker	Doepker Ind
Dave Neikamp	Doepker Ind
Eric Sarauer	Doepker Ind
Gurcan Kocdag	Doepker Ind
Amy Gamracy	Morris Ind
William Pugh	Morris Ind
Wayne Marino	HoneyBee Mfg
Keith Brooks	Batco Mfg
Bob Kelln	Wheatheart Mfg
Harold Garner	Brandt
Eugene Lucas	Rite Way
Ken Kostyniuk	Rite Way
Annette Glazer	Bridgeview Mfg
Dale	Bridgeview Mfg
Willard Yaremko	Leon's Mfg
Michelle Watson	PIMA
Brooks Paisley	PIMA
Chris Budzich	PIMA
Rick Schwartz	PIMA
Jack Hardy	CNH Saskatoon

10:05 - WCB Rate Model Presentation & Discussion

- Explanation of current Rate Setting Model
- Looking at proposals to change current Merit / Surcharge Program
 - Max Merit 25%, change to max Merit of 40%
 - Max Surcharge payout 40%, change to max Surcharge payout of 200%
- Look for changes to take place in a late 2004 for 2005
- Report going to WCB March 1st
- Over the last 3 years WCB costs have increased in M9101. We have a very high Time Loss Claims Rate and Days Lost per Claim.
- Goods news - Days Lost per Claim is down during the last 3 years.
- We have seen dramatic improvements in particular employers.
- WCB rates should respond quicker to the positive changes over the past few years.
- WCB E1 Forms do not ask anywhere for light duty
- Re-encounter issue of medical community – cost always going up

CHANGE IN AGENDA – CNH Safety & Claims Management Program Presentation Moved from 12:00pm.

12:00 CNH Presentation:

Safety & Prevention

- Safety integrated into all operations
- All meetings start with Safety
- Active Safety Committee – Site Safety Steering Team
- Task Teams – Committee researches and comes up with a plan
- Incident Investigation Focuses on
 - ***“FACT FINDING NOT FAULT FINDING”***

Senior level manager chair safety committee at CNH

- Annual Health and Safety Perception Survey (25?'s to all employees)
- Tool box meetings/area inspections (bi-weekly)
- Internal Quality Audits
- Plant & Production Manager walking tours (2 per month) top persons being seen on the floor
- Aggressive WCB Claims Management
- Coordinated Modified, light duty, GRTW Programs
- Emphasize communication & training

Training department

- 450 Standard Operating Procedures
- Database Tracking of required and completed training by area & task
- Monthly reports by area

Safety Performance

- What gets measured gets managed
- Difference between “first aid” and “treatment”
- Every Manager has bonuses attached to specific safety goals

Claims Management

- Don't generate claims, then you don't have to manage them
- Must be part of Orientation & communication strategy
- Outline policy and expectations with regards to incident reporting
- Outline light/modified & GRTW Program

Prompt Internal Reporting

- Get a first assessment
- Use internal treatment memo
- Immediately integrate Return to Work Plan
- Get the paperwork rolling W1 & E1

Understand the Work

- Physical Demands Analysis
- Document a description of the “light duty” offered

Make Your Case

- As flexible as possible in addressing restrictions
- Consider graduated return to work on any injury where immediate return is not feasible
- Maintain frequent and regular contact with the WCB
- Communicate your plans to the employee at every stop
- Talk MONEY, people understand \$\$

Be Consistent

- Adhere to the plan and the restrictions
- Make frequent contact with employee
- “Manage The Claim”
- Follow-up often
- Eliminate obstacles
- Accommodate follow-up treatment & therapies
- Communicate with health professionals directly
- Work with them – you will not win against it.

1:00 Open discussion, Provincial Committee Discussion

- PIMA will cover cost of Provincial Committee
- Everyone has same issues: share solutions for issues
- Dealing with WCB & medical communities is an option
- Invite WCB to come to plant – see what you do
- What are the benefits – besides best practices
- Small rate code – small problems seriously effect everybody
- Communicate helping & guiding companies that fall off
- PIMA changing focus
 - PIMA helps companies understand safety problems and tries to work with them to find solutions.
 - Have priority companies. Better results if we focus on helping 10 vs. helping 110.
 - PIMA is still available for all M91-01 companies.
- PIMA Safety Program is not mandated nor allowed to “lobby” WCB or “appeal claims”.
- Do 25 companies have the right to speak for the other 75?
- 25 employers represent about 85% of all employees in the rate code
- Plant tours, come to your plant to point out things they see (different set of eyes)
- “Company” spot on committee vs. a particular person on the committee
- Talking between us for better employee information
- Newsletter in future to all 110 companies
- Need to change employees perception

COMMITTEE VOTED YES

- Maximum 2 spots per company
- M9101 Safety Committee
- Quarterly Meetings
- Agenda Ideas sent to michelle@pima.ca , revised and sent out prior to meeting
- Locations – facilities that want to host
- Scheduling – PIMA picks a day
- Dates set before others leave
- Preventative Management
- Better Management
- What else can be done about rates?

1:40 Meeting adjourned. Next meeting TBA (March date proposed)