

Virtual Meeting

MEMBERS IN ATTENDANCE:

Mike	Roberts	BCMSA	Executive Director
Rebecca	Chow	District of Saanich	President
Clay	Fredin	City of Vernon	Vice President
Sergio	Picco	City of Burnaby	Treasurer
Candice	Roffe	City of White Rock	Secretary
Judith	Trottier	City of Surrey	Director
Rondi	Shanks	Sunshine Coast Regional District	Director
Nathan	Peters	City of Kelowna	Director
Dan	Smith	City of Vancouver	Director

Andrew	Ross	City of Vancouver
Caleb	Mierau	City of Kamloops
Daniella	Pozzobon	City of Vancouver
Justin	Chouhan	BCMSA
David	Richards	City of Richmond
Eric	Innes	City of Vancouver
Eva	Kaczmarczyk	City of Delta
Goran	Denkovski	Regional District Kootenay Boundary
Hedy	Wong	City of Coquitlam
Jacson	Lau	City of Coquitlam
John	Weloy	City of Burnaby
Laura	Wydra	City of Vancouver
Lee	McGillivray	City of Vancouver
Lidia	Felber	City of North Vancouver
Lisa	Hoult	City of West Kelowna
Loren	Cusator	City of Kamloops
Meghan	MacLean	City of Surrey
Paige	Knapman	City of Courtenay
Sarah	Josefson	City of Kelowna
Sam	Chauhan	City of Surrey
Yinka	Adewole	City of Dawson Creek
Christine	Zielke	BCMSA
Rick	Newlove	Peace River Regional District

Guests

Lisa	Houle	WorkSafeBC
Andrew	McSherry	WorkSafeBC

The meeting opened at 9:35 am

Rebecca Chow called the meeting to order.

Additions to Agenda

No

Adoption of Previous Minutes

Rebecca Chow **Moved** to adopt the June 4, 2021 Regular General Meeting Minutes, seconded by Caleb Mierau, **Carried**.

Presidents Report

Rebecca Chow introduced the new board.

Presentation

Toxic Process Gases

- Andrew McSherry from WorkSafeBC presented on Toxic Process Gases. If you would like a copy, please contact mroberts@bcmsa.ca.
- Lisa Houle from WorkSafeBC presented on 2022 Preliminary Industry Insurance Rates & Performance. If you would like a copy, please contact mroberts@bcmsa.ca.

Executive Director's Report

Local Government CU's Rate Increases 2022

Rates

Year	Prelim 2022	2021	2020
Rates as a percentage of assessable payroll	2.92	2.60	2.19
Max wage per worker	\$108,400	\$100,000	\$87,100

Increases are attributed to the following factors:

- Max Wage per Worker up in 2022 to \$108,000 from 2020 which was \$87,000.
- Medical Costs and Benefits regarding short term disability and long-term disability and vocational services have contributed to increases.
- Claims Time Loss has had a significant impact and has contributed to the increases.

Notes:

As you know, the municipal sector has experienced an increase in mental health claims since 2015. Mental health claims tend to be longer in duration. These claims could also be a contributing factor to the increase in benefits costs and therefore the increase in base rates.

Further analysis is required to fully understand the drivers for the increase in cost. This would entail a review at the classification unit level separately to delineate and examine types of claims, costs associated, and duration time loss.

Mental Health: BCMSA is collaborating with WorkSafeBC, Ministry of Mental Health and Addictions and CMHA BC on initiatives and exploring possible funding opportunities.

2021 Joint Annual Conference

Delegate registration for the conference is going extremely well, registration is nearly sold out. Register soon if you are planning to attend.

2021 Annual Survey

The annual survey worked out better than ever. We had more than 100% participation compared to the last annual survey. Gift cards were a hit, I guess. Here are the findings from the survey, the top three were included in the 2022 HSA workplan and budget.

Top Health and Safety concerns:

1. Psychological Health and Safety
2. Ergonomics
3. Slip, Trips and Falls

Manager of Audit & Training Services Report

Training

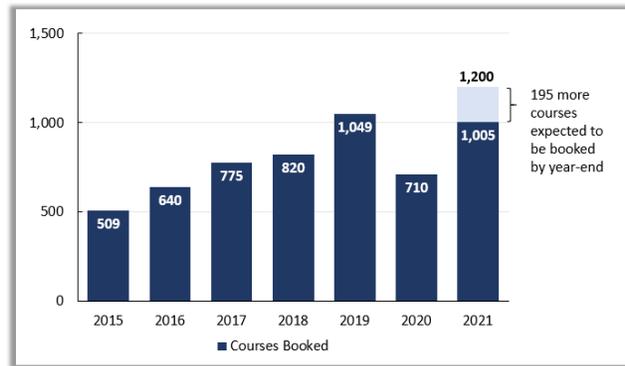
Courses Booked

As of August 16, the BCMSA has booked 1015 training courses (virtual and in-person) thus far in 2021. This is a momentous feat as this is a 16% increase in courses booked from September 2019 which was the Association's largest training year to date by far. Of those courses booked, BCMSA has ran the following (as of August 16, 2021):

- Ran 732 total courses

- 50% of these courses have been virtual; 50% of these courses have been in-class operational and equipment courses (fall protection, confined space, utility locator specialist, chainsaw, load securement). With the increase in positive COVID-19 cases and introduction of the Delta variant, the Association anticipates training to follow the existing 50-50 trend until approximately Q2 of 2022.

As shown below, BCMSA is on pace to run 1200 courses in 2021.



BCMSA is projected to book the most courses on record this year.

PH&S Course and Certificate Program

The PH&S courses continue to be in high demand and the feedback remains excellent. To date, the BCMSA has booked 41 PH&S training sessions for 2021. The Senior Management team at the City of Burnaby was the first cohort to receive their Senior Leaders PH&S certificate within local government. Recently, the City of Surrey and their management team completed the first ever Manager PH&S Certificate for our industry. In October, CUPE BC will be the first cohort to complete the Employee PH&S Certificate which will include a large number of our members as well.

Resilient Minds for Firefighters – Train the Trainer

The BCMSA ran its first 3-day regional Train the Trainer session for the Regional District of Kootenay Boundary on August 14-16, 2021. The session was extremely well received and continues to add significance to the Association’s attempt to promote mental health awareness within our industry. We have scheduled another 3-day Train the Trainer session in Metchosin from September 24-26 and are looking to schedule a 3rd session in West Kelowna in October.

Supervisor Safety Certificate Program

The SSCP program is being offered to the membership virtually from September 21-27, 2021. This is a great opportunity for organizations to get existing staff certified or new staff enrolled into the certificate program. The dates and times of these sessions have been posted on the BCMSA website for registration.

COR

COR Outreach

The Association has taken an active approach in reaching out and meeting with non-certified Municipalities to educate these organizations on the benefits of participating in the COR program. Furthermore, the COR team has created resources outlining these benefits and dispersed them to all non-certified municipalities throughout the province. The outreach has proved to be very effective as the Association is expecting 6-8 new municipalities to go through the COR program in the next 2 years.

COR Quality Assurance and External Auditors

The BCMSA has secured a second experienced QA reviewer to assist with the review of COR audits. This gives the Association more flexibility and oversight over the program and assists with burn-out for our reviewers. In addition, the BCMSA is in the early stages of looking for additional external auditors. The addition of more organizations into the COR program will require extra auditors and added availability to service our industry adequately. The BCMSA will put out an express of interest once an in-depth review and analysis is completed.

COR-TAC

The COR-TAC met in June to develop a set of COR questions and challenges pertaining to the new COR Audit process. These questions were developed for industry as Sam Chauhan from the City of Surrey met with WorkSafeBC to communicate these challenges relating to the COR program.

Internal Auditor Training

Justin will be running the 2nd Internal Auditor training session of the year on September 28 and 29, 2021. The Internal Auditor session will be offered both in-person and virtually at the same time at our Langley training room. We currently have 6 spots remaining until this session is sold out.

Proof of Concept Pilot

The COR Pilot will be happening at the City of Courtenay in November 2021. The pilot will be conducted by an existing BCMSA COR External Auditor (Susan Bassett) and will evaluate/test:

- Updated COR Audit Standard
- Updated Audit Tool
- COR Municipal Handbook
- QA Process on new COR process

COR Municipal Handbook

The COR handbook is still in the early development stage but will be developed by the fall and vetted through COR-TAC.

WorkSafeBC Report

Lisa Houle provided an update from WorkSafeBC. High risks strategies focused around Legionella and Police on carfentanil exposure at information gathering stage. September big planning time for 2022 high risk strategies and initiatives. More updates December. First Aid regulation change first round of public feedback October 8, 2021. Primers on part 16 as there are lots of changes there. Primer on headgear regulation changes as well. Confined space regulation changes first draft with internal owners for review. Part 4 risk assessments no new updates.

Sub Committee Reports

Update in the Manager of Training and Services report.

Service Recognition: BCMSA Board Members

- Parm Phangura – City of Abbotsford
- Andrew Ross – City of Vancouver
- Caleb Mierau – City of Kamloops
- Cris Bendall – City of Coquitlam

Old Business

None

Round Table

- Rondi Shanks (Sunshine Coast Regional District): New role HSE coordinator at SCRCD, lots of work to be done and excited to get them to that place. New things like transit and landfills which is interesting.
- Andrew Ross (City of Vancouver): Quiet on general safety orders but busy with covid need and requirements, reinstated masks and people limits in vehicles. Few muni got together to talk about vaccine passports and mandatory vaccines, group landed on not requiring a vaccine mandate. Any municipalities that include a theatre require all staff to be vaccinated, will continue to explore a solution. System of trafficking covid events and in July stopped but has reinstated the system again.
- Eva Kaczmarczyk (City of Delta): Moving towards a new position in Delta.
- Meghan MacLean (City of Surrey): Lots of positive initiatives on training side. Rolling out communicable disease online training for workers. Feedback on mental health training management went through was well received.
- Rick Newlove (Peace River Regional District): Previously ED with Energy Safety Canada. Sharing past knowledge

Meeting adjourned at 11:46am.

Upcoming Meetings:

1. December 3rd (RGM)