

**Canadian Society of Safety Engineering**  
**Eastern Ontario Chapter**

January 31,2019  
Hylands Golf Club  
2101 Alert Rd, Ottawa ON

**Attendance:**

Chair – Pam Davis  
Vice-Chair (Membership Development) – Lee-Anne Feltham (interim)  
Secretary-Tammy Scantlebury  
Treasurer- Tanya Hewitt  
Director/NAOSH and Chapter Awards – Kimberly O’Connell  
Director Education and Professional Development – Dianne Walsh (regrets)  
Director of Community Events – Cristina Paglierello (interim)  
Director of Communications – Kevin Schmidt  
Past Chair – Greg Swan (regrets)  
Regional Vice President – Sue McLaren (regrets)

See Attendance Sheet – 16 members, 9 non-members, 2 guests/students signed in

A. Meeting called to order at 8:40 a.m. by Pam Davis

**B. Roundtables**

Roundtables completed.

**C. Chapter Updates**

Pictures received from members for the new website. Reminded that pictures need to be in landscape to be usable for the website.

OCDSB – Ontario Skills for youth took place in January. Great time had by all volunteers. If interested for next year let Lee-Anne Feltham know.

NAOSH- People Passion and Prevention is theme May 5-11. CCOHS working on communication materials. Safety and Health Week is what CCOHS is using on Twitter #SafetyandHealthweek.

**D. Upcoming Meetings/Presentations**

2019 Meetings:

February 28 - back at OPA and Linda Patchell from MOL for an update

March 28 – Dr. Sarah Jane Norwood Tools for Coping with Stress and Building Mental Health Health

May 9 – NAOSH week PD day agenda TBD and Social event end of May TBD

June 27 - OC Transpo tour Simulators (after work meeting)

Oct. 31 TBD

Nov. 28 TBD

One Workplace at a Time (Spring/Fall) TBD

Membership:

CSSE booth at Ottawa PIP on Oct. 16<sup>th</sup> in Ottawa

**Presentation – *Regulating Fitness For Duty in the Nuclear Industry: A Key Element for Safety and Security*** Aaron Derouin and Lynda Hunter

REGDOC -2.2.4 Fitness For Duty Vol II: Managing Alcohol and drug Use. Published November 9, 2017.

REGDOC 2.2.4 Vol II created requirements for FFD using a comprehensive set for FFD requirements except fatigue. Comprehensive assessments needed to manage fitness for duty. (pre-placement, periodic, for cause, follow-up, return to work and random)

Fit For Duty (FFD) is a condition in which workers are physically, physiologically and psychologically capable of competently and safely performing their tasks.

Factors that can affect FFD: fatigue, mental health, body systems, MSK system, Sensory, and Substances.

Bona fide occupational requirements have to be rationally connected to the job, established in good faith, legitimate work-related purposes and reasonably necessary to accomplish the work-related purpose. Related to essential job requirements.

Graded approach needed with most severe measures put on the most safety critical positions.

Scope of the document created was for high-security sites.

Marijuana and cocaine most frequent drugs used, followed by amphetamines, opiates, other drugs, oxycodone and PCP.

Onus is on employers to take “all” and “every” reasonable precaution to protect employees.

Use a risk based approach to determine Safety Sensitive positions.

Need a policy statement, program and processes.

Supervisory awareness programs and peer observation and reporting, access to assistance, training, education and awareness.

Document limits testing to drug and alcohol testing only and limits testing to only safety-sensitive and safety-critical positions.

CSA currently developing a standard on workplace impairment.

CNSC looking at possible updates to Vol.II in consideration of cannabis legalization and may allow oral fluid testing (presently in consultation with an oral fluid toxicologist to provide expert advice).

Looking at another document for medical, psychological and physical fitness requirements.

**Draw/Door Prize**

2 door prizes were drawn. Tammy Scantlebury won draw to be put in for draw for admission to Professional Development Day in May.

E. Adjournment: Meeting was adjourned at 9:55a.m. by Pam Davis

Chair Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Secretary Signature: \_\_\_\_\_ Date: \_\_\_\_\_

