

TORONTO NORTH CAER GROUP MINUTES

Nov. 13, 2018; 9:30 am – 12:00 pm
Andicor, 590 Abilene Dr., Mississauga

Attending

<u>Company</u>	<u>Name</u>	<u>Company</u>	<u>Name</u>
Alectra Utilities	Catherine Blair	QM Environmental Services	Kyle Gravelle
Anco Chemicals	Sat Anand	QM Environmental Services	Tanya Arsenault
Andicor Specialty Chemicals	Paul Jaworski	Sherrard Kuzz LLP (presenter)	Lisa Bolton
Croda Canada	Teena Warrin	Trans-Northern Pipelines	Ryan Wheeler
Egg Solutions (Toronto West CAER)	Kathy Martorino	UBA	Stewart Deall
GHD	Sarah Kirkwood	Vaughan Emergency Management	Sharon Walker
Global Wood Group	Dan McGarry	Toronto North CAER	Glenn Walker
Min-Chem	Kannan Kumarasamy		

Introduction:

- Chair, Sat Anand and Host, [Paul Jaworski of Andicor](#) welcomed the CAER group, outlined the procedures for emergencies and washrooms.
- Chair, Sat Anand asked the participants at the meeting to introduce themselves.

Review of last minutes:

- Sat reviewed the minutes of the last meeting.
- The review led to a discussion of exercises which is recorded below under Incidents/accidents/spills/audits/best practices.

Report from Subgroups:

- **Treasurer:** Sat said that the CAER group had made several donations including:
 - \$500 to the Red Cross;
 - \$500 to the hospital; and
 - \$500 to the ALS Association.
- Sat said that Anco sponsored \$5000 to Vaughan Fire for testing sticks to test smoke alarms.

Emergency Response:

Safety Moment: “Safety Video on Cannabis Use”

- The group saw a video on cannabis use.
- The video said that the concentrations of the key components of cannabis have changed over the years with THC levels going up and CBD levels going down.
- The video said that cannabis is seen as a “gateway drug” that leads to other stronger drugs.

Presentation: “Reefer Madness – A Look at What’s Ahead for Employers” by Lisa Bolton of Sherrard Kuzz LLP

- Lisa Bolton made a presentation on cannabis in the workplace.
- Health Canada says that “Using cannabis or cannabis products can impair your concentration, ability to think and make decisions, reaction time and coordination. This can affect motor skills, including ability to drive. It can increase anxiety and cause panic attacks, paranoia and hallucinations.

- These effects can last 24 hours (or more).
- Lisa described the 3 types of impairment acute, residual and withdrawal.
- Acute impairment includes:
 - Perceptual changes, time distortion
 - Euphoria-“high”, relaxed-“numb”
 - Cognitive changes-memory and learning
 - Attention
 - Reaction time
- Residual impairment includes:
 - Fatigue
 - Comprehension issues
 - Unclear mind
 - Attention
 - Reaction time
- Types of Impairment: Withdrawal
 - Anger, irritability
 - Insomnia, nightmares
 - Anxiety
 - Anorexia
 - General malaise
- Prohibitions are governed by Provincial laws, Municipal by-laws, Highway Traffic Act, OHSA, and Human Rights.
- Lisa outlined the why employers should develop & implement a drug & alcohol policy:
 - Provide a safe, productive workplace
 - Control workplace activity
 - Communicate standards of conduct
 - Promote consistent manager response
 - Ensure all employees are treated fairly and with respect
- The scope of drug & alcohol policy should include all sources of intoxicating substances including alcohol, prescription & over-the counter drugs, cannabis (and related products) and Illegal drugs.
- Lisa outlined various components of a drug & policy, detecting use & intoxication, response, and decisions of interest.
- Lisa mentioned that members could sign up for the company’s newsletters and a newblast at www.sherrardkuzz.com.
- A copy of the presentation is attached.
- Chair Sat Anand thanked Lisa for her presentation.

Incidents/accidents/spills/audits/best practices

- Ryan talked about info sessions on Trans Northern’s 3 bulk fuel terminals for the local fire departments.

TORONTO NORTH CAER GROUP MINUTES

Nov. 13, 2018; 9:30 am – 12:00 pm
Andicor, 590 Abilene Dr., Mississauga

- Catherine Blair talked about the North American Power Grid Exercise next year on Nov. 13-14, 2019.
- Sharon mentioned that there are 24 new Fire Department recruits in Vaughan.
- Sat said that there was a false alarm 911 call at Anco.
- Sat talked about Bill C-45 which legalizes recreational marijuana, Bill C-65 on Federal Workplace Harassment, Bill 174 (Smoke-Free Ontario Act) and new rules for distracted driving.
- Sat also mentioned several incidents, convictions and fines which can be viewed at: <http://www.wsps.ca>.

Other Items

- A Holiday Lunch was suggested for TNCAER members on Nov. 30, Dec. 7 or Dec. 21. Glenn will do a Doodle Poll to members to see which date works the best (Dec. 21st at noon At Grazie in Vaughan).
- There was a suggestion that the CAER group should provide gifts to speakers.

Next Meeting

- Wednesday Jan. 23, 2019 at 9:30 am at Univar

Contact info

Sat Anand, Chair	Glenn Walker, Executive Director
Anco Chemicals	Toronto North CAER
905-832-2276 ext. 233	905-452-5336
sanand@ancochemicals.com	gwalker@bell.net