



Joint Occupational Health & Safety Committee

Wednesday August 30th , 2023, 1:15 pm to 2:30 pm

Location – Support Services Building 4205

MINUTES

Start Time: 1:19 pm

1. Land Acknowledgement

2. Approval of the Agenda

- Approved

3. Approval of Minutes from previous meeting (June 28th, 2023)

- Approved

4. Business arising from previous meeting

4.1 Campus Updates

- Health Safety and Well-Being provided an update to the committee regarding the modules in use and in development for WorkSafe@Western.
- Health Safety and Well-Being provided an information to the committee regarding the preparations for the fall term related to the illness in staff and faculty. Plan to follow the recommendations of the Middlesex-London Health Unit. Campus will be mask friendly.
- A vaccination clinic is being planned for the fall (October/November) and hosted at Thames Hall for a immunization against potential respiratory viruses.

4.1 Policy Updates

- The committee discussed proposed revisions to policies on Health and Safety and Violence Prevention
- Committee discussion provided suggestions to improve definitions and policy wording to meet with collective agreements and for clarity. For example, making clear when students are considered workers and subject to the policy and procedures. Another suggestion was to make clear operationally when a person who is supervising the work of others (e.g. co-op students) that they realize their role and responsibilities as a “supervisor” under the act
- Health Safety and Well-Being advised that the revisions are to be presented to University Leaders, Employee group representatives and Audit Committee in the fall meetings with a target to receive final Board approval in November.
- Suggested updates for Terms of reference for JOHSC and procedure for inspections were reviewed by committee to align information with collective agreements of employee groups.
- **ACTION ITEM: Revisions of Terms of Reference and Inspection Procedure posted to replace old versions.**
- Review of committee membership showed the Clinical Teaching Association (CTA) is not

currently represented on the committee. Employer to engage CTA leadership to discuss possible representation on the committee.

5. Review and Assess Trends

5.1 Accident/Injury Report

- As of the end of July 2023, 186 incidents have been reported on campus: 119 First Aid related incidents, 33 Lost Time related incidents, 34 Health Care related incidents and 10 Near miss/Hazard reports.
- When compared to historical data on incidents, June incidents were lower and July incidents were higher.
- Discussion regarding the leading causes for health care and lost time incidents being related to over exertion / strain categorization. Health Safety and Well Being reported to the committee that these incidents were isolated to the reporting individual and no common process was found to be direct cause for incident.

5.2 Critical injuries

- None to report

5.3 Workplace Inspections

- Data from June 28th 2023 – Aug 29th 2023
- 2 inspection dates completed in 6 business units.
- 6 items found for corrective action by units inspected.
- Reportable Items.
 - 20 orders are open for actions.
 - 17 items past due
- Health Safety and Well-Being commented that communications to assignees with past due orders have been completed using the worksafe system, additional follow up is planned to confirm completion.

5.4 Work Refusals

- None to report.

5.5 Safety Recommendations Submitted to the JOHSC

- Update on traffic calming measures for campus were presented by Facilities Management. Speed limits on campus have been reduced to 30 km/hr to improve overall safety for all modes of transportation used on campus.
- Discussion regarding workers in the animal care facilities and some recent incidents relating to the appropriate ergonomic work methods and investigation findings. Health, Safety and Well-being observed the higher frequency of incidents and investigated one facility; leaders of the area have been involved in efforts to mitigate hazards to workers; while it is possible that work procedures, which resulted in an injury, were modified by a worker because colleagues who normally assist were unavailable, investigation did not focus on this – rather focused on ensuring there was adequate training and records for the work procedure being done.

5.6 Workplace Violence and Harassment Report (Bill 168)

- No updates from Western Special Constable Services
- Update on risk mitigation initiatives to ensure classroom safety was provided. The university has been focused on a number of improvements since the violent incident that occurred at University of Waterloo in June 2023.

6. New Business

6.1 WSIB Health and Safety Excellence Program

- The WSIB-HESP program for 2022-2023 has been finalized and Western was awarded a rebate of ~\$47,000. Thanks to everyone involved in the success of this program.

7. Adjournment

End Time: 2:41 pm

Upcoming Meeting Dates

2023- October 11th, November 15th, December 13th

2024- January 24th, March 6th, April 10th, May 22nd, June 26th

Worker Representatives (Attendees in bold)

Barry Fletcher, CUPE 2361 (Alternate)

Caitlin Corcoran, UWOSA

Vacant, SAGE

Cleusa De Oliveira, UWOSA

Darryl Stanley, CUPE 2361

Felix Lee, UWOFA

George Dugbartey, PSAC 610

Gurpreet Dhani, PMA

Jeff Van Haarlem, OPSEU

Lesley Oliver, PMA (Alternate)

Lewis Pellar, IUOE

Peter Chidiac, UWOFA

Sandy Pavia, CUPE2692

Stephen Crowe, IUOE (Alternate)

Employer Representatives

Bryan Wakefield

Carrie Schnurr

Chris Bumbacco

Mike Gaylard

Resources

Fadi Al Jallad

Jane O'Brien

Jean-Claude Aubin

Kyle Pollard

Louise Koza

