Joint Occupational Health & Safety Committee  
Wednesday June 29th, 2022 - Minutes

1. **Approval of the Agenda** – Committee moved and accepted agenda
2. **Approval of Minutes** - Committee moved and accepted minutes from previous meeting of May 25th, 2022

3. **Business arising from previous meeting**
   a. **Update on policies (Masking and Vaccination)**
      Health Safety and Well-Being provided information on policy updates
      - Indoor Masking requirement has changed from mandatory to a recommendation, some areas will require masks for situational use.
      - Important to recognize that some people will still choose/have to wear masks, and this must be respected.
      - Policy updates for masking are available at https://www.uwo.ca/coronavirus/
      - Vaccine policy is still under review, with its expiry in September. The committee might participate in this conversation if need be.

4. **Review and Assess Trends**
   a. **Accident/Injury Report**
      - 133 incidents YTD (January – End of May 2022), with 83 being First Aid related, 19 Lost Time related, and 31 Health Care related. In May, 12 FA, 6 HC and 1 LT related incidents reported.
      - 53% of incidents in May were in the FM Department, as well as 11% of incidents in both the animal care and housing departments.
      - Less total incidents than in 2019, but more than in 2020/2021.
   b. **Critical Injuries**
      - None to report.
   c. **Workplace Inspections**
      - 3 inspection dates completed since last meeting - 10 buildings with 15 units inspected.
      - 3 items for corrective action.
      - 33% of findings were electrical hazards, 33% of findings were safety station checks, and 34% were storage hazards.
      - Outstanding items: 3 orders, 2 past due.
   d. **Work Refusals**
      - None to report.
   e. **Safety Recommendations Submitted to the JOHSC**
      - Regarding gloves in hallway – Signage has been provided, looking into making an information video about safety/equipment.
   f. **Workplace Violence and Harassment Report (Bill 168)**
      - Human Resources disclosed information for the committee regarding a harassment case.

5. **New Business**
a. **Health and Safety Excellence Program**
   - New recognition and rebate program, with the intention of improving workplace safety and accident reduction.
   - Many topics focused on limiting/eliminating hazards.
   - PSHSA has been chosen as approved provider.
   - Validation/review is conducted by WSIB representatives to monitor.
   - JOHSC is needed to help keep the program moving.

b. **Updates of Staffing for Health Safety and Well-Being**
   - Acting director is Louise Koza.
   - Hannah Williams and Jennifer Teale have joined the employee Wellbeing team.
   - Dr. Sonya Malone has joined workplace health.
   - Madison Morgan has joined as a student intern.
   - Gina Choi has joined the human resources systems support.
   - Adam Craig will be leaving his position as Wellness Co-ordinator at Western.

c. **Content of WHMIS training program**
   - Current information meets legislative standards.
   - Workplace training linked to legislation will be review by JOHSC in case updates are needed.
   - Suggestion to having direct hands-on training for (especially) the high-risk labs on campus. Health Safety & Well-Being advised that online modules for required training provide a minimum standard for everyone at Western. Any hands-on training should be done at the level of the PI/lab (or supervisor) for specific processes and procedures that are deemed to have increased risk.

d. **Terms of Reference Review**
   - No major changes/suggestions by the committee.
   - Any suggestions/updates should be submitted to for discussion at next meeting.

e. **Meeting Schedule for 2022-23.**
   - 2022 – August 24th, October 5th, November 9th, December 14th.
   - 2023 – January 18th, February 15th, March 29th, May 10th, June 28th.
   - Reach out to Health Safety Well-Being or Committee Chair if there are any concerns with dates or moving to in-person meetings.

6. Adjournment