



## Joint Occupational Health & Safety Committee

Wednesday October 6<sup>th</sup> 2021, meeting 1:15 pm to 3:00 pm, ZOOM virtual meeting

### Minutes

Start Time: 1:15 pm

1. **Approval of the Agenda** – Motion from Rob H. Darryl S. Carried
2. **Approval of Minutes** from previous full meeting (**Sept 1<sup>st</sup> 2021**) – Motion from Rob H. Second Cindy C. Carried
3. **Business** arising from previous meeting

#### 3.1 COVID-19 Update

Matt Mills provided a series of updates regarding activities related to Western's response to COVID19

- Visitor policy and events ([MAPP 3.1.1](#))
  - o Details on how visitors and events are now part of policy and procedure documents
  - o Bryan Wakefield noted that Facilities Management working to advise contractors who are frequent visitors to campus how the policy applies to them
  - o **Note: Item for review at next meeting on November 10th.**
- Local/Provincial COVID19 updates
  - o MLHU is normally reporting about 15-20 cases daily
  - o The region has good vaccine coverage Oct 4<sup>th</sup> data (87.2% first dose, 82.1% fully dosed)
  - o MLHU reports local incidence rates are trending down
  - o Ontario Key Indicators Oct 5<sup>th</sup> 2021, 476 cases reported, 7 day average 702 cases, R(t)=0.92
- Vaccination Rates on campus and Vaccine policy implementation
  - o Coverage levels 98.3% employees, 98.3% students, 99% residences
  - o Employee relations are following up on members of the community who are not in compliance with the policy
  - o Vaccine policy will be fully in place starting Oct 12<sup>th</sup>

Questions:

Cleusa O – How is Western ensuring policy enforcement for non-compliant members?

Response - Employee Relations has sent courier communication advising of employer actions, such as unpaid leave of absence.

Reza B– For students vaccinated outside Canada there is some confusion on how to comply with the policy, can clarity be provided

Response - Policy 3.1.1 has definitions of what Western recognizes as vaccinated and [Western international](#) can assist community members with this process

Rob H- Is employee group leadership aware of actions related to members who refuse vaccination and will be non-compliant crowd

Response – Yes, employee relations working with employee groups leadership

- Western Response updates
  - o Contact tracing procedures if a case is found on campus and notifications to classes and other areas on campus
  - o Health unit does all high risk notices, campus handles low risk notices

- Case tracking website updated weekly – no on campus transmission so far (community is where the infections are coming from) 13 cases as of Oct 6<sup>th</sup> for the year so far
  - Mask distribution for campus members will be done through libraries for undergrad students and designated requisitioners for employees and graduate students
  - Vaccinations and testing center is available at Graphic Services Building
  - Partnership in place with Shopper’s Drug Mart for community members who need to complete asymptomatic testing
  - Return campus questionnaire to be updated (based on public health guidance)
- Wastewater testing
    - Passive samples in residence areas, and analysis completed at ImPaKT
    - Increase in viral load, leads to advise residents who are vaccinated to monitor for symptoms and unvaccinated to get tested

Questions:

Peter C– “Is there are correlation between wastewater testing and a positive testing of a case of COVID19?”

Response – Yes, the waste water testing did connect with a case as reported in the same week by the MLHU

- Building Ambassador program
  - 240 members of the community are acting as safety ambassadors to assist with compliance
  - Safety Leads are designated in building to advise ambassadors and troubleshoot
  - Eating areas are a challenge due to regulations for distancing and physical space on campus.

Questions:

Cleusa O– “How are instances of continuing mask non-compliance in buildings to be handled

Response – If better coverage in an area is needed request can be directed to safety lead and the lead will work with the ambassador team to assist

If there are continuing issues on non-compliance the student code of conduct and/or employee relations can be used

Rob H – “What if a student is showing signs and symptoms in class areas, such as coughing”?

Response – Staff or ambassador can question the person, ensure the return to campus questionnaire is completed honestly, if needed refer to student health and/or send for them for testing

#### **4. Review and Assess Trends**

##### **4.1. Accident/Injury Report**

Fadi Al Jallad reported incidents in Sept 2021, which included 3 lost time, 6 health care and 24 and first aid. It was noted that the with a wider return to operations that the number of incidents has gone up.

##### **4.2. Workplace Inspections**

Kyle Pollard reported the completion of 10 workplace inspections which generated 31 action items. Committee members were advised on 4 outstanding items which are past due.

Action item – allow extension for LIDAR items and endorse actions for SSMD lock out

##### **4.3. Work Refusals**

None to report.

##### **4.4. Critical Injuries**

Fadi Al Jallad reported 2 critical injuries. Both involved stairs and the ministry of labour has completed investigations.

4.5. Safety Recommendations Submitted to the JOHSC  
None to report

4.6. Workplace Violence and Harassment Report (Bill 168)  
No Report

## 5. New Business

- Ministry of Labour Order
  - o Darryl Stanley attended the Ministry of Labour Inspection of the area as the committee representative
  - o As a result of the inspection on September 16<sup>th</sup> 2021 an order was issued to repair the stairs in the area of the critical injury
  - o Repairs are completed

### **Action item – Inspection program for outdoor areas**

Bryan Wakefield commented that a Preventative Maintenance Program is being developed in Facilities Management and this can be supported by the committee.

- Gender Based Violence Training
  - o Information Item for the committee
  - o New Training modules are being developed for residence areas
  - o Roll out to students in residence will be online training and in person
  - o Human Resources is developing materials of employee training

Chris Bumbacco commented that Western's policy updated is reviewed annually and there have been updates complaints and reports process.

Question:

Cleusa O– “What are the punishments community members who contravene the policies?”

Response – Chris B responded that there are action pathways in the student code of conduct, employee relations and campus special constable in the procedures related to gender based violence.

- Mental Health Module are now available for members of the community.

Matt commented that completion is not a large amount of time, but these are valuable resources

Chris thanked Fadi, Kyle and Matt for the detailed information presented

## 6. Adjournment

End Time: 2:34 pm

Motion from Chris B. Second from Cleusa O. Carried.

### **Upcoming 2021-2022 Meeting Dates**

2021:

November 10, December 15

2022:

January 26, March 9, April 13, May 25, June 29

\*Meeting attendees in **bold**

**Worker Representatives**

**Cindy Morton-Cesarone, CUPE2692**

**Peter Chidiac, UWOFA**

**Felix Lee, UWOFA**

**Lewis Pellar, IUOE**

Stephen Crowe, IUOE Alternate

**Gurpreet Dhami, PMA**

Lesley Oliver, PMA Alternate

**Darryl Stanley, CUPE 2361**

Barry Fletcher, CUPE Alternate

**Cleusa De Oliveira, UWOSA**

**Rob Harbottle UWOSA**

Krysta Hart, SAGE

**Reza Bahreini, PSAC**

Jeff Van Haarlem, OPSEU

**Employer Representatives**

**Chris Bumbacco**

**Mike Gaylard**

**Bryan Wakefield**

**Jeff Bruyey**

**Resources**

Jane O'Brien

**Matt Mills**

Jean-Claude Aubin

**Fadi Al Jallad**

**Kyle Pollard**