

Minutes of JOHSC Meeting April 6<sup>th</sup>, 2022

Motion to accept the agenda – Carried

Motion to approve the minutes from the JOHSC meeting March 9<sup>th</sup> 2022 – Carried

## **Business Arising from Previous Meeting**

### **Campus Reopening updates**

Health Safety and Well-Being provided updates on planned changes in campus operations starting in the summer term (May 2022)

Key considerations: employees, students and community partners are seeking stability to plan around

Western has maintained masking requirements until the end of the Winter term (expected end date April 30<sup>th</sup>, 2022).

Discussion on what happens after May 1<sup>st</sup>, 2022. Key pieces of the COVID-19 safety plan will be maintained moving forward on campus.

Enhanced Cleaning, Improving Ventilation, and passive monitoring methods will continue to support the health and safety of the campus community

Masking procedures and the current vaccination policy will need to be reviewed as per communications from the employer on March 10<sup>th</sup>.

Consultation with Committee Members on Campus Operations for dates after May 1<sup>st</sup> 2022

UWOSA rep – “How does changing the vaccination policy effect workers who are on leave, would they be allowed to return to campus?”

Response - Employee Relations team continue working with Employee groups if vaccination policy changes

Employer Rep – “Wording will be important if a ‘pause’ in policy is put in place” – if policies will be returning to full service at a later date, then employee groups will need to be aware of the conditions

PMA rep – “Immunocompromised persons may encounter increased risk if a full return to campus taken”

Employer Rep – Be aware of the OHS Act and use of “reasonable precaution” for hazards in the workplace

Employer Rep - Ensure clarity of whatever the decisions are so stakeholders understand situations

Committee voted on preferred actions by employer:

**RECOMMENDATION on Masking – Maintain Current measures (47%), Pause Masking Procedure (33%), Maintain measure in high-risk setting (20%)**

**RECOMMENDATION on Vaccination – Maintain Current measures (67%), Pause Masking Procedure (33%),**

UWOSA Rep – “Will Western provide PPE, sanitizers and other pandemic supplies if measure are maintained”

Response– Yes, lots of supply and employer is able to provide resources

UWOSA Rep – “If a member is symptomatic, are they required to stay at home”

Response – Direct members to [www.ontario.ca/exposed](http://www.ontario.ca/exposed) for guidance on isolation times, actions due to possible exposures and remind people to stay home if they are unwell.

### **Slips Trips and Falls**

Health Safety and Well-Being reported that freezing rain weather on March 30<sup>th</sup>, resulted in 9 incident reports being submitted (6 First Aid, 2 Health Care and 1 Critical Injury.)

Facilities Management reported that expected maintenance action were in place as per the snow and ice plan for campus. Worst of the conditions occurred during early morning and normal arrival times for workers.

UWOSA Rep – “Should we working on other ways reducing hazards for slips/trips/falls and injury?” – ensuring who is responsible for issues like clearing snow and taking people from other tasks.

FM monitors areas and uses feed back to keep service levels at expected levels

**Suggested Action: Planning an awareness campaign regarding slip trip falls on campus with roll out in the fall of 2022**

**Director, Facilities Operations advised committee members that analysis of areas of higher need of focus from previous accident data can be made available to assist for next Fall/Winter season.**

### **Review of Accident Trends and Workplace Inspections**

The Health Safety and Well-Being office reported on 37 reported accidents and incidents that occurred in February. This was broken into 5 Lost Time, 5 Health Care and 27 First Aid incidents.

1 Critical injury was reported, and the Ministry of Labour, Training and Skill Development preformed a site visit on April 4<sup>th</sup> 2022

The Health Safety and Well-Being office reported on Workplace Inspections:

9 inspections were completed, and 39 compliance orders were written. Follow up on 5 Overdue compliance orders to be completed by Health Safety and Well-Being.

No work refusals to report

No safety recommendations from the committee

No reported for violence and harassment incidents by Western Special Constable Service

### **New Business**

Point of information – Residence operations reported 7 people isolating due to illness on April 6<sup>th</sup> 2022, compared to a peak of 75 people on March 22<sup>th</sup> 2022. Generally, residences are healthy

Point of Information - A MOL Field Visit on April 4<sup>th</sup> to investigate the critical injury took place. The inspector noted that all required actions related to snow and ice maintenance were in place at the time of the fall and no order was issued

Point of Information - During the MOL visit Western was issued 2 orders for corrective actions related to the conditions of walking paths and stairs at other site on campus. Actions by Facilities Management to take corrective measures are in place to meet the requirements of the orders issued.

Motion to Adjourn. Carried

Meeting Adjourned @ 2:53 pm

**Worker Representatives**

**Sandy Pavia, CUPE2692**

**Peter Chidiac, UWOFA**

**Felix Lee, UWOFA**

**Lewis Pellar, IUOE**

Stephen Crowe, IUOE Alternate

**Gurpreet Dhani, PMA**

**Lesley Oliver, PMA Alternate**

**Darryl Stanley, CUPE 2361**

Barry Fletcher, CUPE Alternate

**Cleusa De Oliveira, UWOSA**

**Rob Harbottle UWOSA**

**Cindi Talbot, SAGE**

**Gholamreza Bahreini, PSAC**

Jeff Van Haarlem, OPSEU

**Employer Representatives**

**Chris Bumbacco**

**Mike Gaylard**

**Bryan Wakefield**

**Jeff Bruyey**

**Resources**

Jane O'Brien

**Sonya Malone**

**Matt Mills**

Jean-Claude Aubin

**Fadi Al Jallad**

**Kyle Pollard**