



**Joint Occupational Health & Safety Committee Meeting Minutes  
Wednesday December 15<sup>th</sup> 2021,**

- 1. Approval of the Agenda** – Motion to approve agenda. Seconded and Carried.
- 2. Approval of Minutes** from previous full meeting (**Nov 10<sup>th</sup> 2021**) – Motion to accept minutes as posted. Seconded and Carried.
- 3. Business** arising from previous meeting

Health Safety and Well-Being Office provided updates on Campus actions and COVID19.

**COVID-19 in London and Middlesex:**

- 65 cases reported on Dec 15<sup>th</sup> 2021, marked increase in past weeks
- Vaccination status continuing to increase in eligible populations as of December 11<sup>th</sup> 2021 - 12 year+, 90.8% one dose, 88.3% two doses (5 years + 86.3% one dose, 81.5% two doses,)
- High Risk close contact tracing method is changing due to variant of concern. More people might be directed to be isolate

**COVID-19 in Ontario:**

- 1808 New cases reported on December 15<sup>th</sup> 2021, 7 day average of 1514 cases, effective reproductive number December 7<sup>th</sup> 1.12
- Increase in case burden over the past few weeks
- Expect regional approach on restrictions will be applied if virus flare up
- Booster program is opening to public in Ontario
- Vaccinations are still reducing severity as rise of hospitalization has not been seen at this time with more cases in community

**Campus Operations:**

- Campus Vaccination Rates – Students 99.5% (rate) / 99.6% (response) and employees 98.9% (rate) / 99.6% (response)
- COVID-19 Case tracking shows increase on campus (week of Nov 30 – 23 cases, week of Dec 7 22 cases) in our community. Reflective of increases in community
- No reports of transmission events during normal regulated learning activities on campus.
- Residence outbreaks reported and supports for individuals in place
- Move to virtual for examinations for December 17<sup>th</sup>
- Close monitoring for plans for the winter semester starting on January 3<sup>rd</sup> 2022
- Vaccination and Testing Center is available
- Building Ambassador program still in place for Fall term.

**Policy Reviews:**

Review of policies were completed by the committee

Health and Safety Policy (3.1) – updates of identifying the University Health and Safety Committee as the employer committee, adding information about Joint Committee and who has authority to stop unsafe work at all locations were discussed by the committee and supported as recommended updated to the policy.

**Recommendation: Update Policy 3.1 to reflect updates at annual review**

Non-Discrimination / Harassment (1.35) - Procedure for 1.35, section 2.3 a) – currently the timeline to report is 6 months. A suggestion to revise to the timeline to 12 months we presented by Co-chair. Committee will request information from Human Rights Office to see if this change would be needed to enhance policy.

## **Recommendation: Review with Human Rights Office**

Safe Campus Community (1.46) – No changes suggested by committee at this meeting.

## **Recommendations: None**

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

Health Safety and Well-Being Office reported accident/incidents in November 2021, which included 4 lost time, 11 health care and 18 first aid. Increase in reports from November 2020, but less than 2018 and 2019. Trends are difficult to compare year over year due to continued response plans to COVID-19

No critical injuries to report

Health Safety and Well-Being Office reported the completion of 8 workplace inspections which generated 8 action items. All items for corrective action have been completed by the units. 3 items over due are open but action plans by units are in progress to complete the corrective actions within committee approved extended time frames.

Annual Summary of the inspection program was presented by Health Safety and Well-Being.

298 Compliance orders were written for action by units on campus during JOHSC inspection program in 2021  
~75% of action items fall 4 hazard categories

- 1- Storage, 30.9%
- 2- Safety Station Checks 17.4%
- 3- Electrical Hazard 14.0 %
- 4- Chemical Labelling 12.4%

Discussion on workplace inspection program focus for 2022.

**Recommendation: Program to focus on underlying hazards that resulted in Health Care and Lost Time incidents in preceding years.**

No work refusals to report

Western Special Constable Service reported a situation regarding break in at a contractor work site. An assault resulted from this interaction. While no Western community members were involved JC reminded committee members that procedures about contacting WSCS are important and not engaging will avoid possible violent situations.

### **5. New Business**

#### **Winter Maintenance:**

Contract companies and internal FM team have responsibilities for areas campus.

The thing people have to keep in mind is that:

- there are hundreds of km of roadways and sidewalk, plus dozens if not hundreds of entrances plus parking lots.
- when a snow event starts, a number of teams being working on campus (each are assigned zones/routes) to plow/shovel/salt. It can take upto 8 hours to complete a route depending on the amount of accumulated snow.
- Priority is given to main/primary entrances and loading docks. These areas may get cleared several times during an extended snow event before the crews can work on secondary entrances. People should be encouraged to stick to the primary routes.
- Encourage the use of proper winter footwear.
- FM site has a Report Snow Hazards link on the homepage. Please direct people to use this tool to control flow of information
- Report the hazard so it can be dealt with in a proactive fashion.
- Provide advanced notice if you have a special event on campus

**2021 Snow Ready Story:** [https://www.uwo.ca/fm/who/news/mock\\_snow.html](https://www.uwo.ca/fm/who/news/mock_snow.html)

**Winter Operations and Snow Clearing Priorities:** [https://www.uwo.ca/fm/what/snow\\_operations.html](https://www.uwo.ca/fm/what/snow_operations.html)

**Report Hazardous Conditions**

During snow events, the campus community is encouraged to identify areas in which conditions have made travel hazardous. Staff and faculty should contact their department's administrative officer, who will connect with Facilities Management. Students and visitors can report to FM Client Service team either by calling, 519-661-3304 or via email, [fmhelp@uwo.ca](mailto:fmhelp@uwo.ca).

**Questions**

PMA Representative – “What about members winter maintenance for community members with disability, how can we manage priorities for people with accessibility issues?”

Response – Facilities Management staffing and coverage model is frequently reviewed and if changes are needed to get coverage into specific area.

**6. Adjournment**

End Time: 2:57 pm

Motion to Adjourn. Seconded and Carried.

**Upcoming 2021-2022 Meeting Dates**

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

No Rep, 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**