



Joint Occupational Health & Safety Committee

Wednesday June 18th, 2025, 2:00 pm to 3:15 pm

Location – Support Services Building 4205

MINUTES

Start Time: 2:01 pm

1. Land Acknowledgement

2. Approval of the Agenda

- Approved.

3. Approval of Minutes from previous meeting (May 7th, 2025)

- Approved.

4. Business arising from previous meeting.

4.1 Campus Updates

- Director, Health Safety and Well-Being updated the committee on campus activities.
- Reported that there were some recent incidents that had safety concerns to the attention of the committee. These included a splash to the eye in a lab setting where eye protection was not worn, some exertion reports in areas with role needing physical activities. Animal Care ergonomic incidents included one report in June 2025 where a worker may have had a non-occupational injury and was reminded that team lift procedures are used to mitigate risk of injury.
- Job demands descriptions for various roles are being updated by Employee Well Being. This team has initiated a project to proactively document updated information – particularly for roles that have less physical aspects to the work.
- HSW will be collaborating with units for procedures for incident reporting from summer campus activities are submitted in a timely manner and reviewed.
- UWOSA Representative asked about closure of Schulich Medicine and Dentistry buildings on May 23rd 2025.
 - Director, HSW reported that they had some knowledge on operational decisions related to the closure being a London Police Services investigation of the area.
 - Committee discussion on communications, signage and protection of workers to ensure areas that are closed are not attended.
 - Director, HSW agreed to follow up with the committee on details regarding locking doors, security posts at entry points for this event.

4.2 Health Safety Excellence Program - WSIB

- Health Safety and Well-Being reported that the submissions of HSEP topics are completed

- WSIB adjudicated successful completion for one topic – Control of Hazard – Basic and requested additional evidence on the Control of Hazard – Slip Trip and Fall.
- WSIB requested additional evidence related to the Control of Hazard - Slip, Trip and Fall topic. Health Safety and Well-Being, evaluated the additional evidence request and determined that it would be best to defer the topic.
- Thank you to everyone who provided input or feedback on the topics.

5. Review and Assess Trends

5.1 Accident/Injury Report

- Reported incidents 2025, 174 incidents have been reported on campus: 103 First Aid related incidents, 21 Lost Time related incidents, 33 Health Care related incidents and 17 Near miss/Hazard reports.
- The committee reviewed 17 incidents that occurred in May.
- Committee discussion on an incident report involving a fume hood system.
- Monthly incident rates were compared to historical data (3- and 5-year averages) for this month on campus.
- Section 52 notices were reviewed
- Number of incidents by department in the reporting period were reported to the committee. It was noted that an advanced metric might be useful to look at the number of incidents per number of employee hours work in the department may allow improved incident reporting. Director, HSW, agreed that we can work on getting that information.

5.2 Critical injuries

- None to report

5.3 Workplace Inspections

- A summary of inspections completed May 7th -June 13th, 2025, were made available to the committee.
- Reportable Items
 - 127 items were issued corrective for action by units from the recent inspection cycle.
 - Inspections occurred in the multiple buildings on and off campus
- Past due action items
 - 5 items are past due from previous inspection cycles.
 - Assignees for the past due items have communicated progress of corrective actions or HSW has had follow up review.

5.4 Work Refusals

- None to report.

5.5 Safety Recommendations Submitted to the JOHSC

- None to report.

5.6 Workplace Violence and Harassment Report (Bill 168)

- None to Report

6. New Business

6.1 Smoke Free Campus

- Director, Health Safety and WellBeing, introduced a guest to the committee, a Senior Advisor and Communications Professional, who will be assisting with a project related to an upcoming campaign to revise communications related to the smoke free policies on campus.
- Policy documents are under review.
- Updated website information will be posted as part of the campaign.
- Committee discussion related to the smoke free campus policy and ongoing strategies to maintain compliance.
- Discussions included signage renewal, defining campus boundaries related to city property and policy enforcement.
- Policy applies to staff, students, visitors and contracted services.

6.2 Ministry of Labour Site Visit

- The ministry attended Western's site on June 10th 2025 for an investigation of a critical injury to an employee of the London Police Service, who was completing training at a campus location. No follow up actions were required by Western from this site visit.

6.3 Committee Administration Review

- The committee reviewed the terms of reference and updated a section to include the option for virtual meetings.
- Consensus to update the terms of reference as presented.
- The committee reviewed the committee procedures. Updates included defined timelines for distribution of materials to committee membership.
- Consensus to update committee procedures as presented.
- A revision of the workplace inspection procedure was presented to the committee. Health Safety and Well-Being will finalize and post revised information.
- **Action item: Procedure for referral of items to committee to be discussed at the next JOHSC meeting**

6.4 Schedule of Meetings

- The committee discussed the proposed schedule for meetings
- Next meeting date September 10th 2025.

7. Adjournment

End Time: 3:18 pm

Upcoming Meeting Dates

2025- Sept 10th, Oct 22nd, Dec 10th

2026- Jan 21st, Mar 11th, Apr 22nd, Jun 9th

Worker Representatives (Attendees in bold)

Cleusa De Oliveira, UWOSA

Christopher Yates, CUPE 2361

Darryl Stanley, CUPE 2361
Felix Lee, UWOFA
George Dugbartey, PSAC 610
Gurpreet Dhami, PMA
Jeff Van Haarlem, OPSEU
Lesley Oliver, PMA (Alternate)
Lewis Pellar, IUOE
Mike Parker, UWOSA
Matthew Anderson, CUPE 2692 (Alternate)
Peter Chidiac, UWOFA
Sandy Paiva, CUPE 2692
Stephen Crowe, IUOE (Alternate)

Employer Representatives

Bryan Wakefield
Craig Clifford
Chris Bumbacco
Mike Gaylard

Resources

Jane O'Brien
Jean-Claude Aubin
Kyle Pollard
Louise Koza

Guest

Terry Rice