

Minutes of JOHSC Meeting March 9, 2022

Motion to accept the agenda – Carried

Motion to approve the minutes from the JOHSC meeting January 26th 2022 – Carried

Committee Membership updated. New CUPE 2692 Representative welcomed to committee

Business Arising from Previous Meeting

Campus Reopening updates

Health Safety and Well-Being provided updates on changes in campus operations as a result of the provincial re-opening plan. Key dates in the road map are Feb 17th, Mar 1st, Mar 21st, Apr 27th as some public health restrictions are lifting or will be altered.

Campus operations are to maintain proof of vaccination for some settings

Western is planning to maintain masking requirements until the end of the Winter term (April 30th, 2022), and will be reviewing the policy on masks for the summer term

An Employer Rep commented that “Western will need to be aware of stigmatizing of people who continue to mask by choice”

Question: UWOSA Rep: “With the return to campus of residences in late February has there been increased issues with adherence to policies?”

Response: Normal activities have resumed. There have been some parties and less desired behaviours in residences. The classroom setting seems to have a strong adherence to policies

Question: UWOFA Rep: “When Western lifts making policies, will employer support those who continue wearing masks?”

Response: Western will support members of the community who chose to continue masking.

Review of Accident Trends and Workplace Inspections

The Health Safety and Well-Being office reported on 26 reported accidents and incidents that occurred in February. This was broken into 3 Lost Time, 6 Health Care and 17 First Aid incidents.

It was noted that falls were prevalent in January and February.

A review of fall/slip/trip incidents at Western over the past 10 years was presented to the committee to provide context to the incidents recently observed. Poor weather contributes strongly to falls in the winter months

Some discussion regarding the type of incident that took place and suggested actions of an awareness campaign to be made available to campus in the fall of 2022 will be designed.

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

5 inspections were completed, and 38 compliance orders were written. Follow up on 2 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

Of note - Planning is in place for the St Patrick's day weekend as in the past some items of concern have arisen.

New Business

The Human Rights Office (HRO) attended the JOHSC meeting and provided an overview of the supports that are provided to campus about the Non-discrimination and Harassment policies for campus community members. The HRO can provide confidential consultation as needed and supports adherence to policies and procedures in matters around Non-discrimination and Harassment. Filing of complaints follows an alternative process and anonymous reporting is available.

Question: UWOSA Rep – "On the Employee training for Supporting Disclosures of GBSV it is mentioned that Employees should be directed to the Human Rights office and students to a different office. Can students also be referred to the Human Rights office?"

Response - The Human Rights Office website details the procedures and has reporting tools on the site. It can be used for everyone in the Western community.

Information on the new Employee Gender-Based Violence training programming was presented. It was released to employee groups on February 10th, 2022 after development in the fall of 2021, as a result of the student safety action plan for Western. Training is focused on what an employee should do in the event of a disclosure. Additional training and information is available with CREWVAC (<https://www.learningtoendabuse.ca/>)

Question: PSAC Rep – "In the event of disclosure for an event of gender-based violence in residence or university apartments what supports need to be made available?"

Response: Information provided is meant to support the person involved and the key to connect persons with resources, so they can make informed decisions on future steps

No further discussion on new business

Motion to Adjourn. Carried

Meeting Adjourned @ 2:28 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

Matt Mills**Jean-Claude Aubin****Fadi Al Jallad****Kyle Pollard****Guests****Sydney Kruth****Terry Rice**