



## **Joint Occupational Health & Safety Committee**

**Wednesday October 22<sup>nd</sup>, 2025, 2:00 pm to 3:45 pm**

**Location – Support Services Building 4220**

### **MINUTES**

**Start Time: 2:00 pm**

**1. Land Acknowledgement**

**2. Approval of the Agenda**

- Approved.

**3. Approval of Minutes from previous meeting (September 10th, 2025)**

- Approved.

**4. Business arising from previous meeting.**

**4.1 Campus Updates**

- Director, Health Safety and Well-Being updated the committee on campus activities.
- Director, HSW introduced a new employer representative to the committee.
- Director reported on activities related to the WorkSafe@Western safety administrative platform. Hazardous product inventories are being reconciled in various locations of campus, and this work continues.
- Director reported on near-miss incidents which have required investigation by the Health, Safety and Well-Being team and Facilities Management for corrective actions.
- An update to the renewed smoke-free campus initiative for policy adherence was provided to the committee. New signage has been posted around campus. Area with visitors, such as sporting events, bus stops, and where Western property is adjacent to City of London property have both been identified as area for further work to ensure that the smoke free areas for all employees and students are maintained
  - Committee discussion related to frequent areas identified where campus members or visitors are non-compliant.
- Western Special Constable Services reported that activities related to homecoming went well on campus. Care hubs and a fan fest to support campus activities were deployed.

**4.2 Risk Management Framework**

- Committee was provided with an update on the risk management framework project. The JOHSC will be invited to provide feedback in advance of a future meeting.

## **5. Review and Assess Trends**

### **5.1 Accident/Injury Report**

- Reported incidents 2025, 267 incidents have been reported on campus: 169 First Aid related incidents, 33 Lost Time related incidents, 49 Health Care related incidents and 19 Near miss/Hazard reports.
- The committee reviewed reported incidents that occurred in September.
- Monthly incident numbers were compared to historical data (3- and 5-year averages) for this month on campus.
- Section 52 notices were reviewed. Some questions related to the status of corrective actions for facility repairs were brought forward by UWOSA representative. Director, Facility Operations advised that work was completed to repair damage to the area of concern.

### **5.2 Critical injuries**

- None to report.

### **5.3 Workplace Inspections**

- A summary of inspections completed Sept 15<sup>th</sup> to Oct 21<sup>st</sup>, 2025, were made available to the committee.
- Reportable Items
  - Faculty of Engineering and Residence Area were the focus of inspections during this cycle
  - A number of corrective actions (100 +) have been assigned for identified safety items.
- Past due action items
  - 11 items are past due from previous inspection cycles, in most cases these are completed but require the assigned party to finalize in WorkSafe@Western.
  - Committee discussion on finalizing outstanding actions included reassignment of outstanding actions to the next level leader for the department. HSW will reassign items.

### **5.4 Work Refusals**

- None to report.

### **5.5 Safety Recommendations Submitted to the JOHSC**

- PSAC representative made a recommendation for clarity campus wide communication in emergency situations
- Director, Campus Safety and Emergency Services was invited as a guest to the meeting and provided information to this recommendation
  - CSES, provided a briefing on a recent incident on campus at Weldon Library with information on why messaging was sent.
  - CSES, advised that the procedures related to communications for this type of emergency were followed by Western Special Constable Services
  - CSES, advised on the use of [AlertWesternU](#) (powered by OnSolve) and the time it takes to relay messages by email (3-8 minutes), SMS text services (1-2), and within the app (instant notification)

- Some identified communication issues were noted in review of the incident. Campus members are advised to ensure they have the most current version of the OnSolve App and verify their means of communication. CSES, advises to re-input your phone number for SMS communication if you chose to be notified in this method.
- CSES, advised on the use of cloud services for OnSolve direct data from a United Kingdom address for email use. Data sovereignty laws in Canada have been followed and this is a legitimate use
- CSES has heard feedback from the Western community related to messaging and is committed to making improvements. Protocols for radio communication, and shelter in place notices are being reviewed and updated.
- CSES is developing training information for active assailant and has other training for personal safety.
- Parking lot for chemistry lot has been redeveloped in the summer of 2025
  - Facilities management advised on [capital project information site](#) describing changes
  - Committee discussion on pedestrian safety as this area may have vehicle and pedestrian interactions and it is a popular lot.

## **5.6 Workplace Violence and Harassment Report (Bill 168)**

- None to report

## **6. New Business**

### **6.1 Training Report Update**

- Director, HSW, provide a report to the committee for completion of required safety training courses for roles on campus.
- Varied levels of completion were noted in the report depending on our unit, or employee group.
- Western currently has approximately 12500 persons who need to complete required training and the current review of information shows about 30% have gaps in training records.
- Supervisors and Leaders will be engaged to close gaps in training records for areas that need to renew and refresh.
- Director advised on planned updates to required training website that will allow community members to get more information on what training is needed based on their job duties or hazards they may encounter.
- Training will be moving to the Brightspace Learning Management System in 2026 and this is an opportunity to improve compliance as community members will be required to interact with a new system.

### **6.2 Respiratory Illness**

- Occupational Health Physician was invited to the meeting to provide information on the respiratory illness which tends to increase in North America in the fall and winter. Viral illness [surveillance](#) is tracked by the Middlesex London Health Unit.
- Western has an avian influenza vaccination program for workers who are involved with wild caught bird.
- Universal Influenza Vaccine and COVID-19 Vaccine are both available now for high-risk individuals, and they will be available for all individuals starting on

October 27, 2025.

- Western will be holding a vaccination clinic. Communications related to this will be completed on October 27<sup>th</sup> 2025.
- Recommendations to reduce risks of illness or spread of illness are:
  - Get immunized as early as possible with both influenza and COVID-19 vaccines
  - Stay home if you're sick, and wear a mask for up to 10 days after your symptoms develop
  - Cover your mouth when you cough
  - Wash your hands regularly
  - Wear a mask in shared public spaces or where close contact cannot be avoided
- UWOFA representative indicated that the classroom setting has been identified as location of concern as not all students follow the recommendations.
- Masks are available at Weldon and Taylor Libraries
- Air Handling Systems are maintained by Facilities Management.

### **6.3 Winter Operations**

- Director, Facility Operations provided an update to the committee on outdoor winter maintenance planning.
- Contracted service providers and internal landscape service have defined zones for maintenance on campus.
- Western continues to work with the City of London related to service levels on public sidewalks adjacent to Western property.
- [Winter operations](#) will be featured on Facilities Management starting in November.

### **6.4 Ministry of Labour Site Visit**

- The ministry attended Western's site on September 16<sup>th</sup> 2025 for an investigation of an occupational illness to an employee. Orders were issued to Western and have been completed. Unit completed some changes to operational schedule for cage washing to comply with ministry order.

## **7. Adjournment**

**End Time:** 3:47 pm

### **Upcoming Meeting Dates**

**2025- Dec 10<sup>th</sup>**

**2026- Jan 21<sup>st</sup>, Mar 11<sup>th</sup>, Apr 22<sup>nd</sup>, Jun 9<sup>th</sup>**

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

**Robert Thompson**

Resources

Jane O'Brien

**Jean-Claude Aubin**

**Kyle Pollard**

**Louise Koza**

Guest

**William Chantler**

**Sonya Malone**