



## Joint Occupational Health & Safety Committee

Wednesday April 10<sup>th</sup> , 2024, 1:15 pm to 2:30 pm

Location – Support Services Building 4210

### MINUTES

**Start Time:** 1:15 pm

**1. Land Acknowledgement**

**2. Approval of the Agenda**

- Approved with Amendments.

**3. Approval of Minutes from previous meeting (March 6th, 2024)**

- Approved

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

**4.1 Campus Updates**

- Nearing the completion of the academic year. Safety teams will be taking time to review data related to incidents, well-being, training as activities supporting academics reduced.
- Brescia University College transfers to be part of Western on May 1<sup>st</sup> 2024. Plans will be made to ensure this area conforms for supporting work activities for hospitality and academics occurring in the summer term.
- WSCS and security workers have been busy with demonstrations and gatherings supporting the needs of our community.
- With the assistance of WSCS a timely response to potential critical incidents has been implemented to continue alignment with regulatory standards.
- HSW reported that a vacancy for a Health and Safety Consultant / Radiation Safety Officer is posted.
- Worksafe at Western continues to expand by implementation of inspection checklists for specialized areas (animal care, biological hazard, mechanical spaces). Radiation inventory management will be available soon.
- As planning for Fall Orientation Week activities is beginning HSW have been in contact with the University Student Council (USC) to assist in developing plans for a safe experience for all participants. Multiple hazards have been identified as possible concerns related to these events (noise, crowds, security, etc.) and good planning may assist in eliminating or mitigating some of them.

**4.2 Ergonomics Risk Assessment for Animal Care Workers**

- HSW team reviewed the workplace incidents and planned corrective actions to reduce ergonomic risks. These included post incidents review of reported workplace incidents, recommendations to staff and supervisors to review accident reporting and follow-up procedures, the employer's duty to accommodate, continued application of the hierarchy of controls to reduce risk

of injury in unique work setting.

- A third-party contractor was on site to assess the ergonomic risks of 5 specific areas in Animal Care. These were completed in late 2023 and early 2024 with consultation of workers and managers in of this work area. An interim summary of the activities of the third party was presented to the committee in the December 2023 meeting.
- The information and recommendations are to be shared with the Vice-President Research and the Acting Director of Animal Care and Veterinarian Services. Only after the management have a chance to discuss this, a tactical plan will be in place to further mitigate risks and so there is no report to the committee right now on this plan.
- UWOSA rep noted that 90% of workers in this area are from this employee group, and a history of incidents have been reported. UWOSA rep advised that an Ergonomic Risk Assessment of this work was conducted previously in 2013 and improvement that were noted as a result of this focus have backtracked.
- Motion – third party report to be disclosed to JOHSC. Moved by UWOSA, seconded by UWOFAs reps.
  - Director HSW advised that the report may be subject to privacy and disclosure rules of the regulations of the college of the third party. Committee requested Director HSW to see if permission from third party contractor to share this report with the JOHSC would be possible.
- UWOSA rep commented that not a lot of communication from senior leaders of the area to staff has occurred since the Ergonomic Risk Assessment was concluded, and the staff feel under supported.
- UWOSA asked for a timeline that can be expected to hear from ACVS Leadership, as goals must be in place to ensure they are being held accountable for improvement measures.
- HSW committed to an update on timeline from ACVS Leadership to the JOHSC meeting of June 26, 2024
- Updates on the status will be on the agenda of JOHSC meeting on May 22<sup>nd</sup> 2024.

## 5. Review and Assess Trends

### 5.1 Accident/Injury Report

- As of the end of March 2024, 94 incidents have been reported on campus: 63 First Aid related incidents, 11 Lost Time related incidents, 13 Health Care related incidents and 7 Near miss/Hazard reports.
- The committee reviewed 29 incidents that occurred in March.
- Monthly incident rates were compared to historical data (3 and 5 year averages) for this month on campus

### 5.2 Critical injuries

- None to report.

### 5.3 Workplace Inspections

- A summary of inspections completed between March 7<sup>th</sup> and April 4<sup>th</sup>, was presented.
- Reportable Items
  - 43 orders were issued for action by units from the recent inspection

- cycle.
- 23 actions are closed, and 19 actions are open.
- 17 units were inspected with 12 buildings on campus.
- Past due action items
  - 15 items are past due from previous inspections.

#### **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 None**

### **7. Adjournment**

**End Time:** 2:22 pm

**Upcoming Meeting Dates**

2024- May 22<sup>nd</sup>, June 26<sup>th</sup>

#### **Worker Representatives (Attendees in bold)**

Andrew Flegel, CUPE 2361 (Alternate)

**Caitlin Corcoran, UWOSA**

Vacant, SAGE

**Cleusa De Oliveira, UWOSA**

**Darryl Stanley, CUPE 2361**

Felix Lee, UWOFA

**George Dugbartey, PSAC 610**

**Gurpreet Dhani, PMA**

Jeff Van Haarlem, OPSEU

Lesley Oliver, PMA (Alternate)

**Lewis Pellar, IUOE**

**Peter Chidiac, UWOFA**

Sandy Pavia, 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**