



Joint Occupational Health & Safety Committee

Wednesday March 6th, 2024, 1:15 pm to 2:30 pm

Location – Support Services Building 4210

MINUTES

Start Time: 1:16 pm

1. Land Acknowledgement

2. Approval of the Agenda

- Approved.

3. Approval of Minutes from previous meeting (January 24th, 2024)

- Approved

4. Business arising from previous meeting.

4.1 Campus Updates

- Mild weather in January and February has reduced the number of weather-related accident and injury reports that have been historically reported in these months.
- Guidance for members of Westerns community related to recent measles reports remains consistent with the Middlesex London Health Unit
- Over 100 employees will be integrated into Western in May of 2024 as Brescia University College transfer to be part of Western. On boarding plans are being made to support this influx of employees related to safety training and other onboarding steps
- Employee and Family Health Clinic are updating their patient list to ensure that only to currently full time employed people and immediate family members are accessing the services. Retired faculty and staff up to the announcement date will be able to remain in the patient list but others will be given 6 months notice and support to find an alternative family doctor. This is to free up spots for new full time employees, the intended patient population for the clinic.

4.2 Ministry of Labour, Immigration, Training and Skills Development – Field Visits

- Inspectors from the MLTSD met with representatives of Western related to critical injuries and reporting procedures. HSW and WSCS have revised procedures for reporting requirements if an accident of a serious nature were to happen resulting in a critical injury to a worker. Notifications to the committee were presented and discussed as part of the updated procedures. Every critical injury notice must be communicated to all the JOHSC members, and MOL reports will be available on OWL. As each employee committee member represents a union or association, these notices to the JOHSC meet the requirement to also notify trade unions. The committee will also be notified of lost time due to injury or an employee who seeks health care, with a specific area added to the OWL site for these notices.

5. Review and Assess Trends

5.1 Accident/Injury Report

- As of the end of February 2024, 64 incidents have been reported on campus: 44 First Aid related incidents, 9 Lost Time related incidents, 5 Health Care related incidents and 6 Near miss/Hazard reports.
- The committee reviewed 41 incidents that occurred in January and 23 incidents in February.
- Monthly incident rates for January and February were compared to historical data (3 and 5 year averages) for this month on campus
- UWOSA representative asked for additional details of an incident that was listed as a no injury / hazard report regarding the classification of the incident.

5.2 Critical injuries

- Two critical injury incidents that occurred in February 2024 were reported to the committee.

5.3 Workplace Inspections

- A summary of inspections completed since January 24, 2024, was presented.
- Reportable Items
 - 52 orders were issued for action by units from the recent inspection cycle.
 - 25 actions are closed, and 27 actions are open.
 - 14 units were inspected with 14 buildings on campus.
- Past due action items
 - 7 items are past due from previous inspections.
- UWOSA representative asked about when a Safety Inspection will be conducted at the 2 NHP units on Campus. Information provided that the next ACVS Safety Inspection, August/September 2024, will include those units.

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)

- WSCS reported one altercation involving a third party and a community member.

6. New Business

6.1 Campus Community Update

- In December of 2023, community updates related to respiratory virus season generated some concerns from employee groups. The committee co-chairs responded to concerns in writing to the employee group. Supports that Western continues to have in place are mask friendly environment, information available to community members on resource pages. Some challenges were recognized as information continues to evolve on this risk. It was noted that

actions completed to improve/optimize indoor ventilation taken completed in 2021 have not changed and Western is committed to maintaining this standard. Members were reminded that the link to Western web-based information can be found by scanning QR codes on multiple signs as people enter buildings.

6.2 Workers Safety Insurance Board – Health Safety Excellence Program

- HSW presented the submissions planned for the WSIB-HSEP. Topics selected include hazard control-basic, noise control, slip-trip and fall-prevention. Rationales for selection have been developed and submitted to the reviewer. Next steps are the development of expected standards for the topics. Part of the development of standards will include stakeholder consultation with leaders and worker representatives.

6.3 Hazard Identification and Corrective Actions

- UWOSA rep presented a concern from a member of a hazard in an area that was reported to a supervisor which was reported as not corrected for some time.
- Committee discussion on internal responsibility system, the role of supervisors in the workplace and the importance of completing and communicating timely corrective actions.

6.4 WSCS CCRO program

- Western Special Constable Service presented an outline of the Campus Community Resource Officer (WSCS CCRO) program. The constables of this program engage with members of the campus community proactively and can be deployed to busy events or suddenly evolving situations. More detailed information on this program is available with WSCS.

6.5 Electrical Safety Inspections

- A member asked about the electrical inspection of equipment in laboratories by the ESA, the need for an external service provider and who can fund the cost of any corrective action.
- The Electrical Safety Authority (ESA) inspects areas of campus on a rotational basis.
- Inspections by this group include review of permits, any work done by staff electricians and condition of electrical devices in building on campus.
- Identified deficiencies or unapproved installations are subject to corrective action by the responsible party.
- Committee discussion related corrective action for research areas.
- Those purchasing or bringing equipment into the lab without appropriate certifications must fund this service from their own team budgets – many teams have funds available from the research overhead that is passed back to the PI, departments and Faculties.
- Facilities management resources related to electrical safety is for maintenance, repair and installation of electrical infrastructure on campus. Equipment in labs areas are outside of the scope of the work for this team.

7. Adjournment

End Time: 2:16 pm

Upcoming Meeting Dates

2024- April 10th, May 22nd, June 26th

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