



Joint Occupational Health & Safety Committee

Wednesday May 22nd , 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 (April 10th, 2024)

- Approved

4. Business arising from previous meeting.

4.1 Campus Updates

- Brescia University College transfers to Western completed May 1st 2024.
- 120 new employees to Western have been welcomed.
- The buildings and areas for Brescia will be inspected by Western Facilities Management and Health Safety and Well-Being to get an understanding the impacts to operations at this site.
- WSCS and security workers have been busy with demonstrations and gatherings supporting the needs of our community.
- Research activities have increased for the summer term. This includes field work for some units. Members who complete this work need to be aware of hazards off campus.
- HSW reported that a vacancy for a Health and Safety Consultant / Radiation Safety Officer has closed and a pool of qualified applicants are being assessed.
- Worksafe at Western continues to expand by implementation of inspection checklists for specialized areas (animal care, biological hazard, mechanical spaces). Advantage to have all inspection records on a unified platform.
- Health Safety and Well-Being will be presenting it's annual report to the audit committee for activities in 2023.

4.2 Ergonomics Risk Assessment for Animal Care Workers

- Summary of final recommendations from third party assessment team were presented for the areas that were in the scope of assessment.
- The third-party recommendations and Western data on ergonomic risks were shared with leaders of Animal Care and Veterinarian Services in late April 2024.
- Planned actions to reduce ergonomic risk include updates to job demands profiles, updating training for area specific tasks and work procedures, review of the frequency of training and providing updated training on any procedures that are revised.

- An update will be provided at the June 2024 meeting.

5. Review and Assess Trends

5.1 Accident/Injury Report

- As of the end of April 2024, 140 incidents have been reported on campus: 91 First Aid related incidents, 20 Lost Time related incidents, 20 Health Care related incidents and 9 Near miss/Hazard reports.
- The committee reviewed 46 incidents that occurred in April.
- April activities noted 10 incidents that resulted in lost time and 7 incidents resulted in health care. Many material handling tasks occur during this month on campus with residence move out and year end activities. It was noted that in some cases use of non-approved procedure was used by the person involved.
- Monthly incident rates were compared to historical data (3 and 5 year averages) for this month on campus

5.2 Critical injuries

- 3 Critical injuries were reported to the committee. Investigations were completed by Western and MLITSD and there were no orders issued because of these events.

5.3 Workplace Inspections

- A summary of inspections completed between April 15th and May 17th were presented.
- Reportable Items
 - 15 orders were issued for action by units from the recent inspection cycle.
 - 5 actions are closed, and 10 actions are open.
 - 13 units were inspected with 10 buildings.
- Past due action items
 - 15 items are past due from previous inspections. It was noted that many of these items have been completed but the responsible person has not documented the results in the inspection system. HSW has communicated with these members and leaders to take steps to finalize the open orders.

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 WSIB-HSEP Update

- HSW provided an update to the committee on the 3 topics that are being worked on for the WSIB Health Safety Excellence Program.

- The planning stage documents, and developed standards were shared and comments from the JOHSC are welcome to improve the outcomes for the topics.
- Next step in the process will be to communicate and start actions on the selected topics. This will include updating program manuals, approved procedures, employee training and supporting documentation.
- An update to the WSIB-HSEP topics will be included in the June JOHSC meeting.

6.2 Ministry of Labour Immigration Training and Skill Development Initiatives

- HSW advised on current initiatives that the MLITSD is working for our sector.
- Initiatives from the MLITSD happen in two stages, education and enforcement.
- Topics selected are based on MLITSD data on injury, illness, compliance history the nature of work, and strategic priorities.
- Two areas of focus for industrial hygiene – WHMIS (*O. Reg 860*) and Exposure to Chemical and Biological Agents (*O. Reg 833*)
- A legislative update to the Hazardous Products Regulations occurred in December 2022 and suppliers of hazardous products under the WHMIS regulation need to update SDS information by 2025. As a result, training for users of these products must match and this what the MLITSD is working with organizations to assess if revisions to user training is needed and when this should occur.
- For activities that could result in exposure to chemical and biological agents organizations are being educated on the need to complete risk assessments and apply appropriate control measures using the hierarchy of controls. The MLITSD has noted that in some cases organizations have become increasingly reliant on the use Personal Protective Equipment in place of stronger control measures.

6.3 Fire Watch Procedures

- Fire Watch Procedures used at Western are developed with the support of the London Fire Department and allow for temporary silencing of audible alarms.
- Western uses this procedure at selected times of the year where there can be increased chance of false alarms and when maintenance for an area requires an alarm bypass.
- Facilities Management procedures notify members of the community when a bypass of an alarm system is being used.
- An assigned fire watch person is part of this procedure as fire detection and suppression systems may still be active.
- Manager of Fire Safety to be invited to a future committee meeting.

7. Adjournment

End Time: 2:20 pm

Upcoming Meeting Dates

2024- 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 Dhami, 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