



Le Comité Mixte Universitaire sur la Santé et la Sécurité au Travail (CMUSST)
The University Joint Occupational Health and Safety Committee (UJOHSC)
Procès-Verbal / Minutes

April 20, 2022; 10h00; TEAMS

Committee members	Names	Attendance
Vice-President, Resources (or delegate)	Jean Yves Hinse	X
Vice-President, Research and Innovation (or delegate)	Terry Campbell	X
Vice-President, Academic & Provost (or delegate)	Michelle Sultan	X
APUO	Evan Sterling	X
APUO	Alexandra Gregory	X
APTPUO	Esther Senneville	X
APTPUO	Omer Livvarcin	-
IUOE, 772A	Vacant	-
IUOE, 772B	Vacant	-
OSSTF	Scott Dick	X
OSSTF	Gabriel Ramsay	X
CUPE, 2626	Seema Shafei	-
CUPE, 2626	Agnes Bezerra	X
CUPE, lifeguards	Vacant	-
PIPSC	Alain Le Hénaff	X
Non-unionized group	Vacant	-
JHSC Inspector (non-voting)	Vacant	-
Resource Persons		
Rep. Deans	Silvana Gandolfini	X
Rep. Deans	Paul Bélanger	-
Rep. Directors	Vacant	-
Rep. Directors	Lynn-Marie McCarthy	-
Health and Wellness	Marie Parish	X
Office of Human Rights	Noël Badiou	X
Office of Risk Management	Carolina de Moura	-
Office of Risk Management	Graham Nelson	X
Invitees		
OPSEU	Ryan Perez Hernandez	-
CUPE 2626-03	Amelie Mignacca	-
Special Advisor, Campus Reintegration	Claude Laguë	X
Certified Members		
Workers	Scott Dick and Alexandra Gregory	
Management	Nada Nagy and Marie Parish	

Chairperson: Gabriel Ramsay; **Secretary:** Vacant – minutes prepared by Graham Nelson X – Attended



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1. Roundtable

A brief roundtable was conducted.

2. CRTF Presentation

Members welcomed Claude Laguë to provide an update on COVID-19 measures and answer questions.

- The CRTF recommended, and the university approved, that masking requirements remain in place through the end of May 2022. The vaccination policy will be suspended effective May 1.
- The CRTF recommended, and the university approved, that the CRTF be incorporated into existing uOttawa structures with a transition plan to the EOC, effective July 1. Continuity will be maintained based on existing memberships internal to the EOC.
- Questions/comments:
 - A member asked if the committee will be consulted on any upcoming changes made by the CRTF.
 - The CRTF recommends to management, with management making the decision. Previous consultations have been conducted by the CRTF with sectors, unions, etc. to collect feedback. It is assumed this will continue through the EOC structure.
 - Is a report from the CRTF accessible? How to continue to ensure safety?
 - Masking has been in place for many months. It is recognized that with the provincial relaxation of masking mandates, compliance has dropped. uOttawa will maintain basic measures until further notice, but with all other public health measures being eliminated, enforcement of local requirements is challenging.
 - How many infections have been logged?
 - Due to the limiting of testing early in 2022, there is no complete picture of infections. Suspected exposures in the workplace continue to be managed in accordance with the provincial requirements.
 - If new/subvariants emerge, what will be done at that time?
 - University is monitoring developments and will adjust, if/as needed.
 - Will notifications continue for person potentially exposed?
 - Data available does not provide a complete picture due to availability of testing, RAT self testing, asymptomatic cases, unknown transmission sources, etc. There are limited settings where contract tracing is still done, with the onus having been placed on the general public to monitor for symptoms, stay home if ill, wear a mask, get vaccinated, etc. Contract tracing is done by Health and Wellness for high-risk settings (e.g., where there is a breach of PPE).
 - How did the active screening pop-up reminder function?

- The notification has not been in place for several weeks due to a change in provincial active screening requirements. When a device connected to the university's Wi-Fi network, a notification was sent to the associated email. While the self-assessment is no longer required, it is still highly recommended as an assessment tool.
- Is there an update on the HEPA units distributed?
 - A number of units were distributed to classrooms, but specifics were not available at the time of the meeting. The CRTF will circle back to the committee, through OHS/OCRO and the committee's Teams channel.

3. Approval of agenda

The agenda was moved for approval by Marie Parish; seconded by Noël Badiou; approved unanimously.

4. Approval of the minutes from February 23, 2022

The agenda was moved for approval by Alain Le Hénaff; seconded by Noël Badiou; approved unanimously.

5. Matters Arising from the February 23, 2022

- Occupational health and safety management system
 - i. Graham Nelson presented a summary of the work conducted to date by the project committee and validated by the steering committee, including the operating model, future state mandates and the RACI charts. The implementation strategy is now being developed. Members interested in participating are invited to contact sst-ohs@uottawa.ca.
- WSIB Health and Safety Excellence Program (HSEp)
 - i. Graham Nelson presented the WSIB HSEp program including the program process, results from 2021 and the status of the university's participation in 2022, including the topics selected (leadership, roles and responsibilities, participation, communication, and control of hazards – PPE).
- Terms of reference
 - i. No comments were received from any members.
- Annual report
 - i. The first annual report (2021) on occupational health and safety was presented to the committee. The report included campus-wide initiatives, performance metrics, and a brief look at 2022 projects. Additional information requested regarding:
 - Difference in lost days from 2020 to 2021.
 - The number of reports stemming from remote work.

ACTION: Graham Nelson to provide additional clarification for next meeting.

6. Critical Injury / Occupational Illness Report

Matters since the previous meeting included the following situations:

- February 24, 2022 – occupational illness – hearing loss claim (IT/VNR). The centre at VNR no longer exists and was moved to FSS. A management verification was conducted in 2013 and identified noise levels approaching 85 dB(A). Current measures include signage at the entrances to FSS and MRN locations and hearing protection at the entrance. Management was reminded of existing hearing conservation program (including the availability of audiograms). MLTSD contacted uOttawa and may investigate still. Office committee will be advised accordingly.
- February 25, 2022 – occupational illness – COVID-19 (Library/MRT) – claim submitted to WSIB; management reported strict adherence to COVID-19 measures. No MLTSD follow-up to date.
- March 10, 2022 – occupational illness – COVID-19 (Science/STEM) – Management indicated masking is not regularly conducted in the workshop as it is not public and workers can maintain distance. Further, masking reportedly created a hazard when using heavy equipment (e.g., fogged protective eyewear when using bandsaws, lathes, etc.). Masking recommended when leaving machine / mobile within the work area. No MLTSD follow-up to date.
- March 15, 2022 – occupational illness – COVID-19 (Lees) – Management indicated strict adherence to COVID-19 measures. Follow-up by MLTSD; no orders.
- March 28, 2022 – critical injury – fracture (Protection/UCU) – Worker descending exterior stairway at western, lower-level entrance to UCU. Slip and fall. Weather was a contributing factor (warm weather during day / flash freeze overnight). MLTSD closed without further follow-up.

7. Inspections

- The hiring process remains underway. Inspections continue through functional committees.

8. Functional Health and Safety Committee Minutes

- Office – [January 31, 2022](#) – no update since last meeting.
- Laboratory – [February 16, 2022](#) – no update since last meeting.
- Facilities/Protection – [September 23, 2021](#), [November 25, 2021](#), [February 10, 2022](#) – no update since last meeting.
- Alta Vista – March 30, 2022 – no update since last meeting.
- Psychological – [December 2, 2021](#), January 26, 2022, April 6, 2022 – management is working on a draft in preparation for the “disconnecting from work” requirements.

9. New Business

- The Working for Workers Act, 2022 received Royal Assent on April 11; notable OHS changes:
 - i. Naloxone – require employers to provide naloxone kits and comply with related requirements (e.g., training, maintenance, etc.) if the employer becomes aware, or ought reasonably to be aware, that there may be a risk of a worker having an opioid overdose at a workplace. Risk assessment underway with members invited to participate via sst-ohs@uottawa.ca. The expected outcome is the installation (incl. training, signage, etc.) of Naloxone kits in the campus AED cabinets. Protection is already equipped with Naloxone.
 - ii. Increase in fines; a new category created for director and officers with a maximum fine of \$1,500,000 per offence; increase in fines to individuals from \$100,000 to \$500,000 per offence; aggravating factors to consider for penalties now formalized.
 - iii. Increase in limitation period (from 1 year to 2 years).


- Policy 67b – the standing committee approved proposed modifications regarding provincial changes and making the policy more survivor centric. uOttawa is seeking feedback in advance of bringing forward for approval in May. Comments may be submitted to Noël Badiou / Human Rights Office.
- Policy 77 – the Office of the Chief Risk Officer in collaboration with Human Resources has reviewed the policy in line with ISO/CSA 45001 and the current management system project. The policy has been shortened to align with best practices. uOttawa is seeking feedback in advance of bringing forward for approval. Comments may be submitted to Graham Nelson / Office of the Chief Risk Officer.
- Scent awareness – due to time constraints, this will be deferred to the June meeting.
- Next meeting
 - i. A request was made to move the next meeting from June 15 to June 22. No objections.

Next meetings (all from 10h00 to 11h30)

June 22, 2022

Meeting concluded. Adjourned at 11h32.

Signatures

Worker Co-Chair:  _____ Date: 23-06-2022
Gabriel Ramsay

Management Co-Chair: _____ Date: _____
Jean Yves Hinse