



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

Meeting of March 10, 2021

Committee members	Names	Attendance
Vice-President, Resources	Karina Adam	X
Vice-President, Research	Terry Campbell (del.)	X
Vice-President, Academic & Provost	No nominee	-
APUO	Evan Sterling	X
APUO	Alexandra Gregory	-
APTPUO	Esther Senneville	-
APTPUO	Omer Livvarcin	-
IUOE, 772A	No nominee	-
IUOE, 772B	Marcel Gagnon	X
OSSTF	Scott Dick	X
OSSTF	Gabriel Ramsay	X
CUPE, 2626	Seema Shafei	X
CUPE, 2626	Agnes Bezerra	-
CUPE, lifeguards	No nominee	
PIPSC	Alain Le Hénaff	X
Non-unionized group	Lorraine Devanthey	-
JOHSC Inspector (non-voting)	No nominee	-
Resource People		
Rep. Deans	Silvana Gandolfini	X
Rep. Deans	No nominee	-
Rep. Directors	No nominee	-
Rep. Directors	No nominee	-
Health & Wellness	Brigitte Beauseigle	X
Office of Human Rights	Noël Badiou	X
Office of Risk Management	Michael Histed	X
Office of Risk Management	Céline Clément	X
Invitee	Graham Nelson	X
Functions		
Worker certified members	Scott Dick & Alexandra Gregory	
Management certified member	Nada Nagy (certification in progress)	
Chairperson	Gabriel Ramsay	
Secretary	Céline Clément	

1. Agenda/Ordre du jour

The agenda was unanimously approved.

2. Approval of the minutes of January 20, 2021

The minutes were unanimously approved.

3. COVID-19, Return to campus plan and Vaccination

M. Histed indicated that, since the last meeting in January, the document on return to campus plan was sent to members for comments. We thank those who have submitted comments. Comments will be reviewed at the CRTF and the document will be updated taking into consideration comments provided. Once the reviewed is completed, the document will be circulated to the members. Templates to assist for the planning for the return in the fall will be developed for Faculties and Services. The template will be an update from the document produced last year. Once the University will have made its decision on proposed plans for the fall, the Faculties and Services will be developing their plan accordingly. Once the template will be reviewed by the CRTF, it will be presented to the CA for its approval and the final version will be provided to the committee. The current plan for the summer is for the academic to provide online teaching with a gradual safe return of people working on site. This will allow to be ready for September for a gradual return of students on campus taking into consideration the physical location for a safe return on campus as per the Public Health directives.

Discussions and evaluations are taking place with the Faculties with their planning for a safer return for the fall. The review group includes representation from the Office of Risk Management, Facilities, Human Resources members of the CRTF, deans, Vice-Deans and some professors. So far meetings took place with the Faculty of Civil Law, Common Law, Engineering and Education, with six more upcoming. The biggest concern currently is that those faculties are sharing common spaces and they must ensure to work together when planning. It has to take into account the number of people that will be coming in, the physical environment of the building (ex: size of the corridor), the flow of people coming in and out of the building, etc.

The University is moving forward with a hybrid model which consists of having students in class as well as having a camera and speakers for allowing other students to join in remotely. This means that, during the summer, many classrooms will be fitted out with this new technology in order to allow this hybrid model to be implemented. In conclusion, this is what is currently happening on the academic side with further review coming up with the other Faculties.

As of last week, there was a change in the requirement for the type of Personal Protective Equipment to be worn. A message was sent last week on the new requirement. In addition to wearing a 3-layers facemask, protective eyewear is now required based on the level of risk. Eye protection can provide a barrier to infectious materials. Close proximity contact (less than two metres) for a cumulative period of 15 minutes within a 24-hour period is considered contact. Wearing protective eyewear and the 3-layers facemask reduces the risk of transmission in close

contact settings. Goggles type eyewear are recommended because those have a seal around the eye and are reducing the droplet transmission. If goggles cannot be worn, the second layer of protection is the use of a face shield. Face shields are useful for those wearing prescription eyewear. To note that regular type of safety glasses used for the impact are not considered a sufficient protection against COVID-19 according to the Ottawa Public Health.

The current race right now is between the new variants and the vaccine. The rate of infectivity tends to go up and this is why there is an additional protection requirement to assist with the reducing the risk of transmission. People are required to wear safety glasses when in contact with the same person for more than 15 minutes over a period of 24 hours. It is expected that within the next 4 to 6 weeks, the new variants will become predominant. To note that this is ironically taking place a year after the WHO has declared a pandemic.

There are four vaccines in Canada that have been approved. The majority used so far are Pfizer and Moderna. As of last week, they have extended the timeline to receive the second dose and this will be after 4 months after the first dose rather than 3 weeks. This will maximize the number of people who will receive their first dose. AstraZeneca and Johnson and Johnson have also been approved.

The rollout plan in Ontario involves the three phases:

- High-risk populations, seniors, adults chronic home care, adults in First Nations, Métis and Inuit populations and those who care for them.
- Adults aged 55 and older, in decreasing increments, high-risk congregate settings, individuals with certain health conditions, essential caregivers, those who lives in hot spots, and those who cannot work from home.
- All remaining eligible Ontarians.

Starting this week, there will be pop-up clinics. There are currently seven of them located around the city. The focus at this point are for 80 years old and over from the general community, immigrant population communities and communities with a high percentage of communal living. There will be clinics located near those areas to facilitate the initial vaccination process.

During the course of the month of March to June, the vaccination will gradually be taking place through different age groups. The University intends is to have a vaccination clinic on campus for our community. Although the uO has not yet obtained approval for a clinic on campus, we received approval for the nurses from the Assessment Center to be included in the phase one of the vaccination. This is obviously because they have direct contact with people who have symptoms on a daily basis. They are still required to wear their personal protective equipment but nonetheless this is to protect them as they are considered at higher risks.

M. Histed indicated that he has been approached by different groups across the campus to request if they will be considered as part of the phase 2 in the provincial plan considering that they have contact with a large volume of students in the classroom. A lot of professors are asking this question because "teachers" are listed in the phase 2 of the plan. M. Histed also indicated that he was approached by people who actually works with the virus and who are taking samples

from research purposes. M. Histed indicated that those questions were requested to Ottawa Public Health for their assessment on the uO priority groups.

There was a lot of activities that took place on the COVID-19 front. As of last week, the province announced the new stay at home order as well as the new order in Québec with the curfew. The principal impact will be for those who are coming from Québec to work or study during the period of 8 pm to 5 am. This will not impact many people. Letters were produced for those impacted or that could be impacted to allow anyone required to be on campus during that period of time. Students were excluded from the curfew but they should carry on their student card to prove to the authority that they are a student when required. Options are being explored for a location of the clinic. The current location of the assessment centre at 200 Lees is not an option since there will be a lot of construction that will be taking place soon. The dome is not an option either because there is no air conditioned.

In future, depending on the situation, the uO might be transitioning from fewer resources required for the Assessment Center and more towards the vaccination clinic. This is still to be determined.

A member asked about the type of masks distributed at the uO. M. Histed that, in the past 6 months, the masks distributed were those with the 3-layer plies. The black ones distributed by Facilities are the ones with the 3 layers plies. Medicine and Health Sciences and some other locations are using the disposable surgical masks because of their type of business.

A member was interested in finding out how the message will be communicated to strongly encourage the university community to get vaccinated despite that this is not a mandatory requirement in Canada or Ontario. M. Histed indicated that those vaccinated can still be a carrier and transmit the virus. The efficacy of the vaccine varies from one vaccine to another. Those vaccinated will get milder symptoms and most likely will not need to go to the hospital or will not die from the COVID-19. Pfizer vaccine tends to eliminate mild symptoms as well, this means you will hardly know that you have been in contact with the virus. There is data currently that suggest that the maximum percentage of vaccination of the population will be around 70%. This means up to 30 % of the population are refusing to receive the vaccine. There are discussions taking place currently including with the University Legal Counsel to this effect. They are reviewing the vaccination strategy and its requirements related to mandatory versus non-mandatory declaration of the vaccination. Some parents of future students are already asking questions about the mandatory vaccination in the context of those who will be sharing a room in residences. There is no answers to those questions so far but those are being assessed.

A member is asking if the uO will institute the fast testing methodology. M. Histed indicated that discussions are taking place with the City on that subject matter.

Another member was asking if professors will have the ability to choose the mode of teaching in the fall (in person, online teaching or hybrid). Furthermore if the situation doesn't improve or if the vaccination is not underway, the member was asking if professors will have the opportunity to choose to have all their classes online to ensure their own safety and those of students. M. Histed indicated that Faculties are strongly invited to also include plan in terms of the way things

are now, since no one can predict how the situation will be in September. Faculties have to be agile in their planning and plan some level of return to campus but also have contingency plans in place. The vaccination is one thing, but the situation with variants may change from now till September. The curve with variants can be exponential much like a hockey stick where the upward curve can be very abrupt. Communication is crucial to keep up with the situation and for effective planning.

The member is also asking about the level of vaccination in the student population assuming that there are vaccines available to them. For example, would there be a way for the uO to find out the percentage of students vaccinated before they return on campus? M. Histed indicated that this is a good question since students are already making their choices now for the fall about their return or not on campus. The type of questions (individual or aggregated/anonymous) that can be legally asked to the university community including students are currently being assessed at this point.

A member indicated that this was a great presentation and very informative.

4. The new UOJHS Committee Implementation Structure and Nomination

M. Histed indicated that the new structure has been implemented and those on this committee have been nominated or elected on this committee. There were also some nominations of members done on other committees, but we are still having vacancies. The unions and associations are invited to provide the name of their representatives for all committee. The Psychosocial Committee is one of the committees which has the most number of vacancies currently and the uO would really like to have that one up and running. As the subcommittees is gradually being implemented with the new structure, their minutes will be reviewed at this committee and will be fully incorporated within this committee. There will not be much change for the lab, office and protection and facilities committees. On the other hand, the two new committees, such as the Alta Vista one and the Psychological one will receive more support to assist with their first implementation. There is an online training available for the new members or for anyone who would like to refresh their knowledge about the committee mandate and functions.

5. Matters arising from the minutes of January 20, 2020.

-Policy 77 (Occupational Health and Safety) and Policy 66 (Prevention of Violence)

M. Histed that both policies were sent for approval at the Administrative Committee. Both policies will be reviewed in the upcoming year as part of their annual review.

-Policy 18 (Worker Compensation)

B. Beauseigle indicated that she will get back to the committee on this matter because she doesn't have an update at this point. B. Beauseigle indicated that she has just taking over from L. Griffith as an interim position until the position is replaced. She did not notice that this point needed an updated. *(To note that B. Beauseigle provided an update after the meeting and indicated that the executive committee of the Board of Governors has approved on March 9, 2021, the abolition of the Policy 18 (Worker Compensation)*

-New UJOHSC Terms of Reference

The new UJOHSC Terms of Reference are being implemented. As of yesterday, the first meeting of the Psychological Health and Safety Committee took place. This is a brand new type of committee and members were very enthusiastic, engaged and participated actively in the discussions. The next steps on that one is to identify the two Co-chairs. The next functional health and safety committee that will be having its first meeting will soon be the Alta Vista one.

The current situation is that some unions have not provided their nomination for the committee. It has been decided that rather than continue waiting, we will be holding the first meeting with the current membership in a hope that unions will be providing their nominations. Reminders were sent to the unions and we are awaiting for their nominations.

At the next UJOHSC will be having two more Functional Health and Safety Committee minutes to review.

6. Statistical Report on accident, incident an occupational illness for 2020

The committee members invited Graham Nelson for the presentation of the statistical report. There was an increased in number of reports received in the context of the pandemic which is primarily attributed to the increase of the number of reports related to the needles/syringes findings but no injuries. 517 incidents (no injuries) were reported from minor leaks as well as needles/syringes/sharps findings on campus. The total injuries for 2020 were down but again that is primarily as the result of the majority of people working from home. A separate report was prepared for the Facilities and Protection functional Committee was their assessment and follow-ups on the incident reports related to sharps and syringes found on campus.

As per the current practice, a value on the potential severity of the incident is attributed based on a scale of five (5 being the more severe category to 1 being the more minor). In 2020, those were largely minor incidents, such as leaks sharp objects.

As for accident, they were largely minor instances with mostly first-aid related but there were a couple of critical injuries and occupational illness reports related to asbestos exposures for years past. Many fewer cases related to slip and fall compared to last year but again, it has to be placed in the context of COVID-19 where people were majority working remotely. Most injuries reported incurred primarily to fingers and hands which are comparable to years past.

Notable events are those related to asbestos exposure's items with 11 reports submitted for 2020. There were 4 critical injury reports and no occupational illness report (no claim of COVID-19 reported to the WSIB) that were reported in 2020. There were 7 interventions from the Ministry of Labour Training and Skills Development primarily related to those 4 critical injuries and 3 orders. There were two fractures related to slip and falls and two individuals who lose consciousness following an injury.

There were follow-ups from the MLTSD but no site visit. The Inspector was making sure that the University had investigated them and implemented corrective measure accordingly.

The orders issued in 2020 were all related to asbestos:

- To update the power plant Designated Substance Report
- To repair damaged of asbestos-containing material at 100 Laurier
- To submit a plan for the order number 2.

All orders were completed and notice of compliance reports were sent to the MLTSD and are closed.

Most of the situations reported so far took place outside buildings and were mostly related to sharp findings which represents almost 200 reports. The significant number increased is largely due to the context of COVID-19 and measures in place since most buildings are locked and the campus is not currently heavily occupied. The concentration of occurrences took place that on campus were at Friel, many on campus itself, as well as some on 200 Lees and Alta Vista.

A member requested to exclude the number of incidents related to the sharps/ syringes findings since there were no injuries, this is for comparison purposes in the future given the current situation with COVID-19. G. Nelson indicated that it is possible to extract those incidents and to rerun numbers if this is of interest by members. Those are included here because they were noticed by the personnel from the Ground and from Protection Officers and those represent a significant increased compared to previous years. Protection Officers are handling them with proper tools and equipment. Protection is communicating with the City of Ottawa as well as with our community partners to report those situations and obtained their support and working together for resolution of the matter.

Provincial statistics were provided which include lost time injury frequency, allowed claims, It also provided a review on how the University of Ottawa performs relative to other universities in Ontario. The uO is on the downward trends over the last years. uO is fairly consistent and middle of the road relative to comparable universities such as McMaster, York and Toronto.

The data for 2020 are not included in the provincial statistics because they take about a year to mature. This is why there are only data for 2019 and previous years at this point. By September, we should receive reports for 2020. Those statistics are public and available online.

All accidents, incidents, near misses and occupational illnesses should be reported to their respective supervisor and reported using the [online report](#). To note that emergency situation should be first and immediately reported to Protection Services (613- 562-5411).

M. Histed indicated that the uO is implementing a new accident, incident reporting software this year, called I-Sight. The Office of Risk Management and the Health and Wellness group are working together on this project. This may change later this year the look and format of the current web form.

7. Training of Infection Prevention and Control from Public Services Health and Safety Association (PSHSA)

The PSHSA has developed an e-learning program which provides information on the infection spread and measures that we can take to protect ourselves and others. In the invitation, the [link to the training](#) was provided and we invite you to review and to provide your comments. This takes about 15 minutes and there is a quiz at the end to test your knowledge. Members are invited to review and to provide their comments by email. This will allow us to find out if there is interest in providing this training to the university community.

8. Critical Injury/ Occupational Illness Report & Ministry of Labour Training and Skills Development (MLTSD) Inspector

C. Clément indicated that the university has reported one situation which was a potential occupational illness related to COVID-19 to the MLTSD since the last meeting in January. Critical injuries must be reported to the MLTSD but also when claim is submitted to WSIB for a potential occupational illness.

A worker reported that the illness may have been contracted during the course of their duties at the University of Ottawa. The situation was investigated by the supervisor to assess if adequate measures are in place to protect the workers. It was determined by the supervisor that proper measures and adequate infectious controls are in place to protect the workers and others. As the result, the MLTSD has not followed up on that particular case.

B. Beauseigle indicated that employees have to contact the Health and Wellness Sector if they do have COVID-19 or symptoms and are working on campus. Each situation is assessed on a case-by-case basis. An assessment is conducted to determine if it is a personal or work-related situation. WSIB will not compensate for people in self-isolation but will assess claims where a worker has contracted COVID-19 and is reporting that the exposure is work-related.

As a reminder, before coming back on campus there are steps to implement, such as:

- Discuss with your supervisor if your presence is required
- Complete the required [Returning to Work on Campus: Protecting Yourself and Other training](#).
- Receive instructions on how to reduce the spread of COVID-19 and how to protect themselves and others, along with the measures they need to implement to achieve this goal.
- Review the [COVID-19 checklist](#) for additional guidance.
- Each day, prior to coming to campus, complete the [self-assessment questionnaire](#). Follow the instructions provided.

For more information, visit the [uO main page](#) and the one from [Office of Risk Management](#).

9. Inspection

S. Dick indicated that he cannot report on the last month inspections but most likely that there were management inspections that took place. He is not aware of JHSC inspections but doesn't mean they are not taking place.

Interviews are currently taking place to hire a new JHSC Inspector. The interview panel is: C.

Clément, A. Le Hénaff and myself. So far we are very optimistic that we should soon be able to announce the chosen candidate. We will see what happens in the coming weeks.

10. Review of the Functional Committees Minutes (documents provided)

No issues reported by the worker committee members arising from the minutes.

- *The Office Committee (December 7, 2020,*)*
Last reviewed were those of *September 14, 2020*
- *The Facilities and Protection Services Health and Safety Committee (November 26, 2020,*)*
Last reviewed were *June 18, 2020, and September 24, 2020.*
- *The Laboratory Committee (November 25, 2020,*, February 10, 2021,*)*
Last reviewed were those of *September 2, 2020.*

11. New business

12. Next meeting dates

- May 12, 2021
- July 7, 2021.

Signature



Appointed Co-Chairperson, Karina Adam

25-05-2021

Date



Elected Co-Chairperson, Gabriel Ramsay

13.05.2021

Date