

Procès-Verbal / Meeting Minutes (TEAMS)
March 22, 2023, 10:00am

Committee members	Names	Attendance
<i>Unions/Associations</i>		
APUO	Jennifer Dekker	X
APTPUO	Robert Johnson	X
IUOE, 772A	Mo Elmoselhi	X
IUOE, 772B	vacant	-
PSUO-SSUO	Alp Oran	X
CUPE, 2626	Daliane Regis Correa Da Silva	X
CUPE, lifeguards	vacant	-
PIPSC	vacant	
Non-unionized group	vacant	-
<i>Management</i>		
Research	Terry Campbell	-
Faculty Affairs	Annie Garant	-
Human Resources	Marie Parish	X
Human Resources	Kristie Faasen	X
Office of Human Rights	Tiffany Ticky	X
Office of Risk Management	Carolina de Moura	-
Office of Risk Management	Graham Nelson	X
Representing Faculties	Chantal Sabourin	-
Representing Services	Julie Tam	X
<i>Functions</i>		
Worker certified members	Scott Dick	
Management certified member	Marie Parish	
Chairing person	Jennifer Dekker	
Worker Co-Chair: Jennifer Dekker		
Management Co-Chair : Marie Parish		
Secretary	Kristie Faasen	
Invited member	CUPE, 2626-03 Anhelina Havrylyuk	-
	OPSEU : Sean Fish	-
	OPSEU: Lisa Debransky	-

Please Note that Tiffany Ticky and Graham Nelson recused themselves as voting members to balance both the worker and employer membership

1. *Approbation de l'ordre du jour / Approval of the agenda*

Discussion regarding the agenda:

SSUO requested that an issue in Health Services located in Student Health and Wellness Centre to be added to the agenda. A management member indicated that this issue is being discussed with management at this time and that individual cases would not fall under the committee's mandate.

APUO requested that the psychological impacts of budget cuts be added to the agenda.

Marie Parish moved to have the meeting agenda approved. Alp Oran seconded. Motion approved.

2. *Approbation du procès-verbal / Approval of the Minutes- le 8 novembre 2022*

Because the February 2023 meeting did not have worker quorum, the committee reviewed the minutes of November 8, 2022.

Date will be corrected on minutes.

Kristie Faasen tabled a motion to approve the minutes; Julie Tam seconded. Motion approved.

3. *Guarding Minds Survey (Marie Parish)*

Description	<ul style="list-style-type: none">• uOttawa did a psychological health and safety survey in recent months to get a pulse of what is going on. Uses the 13 factors for psychological health and safety.• A work climate survey had not been completed since 2017.• Health and Wellness Department is sharing institutional results with the Deans, CAOs, and Directors. Among responses, there were differences between support, administrative, and academic staff. There was a total of 1100 responses. Engagement among employees remains high as well as their sense of physical safety and their feelings of involvement and influence.• Workload management as well as organizational culture may be opportunities for growth, particularly in terms of trust and prioritization.• As a result of the survey, areas of focus will be: 1) workload 2) organizational culture.• Dr. Kristjansson is reviewing the Mental Health Framework to ensure alignment between both the Guarding Minds initiatives as well as the institutional strategic framework. <p>Questions</p> <ul style="list-style-type: none">• SSUO- What is the goal of the results sharing meetings?<ul style="list-style-type: none">○ Response: establish an action plan, identify quick-wins, and
-------------	--

	<p>long-term plans. Follow-up- Actions will be decided through collaborative decision-making process. Tool-box going to be bottom up and not top down.</p> <ul style="list-style-type: none"> • APTPUO- is there a distinction between part-time and full-time staff? <ul style="list-style-type: none"> ○ Response: we have the ability to distinguish the two groups from the survey results. • APUO- the survey questions did not reflect the reality of many members' working conditions. APUO members do not have supervisors in the same sense of other employees, and questions were not framed in a way that APUO members could relate to. There was also a comment that although data regarding sick leaves, departures, and illnesses would be shared with departments, they should also be shared with this committee.
Decisions	NA
Action Items	<ul style="list-style-type: none"> • Presentation to be shared with Committee members. • Marie Parish to share results on sick leave/departures.

4. Composition of the Psychological Functional Health and Safety Committee (Graham Nelson)

Description	<ul style="list-style-type: none"> • There was a first meeting of the working group to review the terms of reference and composition of health and safety committees in March 2023. There will be recurring meetings over the next few weeks. The committee is looking at legal obligations as well as best practices.
Decisions	NA
Action Items	NA

5. Psychological Health and Safety Training Feedback – Workers Health and Safety Centre (Mo Elmoselhi and Graham Nelson)

Description	<ul style="list-style-type: none"> • Mo Elmoselhi: Suggests that training to be done by our committee members and upper management but did not know if it would be of value for all employees. • Graham Nelson: took a while for the training to ramp up, a lot of training on policies and programs. Then got into core elements. A lot of open-ended questions at the end left to participants to answer. Did not find it as enriching, could have been due to the facilitator. • SSUO: was this just a test to look at offering the training? • Marie Parish: is there budget for the committees for next year to be trained? • Jennifer Dekker: CCOHS online training focused on individual responsibilities for a mentally healthy workplace whereas the
-------------	--

	<p>Workers Health and Safety Centre was more focused on legal obligations of health and safety committees.</p> <ul style="list-style-type: none"> • Motion: recommendation for committee members to training offer by Workers Health and Safety Centre. Put forward by Mo Elmoselhi and seconded by Alp Oran.
Decisions	NA
Action Items	<ul style="list-style-type: none"> • Graham Nelson to look at budget to see if the Worker Health and Safety Centre training could be made available for management members of this committee. Worker members to investigate whether training can be covered by their respective unions.

6. *Ajournement de la réunion / Meeting adjournment*

Agenda items Business of the Committee and Psychological Impacts of Budget Cuts will be covered first at the next meeting since we did not have time for them.

Signature

Appointed Co-Chairperson, Marie Parish

Date

Elected Co-Chairperson, Jennifer Dekker

Date