

**Comité fonctionnel sur la santé et la sécurité psychologiques / Psychological Functional  
Occupational Health and Safety Committee**

25 octobre 2023, à 15 h (Teams)

Présences : Rob Johnson, Chelsia Yim, Graham Nelson, Tiffany Ticky, Chantal Sabourin, Julie Tam, Agnes Bezerra, Daliane Regis Correa Da Silva, Véronic Tardif, Jennifer Dekker

Absences: Kristie Faasen, Mo Elmoselhi, Adriana Oatu, Sean Fish, Terry Campbell

**Ordre du jour / Agenda**

- 1. Approbation de l'agenda / Approval of the Agenda**
  - a. Moved by Agnes Bezerra, seconded by Veronic Tardif
  
- 2. Approbation du procès-verbal de la réunion de mai 2023 / Approval of the minutes of May 2023 meeting**
  - a. Moved by Agnes Bezerra, seconded by Jennifer Dekker
  
- 3. Affaires découlants / New Business Follow up from JHSC**
  - SCFP 2626 Demande de recommandation (Présentée par Jennifer Dekker) / CUPE 2626 Request for recommendation (Presented by Jennifer Dekker)
    - Jennifer presented the Co-chair recommendation letter request brought by the CUPE 2626 president. The request consists of asking the University to organize and present a Prevention Plan to address Unsafety in the workplace, especially psychological unsafety, based on complaints brought by CUPE members and some professors who work with gender-related studies topics.
    - In light of the latest developments with the Geopolitical Palestine situation and hate speech, citing members from other unions (not related directly to our campus but affecting University members), Jennifer proposed that we address this issue as an Anti-hate solution/policy.
    - Julie Tam emphasized that it is essential that the document reflects other workspaces, not limited to classrooms, as we have the residence life workers who live where they work.
    - Robert Johnson agrees with the urgency of the facts presented in the document, and he is concerned about the anonymous report because we already have policies in place that we can report it anonymously. He mentioned that we have available resources to make complaints
    - Jennifer proposed that we work on this recommendation letter for the next two weeks, and then we can reconvene after these two weeks.
    - Jennifer raised the point that the next meeting would be the sixth meeting, and Agnes mentioned to her earlier that in the CUPE Collective Agreement, delegates are only paid for five meetings per year. Graham said that the legislation is above the CAs and ToRs, so if we have to attend the sixth meeting, we will be compensated.
  
  - Ministère du travail, de l'immigration, de la formation et du développement des compétences Visite sur les lieux / Ministry of Labour, Immigration, Training and Skills Development Field Visit

- Two field visits. There was a workplace complaint of harassment. All the information available to the committee is in the report. The HRO (Human Rights Office) is involved in that. HRO is facing delays in the process, mainly due to vacancies. Some of the management systems will be directed to the managers.
- Impact des commentaires du ministre Dunlop à Queen's Park sur la santé et la sécurité psychologiques (Jennifer). Voir le lien / Impact of comments at Queen's Park by Minister Dunlop on psychological health and safety (Jennifer). See: [L097A - Tue 17 Oct 2023 / Mar 17 Oct 2023 \(ola.org\)](#) p. 5425
  - Minister Dunlop spoke against the universities and called out students, student unions and professors as well. She advised that the university makes sanctions against persons who demonstrate support for Palestine on their social media.
- Groupe de travail pour l'identification des dangers / Working group for hazard identification
  - Worker members: Adriana, Agnes.  
Seeking management
- Formation de la division de la prévention (MdT) / Prevention Division Training (MoL)
  - Graham will share his contact with the Protection Division
- Politique de prévention de la violence / Violence Prevention Policy
  - Graham presented the Policies that are under review and mentioned that this is a recurrent procedure, especially for Policies 66, 67 and 58. Agnes mentioned that Policy 66 should include psychological violence and intimidation in the definition of workplace violence since this topic is only addressed in Policy 110 for non-academic and non-employment issues. Veronic advised against that because the definition used in Policy 66 is the same as presented in OHSA, and the language should be consistent. She suggested (and Agnes agreed) that we should explore the possibility of creating a new policy.

#### **4. Date de la prochaine réunion / Next meeting date : TBD**

#### **5. Clôture de la réunion / Adjournment**

Meeting Adjourned at 16:13 h- Motion Moved by Julie, Seconded by Robert Seconds