

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

17 novembre 2023 15 h – 15 h 30 (Teams)

In attendance: Daliane Regis Correa da Silva (CUPE2626), Agnes Bezerra (CUPE Lifeguards), Adriana Oatu (OSSTF), Sean Fish (OPSEU), Jennifer Dekker (APUO), Mo Elmoselhi (IUOE-772A), Patricia Perron, Graham Nelson, Marie-Claude Gagnon, Kristie Faasen, Chantal Sabourin.

Regrets: Jasmine Liboiron, Chelisa Yim (CUPE2626 unit 3), Julie Tam, Robert Johnson (APUO)

The special meeting is a continuation of the unresolved agenda item from the October 25, 2023 meeting:

Recommendation from CUPE 2626 and APUO

- Question – will APUO members engage in training? We can try to encourage members to do the training but there is no guarantee.
- Question – We have many other policies covering off some of the same things that are suggested in the recommendation. Was there an audit done of existing policies? Workers did review existing policies and found gaps. It was also noted that a recommendation requires the employer to decide on implementation details.
- Question – Definition of hate? There are criminal definitions. What's the line between harassment / violence and hate?
- Question whether the mandate of the Psychological Health and Safety Committee includes details regarding implementation. Again, it was noted that the committee makes recommendation, but the employer decides on implementation.
- There is a discussion of some existing policies and gaps in them and the origins of the recommendation. There is little clarity on how to move forward on hate-based incidents, hence the need for a safety plan.
- Human resources highlights its role in receiving information about complaints.
- There is also a noted lack of support for psychological medical services. People have to wait weeks even to access specialists through the Employee and Family Assistance Plan.
- The human rights office is overwhelmed with requests. Employer needs to add more resources and address hate-based incidents. Workers need timely responses to complaints.
- Workers want to act before incidents happen.
- There is a request for names of who to contact in various unsafe situations since management members felt that there were many options for reporting. The suggestion

is to use the SecurUO app. Another suggestion is to use Teams, however many workers do not use Teams.

- A worker requests the results of a campus safety survey that was conducted by Protection Services. The member representing OPSEU will find out whether this committee can have access to the data.

Decision: No consensus was reached regarding the CUPE2626 and APUO Recommendations for a Safety Plan to address Hate-Based Incidents.

The Chair notes the following article from the Terms of Reference:

5.5 Notification of outcome Where an employee reports a health and safety problem to a member of a FOHSC or a member of the UJOHSC pursuant to sections 5.3 or 5.4 and the matter is brought before the relevant committee, the management co-chair shall notify the employee who reported the concern of the decision taken or recommendation made by the committee in response to said concern.

Jennifer will ask that the Management Co-Chair notify the employee who reported the concern of the decision taken.

Meeting adjourned.