

Comite mixte universitaire sur la sante-sécurité au travail (CMUSST)
 University Joint Occupational Health and Safety Committee (UJOHSC)
 6 février 2024; 10:00; TEAMS

Committee members (voting)	Names	Attendance
Vice-President, Finance and Administration (or delegate)	Jean Yves Hinse	X
Vice-President, Research and Innovation (or delegate)	Alison Hosey	X
Vice-President, Academic & Provost (or delegate)	Carl Belanger	X
APUO	Steven Bittle	X
APUO	Christine Guptill	X
APTPUO	Lydia Schriemer	-
APTPUO	Vacant	-
IUOE, 772A	Vacant	-
IUOE, 772B	Vacant	-
SSUO	Scott Dick	X
SSUO	Gabriel Ramsay	X
CUPE, 2626	Agnes Bezerra	X
CUPE, 2626	Daliane Regis	X
CUPE, lifeguards	Jack German	-
UOITP	Vacant	-
Non-unionized group	Vacant	-
Resource Persons (non-voting)		
Advisor, OHS	Paul Bussiere	X
Representing Deans	Paul Bélanger	X
Representing Deans	Daniel Azzi	X
Representing Directors	Vacant	-
Representing Directors	Vacant	-
Health and Wellness	Brigitte Beauseigle	-
Human Rights Office	Marie-Claude Gagnon	-
Office of the Chief Risk Officer	Carolina de Moura	X
Office of the Chief Risk Officer	Graham Nelson	X
Invitees (non-voting)		
OPSEU	Sean Fish	-
IOUE, 772A, Psychological Committee Liaison	Mo Elmoselhi	-
PSUO-SSUO Health and Safety Officer	Michelle Centen	X
Certified Members		
Worker	Scott Dick	
Management	Nicholas Lavoie	

X – denotes attendance to the meeting

Chairperson: Gabriel Ramsay

Secretary: Vacant – minutes prepared by Graham Nelson

1. Roundtable

Introductions conducted and members invited to identify a priority they feel is important. Psychological safety and mental well-being were mentioned on multiple occasions.

2. Presentations

No external presentations scheduled.

3. Approval of agenda

An item was added for 'RGN parking situation'. The agenda was moved for approval by Jean Yves Hinse, seconded by Alison Hosey, approved unanimously.

4. Approval of the minutes – November 21, 2023

The minutes were moved for approval by Alison Hosey, seconded by Christine Guptill, approved unanimously.

5. Matters Arising – November 21, 2023

- a) **OHS strategy** – following review with two worker members in Fall 2023, the strategy was presented which focuses on provincial accreditation of the management system. The strategy aligns to Transformation 2030 pillars and timelines. Accreditation will help to solidify the foundation laid by the management system, provide significant financial incentive, and lead to reputational excellence. The strategy will be finalized and shared with executive management and the University Community. Immediate next steps involve reporting and assurance to faculties/services while preparing for subsequent steps in the strategy workplan (e.g., plan-do-check-act cycle within the management system).
- b) **Terms of reference** – the working group continues to meet. Line-by-line review has commenced, and review remains on track for approvals by executives, university at end of Q1/early Q2 2024. Target stand-up of new structure in September 2024.
- c) **RGN occupational illnesses update** – the investigation is nearing completion with workplace sampling having been undertaken in early January. A written report is being prepared in preparation for sharing with the MLITSD (as expected).
- d) **COVID** – there are no new items to discuss; however, member requested that a response be provided to the response to the recommendations. Management co-chair committed to a response by week's end.
- e) **Member training** – a brief update on member training will be share post-meeting (e.g., mandatory training, committee training recommendations). Members are encouraged to follow the training as established in the committee member training matrix. Additionally, Part 1 JHSC certification training was completed on January 9-11 with 6 worker members completing Part 1. Part 2 is tentatively scheduled for March 5-6. Nicholas Lavoie (management member, Protection) has recently completed both parts and is the uOttawa management certified member. **OCRO to distribute recommended training matrix.**
- f) **Policies 58, 66, and 77** – policies advanced to CA for approval and will be communicated once approved.

6. Current Business

- a) **Critical injuries, occupational illnesses, Ministry of Labour, Immigration, Training and Skills Development**
uOttawa formally reported two matters since the last meeting:

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- Occupational illness; noise-induced hearing loss (retired worker). Work aid has been updated and to be reviewed with Facilities/Protection committee; to be redistributed. World hearing day March 3 with a suite of hearing-related information/activities planned for the week of March 4-8, including audiograms. A member noted that music may also benefit from the resources. **OCRO to engage the Faculty of Arts / Music Department.**
 - Critical injury; loss of consciousness (non-worker). There were mitigating circumstances / personal condition; however, given the work undertaken and potential link to the workplace, the situation was reported, nonetheless.
 - As of the morning of the meeting, a second claim of noise-induced hearing loss was made known to the University. Initial investigation is underway and the matter will be reported to the MLITSD and JHSC once information is available.
- b) **Inspections** – a presentation of the 2023 inspection summary was provided, including the top 10 hazards, member participation highlights, workshops for members, etc. Repeated call for participation via blitz@uottawa.ca. Clarification that focus is on participation – take 1 hour to accompany an inspection and engage as part of work time. OHS Advisor continuing with inspections on behalf of JHSCs as a worker designate. Discussion on recent injuries at the MNT pool and desire to inspect this area and conduct indoor air quality sampling. Members may reach out to OHS Advisor to plan inspection at MNT pool. OCRO to follow-up on air sampling following improvements to ventilation, filtration.
- c) **Functional Committees**
- i. **Office** – no meeting since November 2023; meeting February 7, 2024.
 - ii. **Laboratory** – no meeting since October 2023.
 - iii. **Facilities/Protection** – no meeting since November 2023, meeting February 15, 2024.
 - iv. **Alta Vista** – current leadership vacancies; OCRO helping to facilitate a meeting. GN follow-up with management committee Jocelyn/Holly. Voice that the committee hasn't met since June. As worker, deeply concerned about not having meetings. More representation of workers in building.
 - v. **Psychological** – no meeting since November 2023. No new date.
- 7. New Business**
- a) **Workplace violence risk assessment** – following on policy 66 is the workplace violence prevention program and the campus violence risk assessment. Nine (9) keys risks were identified in collaboration with Ontario universities. Initial template shared with co-chairs of UJOHSC and Psychological committees. Data collected from faculties/services on the risk of violence will be collected and OCRO will assist faculties/services in completing the risk assessment. Results will be shared with the JHSCs.
- b) **Safety culture survey** – the second iteration of the OHS culture survey closed December 15. Notable items included improvement in perception of safety culture. Due to time, discussion cut short but deck will be shared for follow-up at next meeting. Results to be shared with faculties/services.
- c) **RGN Parking** – uOttawa closing parking lot at RGN due to AMRC construction. No interim solution offered at the time, which caused stress and anxiety. A temporary parking is being explored to help with parking requirement. Communication was noted as being very important for workers. Lack of communication creates stress.

Meeting concluded. Adjourned at 11:29 am.



8. Next meetings:

- i. April 23, 2024
- ii. June 18, 2024

9. Signatures

Worker Co-Chair: _____ Date: _____
Gabriel Ramsay

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