



Université d'Ottawa | University of Ottawa

Comite mixte universitaire sur la sante-sécurité au travail (CMUSST)
 University Joint Occupational Health and Safety Committee (UJOHSC)
 23 avril 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	-
Vice-President, Academic & Provost (or delegate)	Carl Belanger	X
APUO	Steven Bittle	X
APUO	Christine Gupstill	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	-
Representing Deans	Daniel Azzi	-
Representing Directors	Eileen Barak	X
Representing Directors	Vacant	-
Health and Wellness	Brigitte Beauseigle	X
Human Rights Office	Marie-Claude Gagnon	X
Office of the Chief Risk Officer	Carolina de Moura	-
Office of the Chief Risk Officer	Graham Nelson	X
Invitees (non-voting)		
OPSEU	Vacant	-
SSUO Health and Safety Officer	Michelle Centen	X
CUPE 2626-03	Emir Almashev (Chelsia Yim)	X
Psychological Committee worker co-chair	Jennifer Dekker	X
Office Committee worker co-chair	Eslin Ustun	X
Certified Members		
Worker	Scott Dick, Adriana Oatu, Eslin Ustun, Gustavo Freire, Jennifer Dekker, Nelson Arturo Ovalle Diaz	
Management	Nicholas Lavoie, Eileen Barak	

X – denotes attendance to the meeting

Chairperson: Gabriel Ramsay

Secretary: Vacant – minutes prepared by Graham Nelson

1. Roundtable

Roundtable conducted. To note that the agenda has been repositioned in an effort to engage on topics including liaisons for committees. It was noted some emails may not be correct; OCRO will reach out to each union / association to ensure appropriate email is logged. The co-chairs and secretary send the invitations for the meetings. **ACTION – OCRO to provide updated members list to co-chairs and secretary.**

2. Presentations

No external presentations scheduled.

3. Approval of agenda

An item on “Protection” was added. The agenda was moved for approval by Steven Bittle, seconded by Agnes Bezerra, approved unanimously.

4. Approval of the minutes – February 6, 2024

The minutes were not approved at this meeting and deferred as some members reported not receiving the calendar invite update. Documents are also in the Microsoft Teams group. Additionally, a member indicated they are a new co-chair and would like to be oriented. **ACTION – OCRO to investigate, assist with onboarding to worker co-chair of Office committee. Minutes to be approved at the next meeting.**

5. New Business

- a) **Heat stress regulation** – a summary was presented of the notice of consultation for the heat stress regulation presented. A researcher in the Faculty of Health Sciences is currently studying impacts of the proposed regulation. Interest from the committee was expressed in the research and to inquire with the researcher if a presentation could be made to the committee. **ACTION – OCRO to inquire for a presentation and will coordinate with co-chairs.**
- b) **Protection** – a member raised a concern with a recent response by Protection Services. The concern related to what training is provided to members to execute duties, including first aid. Additionally, there were comments about reported unprofessionalism, and lastly, the use of VCRT for response to calls. Matters were brought to the committee for consideration. **ACTION – OCRO to follow-up and report back to committee.**

6. Current Business

- a) **Functional committees**
 - i. Office – new worker co-chair and they require onboarding (above).
 - ii. Laboratory – meeting planned, no new matters to bring forward.
 - iii. Facilities/Protection – no liaison from committee in attendance; last meeting in February 2024.
 - iv. Alta Vista – due to change over in membership and lack of co-chairs, the committee hadn't met in some time; however, met on April 19 where a worker co-chair was elected, and a management co-chair appointed.
 - v. Psychological – a new management co-chair was appointed. A working group was struck to identify collection of hazards regarding psychological health and safety. Data for related metrics was requested and a dashboard for same is being built. Bill 166 includes amendments to the *Ministry of Training, Colleges and Universities Act*, notably for post-secondary institutions to have a policy on student mental health; policies and rules to combat racism and hate. The committee has thought deeply about the issue and looks forward to working together on the issue.

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

b) Critical injury, occupational illness, MLITSD update

Since the last meeting, the University has reported 2 additional claims (for 1 retired and 1 current worker) of noise-induced hearing loss (as occupational illnesses) to the MLITSD (total of 4 to date this year). The MLITSD has previously reviewed the [program and resources](#) and further efforts to ensure awareness are underway. As part of the program, a clinic on campus for audiograms was recently completed for at-risk workers. A member asked if the Music Department was implicated, and information was conveyed accordingly. At-risk workers may coordinate an audiogram through the Health and Wellness department. Preliminary discussions have been undertaken with the Audiology Department within the Faculty of Health Sciences; however, audiograms will not be conducted internally due to privacy considerations.

The MLITSD conducted follow-up field visits on April 19 for several recent matters, including:

- i. The two noise-induced hearing loss claims referred to above.
- ii. An investigation involving potential workplace harassment.
- iii. A critical injury at Tabaret.
- iv. Complaints relating to COVID, posting of minutes in the workplace, meetings of the Alta Vista committee, response timelines, data requests.

A certified member from APTPUO participated in the field visit. The MLITSD did not issue orders.

c) Inspections

- i. An update on inspection status was presented, including positive trends such as member participation rate and response rate to the reports. The presentation was added to the meeting chat. Members are encouraged to contact blitz@uOttawa.ca to participate in the inspections.

7. Matters Arising – Meeting of February 6, 2024

- a) **Recommended training matrix** – the matrix of recommended committee member training was shared and briefly presented. The workshops identified serve to assist members of the committees perform their functions. Members are encouraged to review the list and complete the recommended workshops, most notably the workshop for committee member orientation (inclusive of powers, duties, responsibilities, etc.).
- b) **Terms of reference** – the working group has reached substantial completion of the updated structure, and a brief overview of the future state was presented, including committees by geographic area. The presentation was added to the MS Teams folder. Next steps involve a final review by all unions / association, and their approval prior to the submission to the MLITSD, who will conduct a desktop review and site inspections. Target for approval is end of May 2024.
- c) **JHSC certification training** – the University is pleased to welcome new certified members, including (representing workers) Adriana Oatu, Eslin Ustun, Gustavo Freire, Jennifer Dekker, Nelson Arturo Ovalle Diaz and (representing management) Eileen Barak. They join Scott Dick and Nicholas Lavoie as the campus certified members in executing functions associated with a certified member.
- d) **Occupational illnesses at RGN** – a summary of the investigation and conclusion was presented, including the review of hazardous materials, industrial hygiene sampling, ventilation, etc. Management concluded that there was no increased risk in the work area. The findings were presented to the workers and reports will be shared for any follow-up questions.
- e) **Policies 58, 66, 77** – most recent versions are posted online.

Meeting concluded. Adjourned at 11:31.



8. Next meetings:

- i. June 18, 2024

9. Signatures

Worker Co-Chair: _____ Date: _____
Gabriel Ramsay

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