



Joint Occupational Health & Safety Committee

Wednesday May 7th, 2025, 2:00 pm to 3:15 pm

Location – Support Services Building 4205

MINUTES

Start Time: 2:00 pm

1. Land Acknowledgement

2. Approval of the Agenda

- Approved.

3. Approval of Minutes from previous meeting (April 9th, 2025)

- Approved.

4. Business arising from previous meeting.

4.1 Campus Updates

- An Employee Health Fair is planned for May 14th, 2025.
- A Staff and Leader Learning Day is planned for June 5th, 2025.

4.2 Health Safety Excellence Program - WSIB

- Health Safety and Well-Being reported that the submission of the topics has been provided to the WSIB and PSHSA for evaluation.
- Thank you to everyone who provided input or feedback on the topics.

4.3 MLITSD Visit March 2025

- A recommendation to post information on Ergonomic Assessments was made on April 10th, 2025, by the committee.
- Ergonomic Assessment reports were made available to staff in the area via posting on the Health and Safety boards.
- JOHSC members were advised that this material was posted on April 16th, 2025.
- UWOSA rep noted the importance of review of risk assessments and procedures to be current with worker tasks.

5. Review and Assess Trends

5.1 Accident/Injury Report

- Reported incidents 2025, 148 incidents have been reported on campus: 95 First Aid related incidents, 18 Lost Time related incidents, 28 Health Care related incidents and 7 Near miss/Hazard reports.

- The committee reviewed 24 incidents that occurred in April.
- Committee discussion on an incident report involving use of cleaning products
- Monthly incident rates were compared to historical data (3- and 5-year averages) for this month on campus.
- Section 52 notices were reviewed

5.2 Critical injuries

- None to report

5.3 Workplace Inspections

- A summary of inspections completed Apr 4th – May 2nd, 2025, were made available to the committee.
- Reportable Items
 - 6 items were issued corrective for action by units from the recent inspection cycle.
 - Inspections occurred in the 2 buildings on campus
- Past due action items
 - 5 items are past due from previous inspection cycles.
 - Assignees for the past due items have communicated progress of corrective actions or HSW has had follow up review.

5.4 Work Refusals

- None to report.

5.5 Safety Recommendations Submitted to the JOHSC

- None to report.

5.6 Workplace Violence and Harassment Report (Bill 168)

- None to Report

6. New Business

6.1 Annual Report – Audit Committee

- AVP, HR, advised that the 2024 annual report from Health Safety and Employee Well-Being was presented to the University Audit Committee in April 2025.
- The report was made available for JOHSC members to review
- Western's Lost Time Injury rate was below the 3-year average for the Ontario post-secondary sector.
- University leadership will support the use suspension of operations procedures or locking out specific activities for non-complaint research laboratory areas with repeated or severe unsafe conditions.
- Committee discussion related to the smoke free campus policy and ongoing strategies to maintain compliance.

6.2 Social Science Building

- A building emergency that resulted in a fire occurred on April 24th, 2025, in the Social Science Building.
- This incident displaced academic exam activities.
- The building was closed from normal occupancy to allow for cleanup of damage to ensure conditions would be suitable to return to operations.
- Third party contractors were engaged to complete remediations and health and

safety assessments. Assessments included designated substance reports, indoor air quality, structural integrity, and water damage.

- Partial occupancy was allowed on May 2nd, 2025, and full occupancy occurred on May 5th, 2025.
- Special arrangements were made for select groups made with units to ensure continuity of operations for areas with unique research.
- Facilities Management is developing plans to complete the reconstruction of damaged areas once initial remediation is finalized.

6.2 Hardscape repairs

- A number of projects will be completed in the summer of 2025 replacing infrastructure and repairing areas of campus.
- Some areas that will be impacted include UCC / SSC, Perth Drive and South Valley / Alumni parking areas as a result of early works for projects or replacement of end-of-life infrastructure.
- Where practicable notices related to disruptions of service will be provided to members of campus who are impacted by projects or scheduled repairs.

7. Adjournment

End Time: 2:56 pm

Upcoming Meeting Dates

2025- June 18th

Worker Representatives (Attendees in bold)

Cleusa De Oliveira, UWOSA

Darryl Stanley, CUPE 2361

Felix Lee, UWOFA

George Dugbartey, PSAC 610

Gurpreet Dhami, PMA

Jeff Van Haarlem, OPSEU

Lesley Oliver, PMA (Alternate)

Lewis Pellar, IUOE

Mike Parker, UWOSA

Matthew Anderson, CUPE 2692 (Alternate)

Peter Chidiac, UWOFA

Sandy Paiva, CUPE 2692

Stephen Crowe, IUOE (Alternate)

Employer Representatives

Bryan Wakefield

Craig Clifford

Chris Bumbacco

Mike Gaylard

Resources

Jane O'Brien

Jean-Claude Aubin

Kyle Pollard

Louise Koza