



Joint Occupational Health & Safety Committee

Wednesday December 10th, 2025, 2:00 pm to 3:45 pm

Location – Support Services Building 4220

MINUTES

Start Time: 2:04 pm

1. Land Acknowledgement

2. Approval of the Agenda

- Approved.

3. Approval of Minutes from previous meeting (October 22nd, 2025)

- Approved.

4. Business arising from previous meeting.

4.1 Campus Updates

- Director, Health Safety and Well-Being (HSW) updated the committee on campus activities.
- WSIB rates are reducing in January 2026 and rebates are being issued.
- Director, HSW, advised on activities at a site in Toronto that the Ivey business school uses that will have expanding activities in 2026
- Director, HSW reviewed some reported accidents of note including winter hazard, odors and scent sensitivities and strains which resulted in the HSW team completing investigations and recommending actions
- A vaccination clinic was hosted in November 2025 and over 3000 vaccinations were administered to Western employees and students.

4.2 Risk Management Framework

- Director, Health Safety and Well-Being (HSW), presented on the Risk Management Framework for safety management at Western.
- Procedures for this frame work align with University policy 1.55 – Enterprise Risk Management
- Committee reviewed the risk management framework documentation.
- Committee discussion on how this fit into current work practices including how decision making can be prioritized.

5. Review and Assess Trends

5.1 Accident/Injury Report

- Reported incidents 2025, 357 incidents have been reported on campus: 220 First Aid related incidents, 47 Lost Time related incidents, 64 Health Care related

- incidents and 27 Near miss/Hazard reports.
- The committee reviewed reported incidents that occurred in October and November.
- Monthly incident numbers were compared to historical data (3- and 5-year averages) for this month on campus.
- Section 52 notices were reviewed.
- Discussion for location of motor vehicle incidents relative to Western property or on public roads. HSW reported majority of incidents occurred on Western property.

5.2 Critical injuries

- 1 critical injury reported for a non-worker with a nexus to the workplace.

5.3 Workplace Inspections

- A summary of inspections completed Oct 23rd – Dec 3rd 2025, were made available to the committee.
- Reportable Items
 - A number of academic, administrative and support units were inspected.
- Past due action items
 - 10 items are past due from previous inspection cycles, in most cases these are completed but require the assigned party to finalize in WorkSafe@Western.
 - Committee discussion on finalizing outstanding actions.

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)

- 1 item reported to the committee.

6. New Business

6.1 Committee Administration

- HSW reviewed an updated resource site for the committee.

6.2 Occupational Hygiene Reports

- An area in Visual Arts Center was tested for Silica particles for a ceramics lab activity.
- Reports were provided to the committee to review.
- Area has updated control measures for the lab area to minimize dust and particulate matter.

7. Adjournment

End Time: 3:14 pm

Upcoming Meeting Dates

2026- Jan 21st, Mar 11th, Apr 22nd, Jun 9th

Worker Representatives (Attendees in bold)

Cleusa De Oliveira, UWOSA

Christopher Yates, CUPE 2361

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

Robert Thompson

Resources

Jane O'Brien

Jean-Claude Aubin

Kyle Pollard

Louise Koza