



## **Joint Occupational Health & Safety Committee**

**Wednesday December 10<sup>th</sup>, 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 22<sup>nd</sup>, 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 23<sup>rd</sup> – Dec 3<sup>rd</sup> 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 21<sup>st</sup>, Mar 11<sup>th</sup>, Apr 22<sup>nd</sup>, Jun 9<sup>th</sup>

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**