

Agenda Item	Subject, Concern or Problem (See reverse for completion instructions)	Recommendation or Action To Be Taken Action By (who & when)	Status
	<i>Karen Magro, Doug Williams) in addition to Safety Interns (Myranda and Maryssa Motkaluk) to their first meeting.</i>		
B. Approval of Agenda	No additions or amendments.	Motion by: Karolya Vargscarr Seconded by: Peter Balagus	Approved
C. Acceptance of Minutes	Amendments: (March 2021 minutes) 1) Date of next meeting to read June 17 th . 2) D.1.B. Respiratory Fit-Testing Program: <i>“date will be set once the necessary participants have been identified, and once the N95 supply chain disruption has settled out”.</i>	Motion by: Marni Yasumatsu Seconded by: Trevor Day	Approved
D. Business Arising from the Minutes	<p><u>ACTION ITEMS FROM MARCH 10TH MEETING:</u></p> <p>Action Item: K Smith will circulate the variance application by mid-April to early May for committee feedback.</p> <p>Action Item: M Yasumatsu requested the committee review the TOR for discussion re: suggested amendments at the June meeting - K Smith indicated comments can be sent to his attention in the interim.</p> <p>Action Item: M Yasumatsu to follow up with Linda Harrison re: “Coping with Stress” Session for committee members.</p> <ul style="list-style-type: none"> • Q: Will Diversity training specifically tailored to this committee’s responsibilities be provided? Would like to see this. • A: How might this committee’s needs differ from the rest of campus? This training will be provided to the University as a whole. The <i>Employment Equity Advisory Committee</i> is looking at a range of educational options on this topic for campus-wide training. There has been lots of discussion regarding what is appropriate. • Dr. Tanya DeMello provided a virtual anti-racism session for all university employees on May 11, 2021. • There have been incidents of racism on this committee - we need to pay particular attention. There have been examples of implicit bias on this committee over the last six months that have gone unrecognized. 	<p>See item F.3.B.</p> <p>Remains “ongoing” to allow new and returning committee members to provide the opportunity to review and provide comments in advance of September meeting.</p> <p>Potential dates in July and August; Alexis to send doodle poll for committee’s consideration.</p> <p>Implicit Bias Training is offered in the context of hiring through the HRDO Office. Could discuss adapting this training to apply to a wider scope – Marni to follow up.</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>

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In my opinion, the above is an accurate record of this meeting.

(X) Print name of Employer Co-Chair Marni Yasumatsu () Print Name of Worker Co-Chair Natasha Taiarol

Signature *M. Yasumatsu* Signature *N. Taiarol*

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	<p>Action Item: M Yasumatsu will share the concern below with the Operations Recovery Team - Faculty have expressed concerns over the minimal amount of information available regarding possible return to campus in the fall, and the measures that will be in place to keep everyone safe.</p> <p>Action Item: K Smith to share info re: relevant upcoming training opportunities.</p> <p>Action Item: Perhaps M Gregg, K Vargscarr, and J Trotman could coordinate on this, in collaboration with the Safety Office. Re: Proposed collaboration to better facilitate communication between UWSA Daycare, RCFE, and McFeetors, given the community activity and increased foot-traffic occurring in proximity to all three locations.</p> <p>Action Item: M. Yasumatsu will follow up on training opportunities with HRDO re: would like to see the addition of anti-racism and unconscious bias training for this committee.</p>	<p>Links to some resources can be found in March 10, 2021 Minutes. Additionally, the Safety Swap contains useful information and will be included in the quarterly materials for these meetings.</p> <p>Karolya V and Jennifer T have plans to meet quarterly to facilitate improved communication of relevant information regarding the surrounding community activity.</p> <p>See above discussion under Coping with Stress item.</p>	<p>Complete</p> <p>Complete</p> <p>Complete</p> <p>Ongoing</p>
E. Reports	<p>1. WSH Program Report (Kevin S)</p> <ul style="list-style-type: none"> Highlights: Introduced new training for 20 Stop the Bleed control kits added to AED sites – goal is to have one in all AED cabinets. Safety Interns assisting with inspection/ maintenance programs of AEDS and eye wash station & Deluge shower tags. Please reach out if your First Aid training has lapsed and is required. Would like to see a Stop the Bleed kit, and training for THFM given the regular use of power tools. <p>2. Incident Report (Kevin S)</p> <ul style="list-style-type: none"> Metrics allow for tracking of trends – most notable trend: 138 sharps, Asper Garden has a high rate of activity. The melting of snow since last quarter may have an impact on the increased discoveries. We are reminded to contact security and exercise caution at all times – specific process in place to handle this. 		

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	<ul style="list-style-type: none"> Q: Students/ residents have raised concerns about activity on the Langside Learning Gardens site. Increase graffiti and community member interaction occurring. Who is responsible for the security of this area? And to whom do we send these concerns? A: Always report any incidents to Security. This area is under the University's purview. Additional cameras and lighting have been added to this area in response to the activity occurring there. The incident report only captures items that are reported – there are far more incidents. <p>3. Fire Report (Kevin S)</p> <ul style="list-style-type: none"> Some false alarms due to system trouble or “hot work” being done by contractors. One actual fire in loading bay was put out right away. Assumed to have been set by a community member. No Fire Warden training occurring at this time due to campus closure <p>4. Security Report (Kevin S for Wade C)</p> <ul style="list-style-type: none"> There have been no significant security issues since the last report in March 2021. <p>5. Inspection Report (Doug B)</p> <ul style="list-style-type: none"> Participation up 2% over last quarter. Terminology change sees “worker” member replacing “committee” member – Focusing on getting anyone we can that is available on campus to help support these programs. Theme – Lots of maintenance being done across campus. Have engaged with iAuditor to capture inspection results – provides a suite of analytics. Using Hippo in conjunction with iAuditor to manage maintenance requests with a goal of reducing resolution times. Most “failed” items are outstanding actions that have yet to be resolved. E.g. replacing ceiling tiles, burnt out exit lighting. 		
F. Subcommittee Reports	<p>1. Biosafety Committee Report – <i>Did not meet this quarter</i></p> <p>2. Science Lab Safety Committee Report (Melanie G)</p> <ul style="list-style-type: none"> Some info now outdated due to ever evolving factors. Encouraging people to perform Lab risk management assessments, as well as eye wash station inspections. 		

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	<ul style="list-style-type: none"> Analysis of eye wash station and deluge shower tags informed a performance report compiled by safety intern Maryssa Motkaluk. Eye wash stations need to be tested and maintained regularly to ensure good working order. It is the responsibility of the researchers to be compliant. Would like to see the increased use of metrics in reports to come – this is an indicator of Safety and Health activity, and we are looking for ways to track these positive trends. <p>3. Variance Report (Kevin S)</p> <ul style="list-style-type: none"> Circulated with materials – The Province is seeking answers to why we are requesting this variance. A committee is required in cases where there are more than 19 employees. Welcome members' feedback. TOR to be included. Please reach out to Kevin Smith with any questions re: this process. 	<p>Could the agenda be included with the meeting minutes on a go-forth basis. This would be to highlight the speaker for the program reports.</p>	
G. Safety Heroes	<ul style="list-style-type: none"> The following employees were celebrated, for going above and beyond in their work to promote a safety culture and program: Brian Schlag; Chad Capner; Pat Coutu; Ed Duval; Desiree Nickel; Brian Wait. Q: How can we spread awareness of these heroes? Safety website; monthly facilities meetings; communications bulletins. A: Perhaps we could highlight the nomination criteria on the website. Good to focus on the positives and to promote the safety culture. 	<p>Look at possible avenues/ criteria for nomination of Safety Heroes, to be added to the UW Safety website.</p>	
H. New Business	<p>Return to Campus (Marni/ All)</p> <ul style="list-style-type: none"> Last week saw the announcement that plans are underway for some to return to campus, starting with Academics wanting to get students back – saw a push for more classes to return in person. This will see a return of staff as well – we are coordinating a gradual return. Attended a meeting with Post-Secondary institutions, Ministers and health officials where projections for the Fall were provided. They are expecting to see return to near-normal by Labour Day. Foresee restrictions lifted on gatherings either nearly or wholly, nearly being 75% capacity. Critical factor is vaccination uptake. 		

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	<ul style="list-style-type: none"> • Risk of vaccine escape – spread of a vaccine resistant variant. Risk is low but should have an alternative plan should that occur. • Our alternative plan is to continue to work remotely, or to revert back to remote work, if we have returned. We are planning and optimistic for a return in September, but we will not return if public health indicates otherwise. I.e. Significant restrictions remain in place limiting gatherings. We will follow public health guidelines. • Q: Can post-secondary institutions mandate vaccination? A: Complicated legal issue/ charter issues/ health limitations. Not even mandatory for healthcare workers - does not look like this will occur. Plans are underway – can be anxiety inducing – hard to contemplate this but looking at other jurisdictions and taking advice of Public Health, who are optimistic about our return. • Apprehension about return to work is common. UW Health & Wellness Specialist is putting together resources to support a transition to return to work. We are mindful of these concerns. • Various teams are working on plans to try to ensure that everything's is safe for our return. May not have answers yet, but will communicate as things become clearer. • The UWSA has drafted a policy regarding vaccination and the Day Care. Vetted by numerous lawyers – to be ratified by their Board on June 30th. Sees an expectation that all visitors to the Daycare will be vaccinated, but that accommodations can be made. There is an expectation of disclosure. • Central cause of return to work anxiety stems from the messaging around not needing to physically distance or wear masks. The Department of Theatre and Film (THFM) is very concerned about this, given the nature of daily activities, and that a fully vaccinated individual may still be able to spread it to an unvaccinated family member. Would like to see the latitude to require masks. If can't mandate this, THFM will return to online learning. • We are governed by Public Health – if they do not mandate restrictions, it would be hard for us as an institution to mandate otherwise. Can look at recommending, and strongly encourage these activities, but will be tricky for us to be able to mandate. 	<p>Karolya V to share ratified UWSA Vaccination Policy, post June 30th.</p>	<p>Ongoing</p>

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	<ul style="list-style-type: none"> • Might see this land in the same terrain as dress codes and/or use of safety equipment such as goggles in Chemistry. • There are numerous disabilities where people are not able to wear masks. We can't just bar those students. Policy would be good here – need to consider those that read lips. • UW students took part in a nationally run survey examining educational experiences during Covid. Approximately 2/3 of respondents indicated they missed being on campus. • Hard for instructors to accommodate both models simultaneously – would not be able to accommodate those wanting to remain at home while teaching a section in person on campus. These students would need to wait to take in-person courses until they are ready to return to campus. Lots to be considered here re: workload. Encourage the offering of online and in-person sections for courses, when possible. • With this in mind - Will need to consider substituting required courses for graduating students – need to be flexible. • Need to have multiple plans in place. Risk assessment across the university have revealed similarities between departments. E.g. movement in THFM and Kinesiology Labs. Where we have risks in the workplace, there is an obligation to control the hazard. Need to know the nature of the hazard prior to putting controls in place. Need to follow the hierarchy of controls - PPE is the least effective means of controlling, but sometimes it is the only option. • May see the evolution of required equipment on campus – hard to know what campus/ the Province will look like in three months. • Report your hazards as you see them. More/ better info to follow. • Q: Has the Operational Recovery Team (ORT) thought about a more robust communication plan or holding town halls with people? Has been hard getting information. Note that it will be a gradual return, but there are so many components to this. E.g. Logistics of access via locked doors. Need for a more robust communication plan – receiving lots of questions – hard to know what is being considered. 		

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	<ul style="list-style-type: none"> • A: Answers are not quite in focus yet but they will become clearer as we move forward. Logistics are being worked on/ considered. • Access control component – improvements to access/ control systems are underway. Project plan underway to review how we are allowing access to campus. Will be part of a communication strategy. The plan keeps changing on multiple fronts – addressing multiple scenarios. Access control is very much a priority right now. Will be talking to stakeholders (like Residence), and have appointed staff to gather information from the various departments (when and what do you need) will guide our priorities. • Facilities has been supportive in a variety of ways throughout the pandemic. Given the ongoing flurry of activity, there is a concern that we will return to campus with the same flurry – caution – need to ensure we are not losing site of the humans here. Some of the replies from Sr. Executive have been problematic – we need to move forward with caution. It has been hard for us to secure the items we need to get the job done. • Not necessarily a return to “normal” but rather a “new” normal. More strategies to come. • Be encouraged that psychological safety is being considered. Need to have a good communications strategy deployed in advance so that people can picture what a return to campus looks like. Will become clearer as we proceed. 		
I. New Business	<p>No new business.</p> <p>Request that TOR be sent to new committee members</p> <p>Blue phones – have we received any feedback on proposed locations? Wade not present to comment. Where items are deployed is a Security Office matter. Some testing underway with more to follow.</p>	TOR to be sent to the committee (Kevin Smith)	
J. Next Meeting	Friday, September 10, 2021		

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K. Adjournment	Moved to adjourn at 1:36 p.m.	Motion by: Christopher Brauer Seconded by: Jillian Golby-Borsa	Approved

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