

Labour and Immigration
Workplace Safety & Health
401 York Avenue, Winnipeg, Manitoba R3C 0P8
T 204 957-SAFE (7233) or
toll-free 1 855 957-SAFE(7233) F 204 948-2209

Complete Name and Address of Workplace The University of Winnipeg 515 Portage Avenue Winnipeg, MB R3B 2E9 Phone: Tel: 786-7811 Fax: Fax: 774-2935 Meeting date: September 10, 2021 Date of next meeting: December 10, 2021 Number of employees at the workplace: 860	Employer Members Marni Yasumatsu Kyle Macdonald Erin Sywake	Occupation Associate Vice President – Human Resources, Co-Chair (X) Executive Director, Infrastructure Director Financial Reporting	Present X X X	Absent
	Worker Members Inga Johnson Mychasiw Jillian Golby-Borsa Natasha Taiarol Peter Balagus Paul Holloway Christopher Brauer Katherine Breward Karen Magro Doug Williams TBD Binara Hewagamage Trevor Day Steven Shwaykosky Mathew Ashworth	Executive Director, Student Services - CMP Administrative Manager – IUS - AESES Co-Chair, Biology Laboratory Manager – AESES Technician – AESES (Chemistry) Faculty Member – UWFA (Biology) Faculty member – UWFA (THFM) Faculty member – UWFA (Business and Administration) Faculty Member – UWFA (Education) Faculty Member – UWFA (Psychology - Alternate) UWSA UWSA (Alternate) Lead HVAC Technician – IUOE Shift Engineer - IUOE (Alternate) PSAC	X X X X X X X	 X X X X
	Guests (list any) Kevin Smith Doug Brownridge Wade Carriere Jennifer Trotman Melanie Gregg Alexis Morham Maryssa Motkaluk Stacey Belding	Manager, Safety and Health Occupational Safety and Health Officer Manager, Security, Emergency Preparedness and Insurance Director, Campus Living Acting Associate Dean, Faculty of Science; Bio-Safety Committee Chair; Science Lab Safety Chair EA, HR – Minute Taking Preparedness Technicians, Safety and Health Human Rights and Diversity Officer	X X X X X X X	 X
	Agenda Item	Subject, Concern or Problem (See reverse for completion instructions)	Recommendation or Action To Be Taken Action By (who & when)	Status
A. Call to Order	Meeting called to order at 12:05 p.m. *Quorum met	Chair: Marni Yasumatsu		
B. Approval of Agenda		Motion by: Seconded by:		
C. Acceptance of Minutes	No amendments	Motion by: Christopher Brauer Seconded by: Kyle Macdonald	Approved	
D. Business Arising from the Minutes	ACTION ITEMS FROM JUNE 17TH QUARTERLY MEETING Action Item: K Smith will circulate the variance application and TOR for committee feedback. Following the June 17th meeting, new committee members were given the opportunity to review, leading to a final draft. Committee was given last opportunity to comment on the Variance and Terms of Reference prior to submitting to the Government. No further comments were received. Action Item: M Yasumatsu to follow up with Linda Harrison re: “Coping with Stress” Session for committee members The Aug 11th session - was good to assist us in thinking about what challenges we might face upon return to campus.		Complete Complete	

Co-Chairpersons' Signatures Please indicate by (X) in the brackets below who chaired this meeting.

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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 Marni Yasumatsu Signature N. Taiarol

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	<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>An initial session took place today - Will continue to look for other opportunities to further talk about anti-racism and additional training for this committee.</p> <p>*Action Item: Safety Heroes - Look at possible avenues/ criteria for nomination and celebration of Safety Heroes, to be added to the UW Safety website.</p> <ul style="list-style-type: none">Represents evidence of positive safety behavior. Desire to highlight and commend such activity. Participation in the Safety and Health Program and can involve a variety of things.This quarter saw 3 employees highlighted: Himel Parekh (Axworthy Health and Recplex), Mike Bisson (Facilities), and Kacey Fields (Anthropology) were highlighted as this quarter's safety heroes.If anyone would like to arrange for a risk assessment for your work place, please call or email the office at safety@uwinnipeg.ca; a team member will schedule an appointment with you.Desire to promote this through Communications Bulletins, with consideration of consent from heroes, while maintaining the confidentiality of those being assisted.The above heroes have already provided their consent.Q: Appropriate/ viable frequency: weekly? Monthly?A&Q: Perhaps quarterly or twice per term? What is reasonable re: work load?A: Perhaps these could be collected to build up an inventory. K Smith will then work with communications to share bi-weekly, perhaps. Might include safety tips, heroes, or other program elements. The committee, in addition to the Safety office, is capable of supporting this initiative – work together to build this “repertoire”. Important that it is sustainable. Do not want to see this dissipate after a month or two. Hope to see it gain momentum. <p>Action Item: Karolya V offered to share ratified UWSA Vaccination Policy (post June 30th)</p> <ul style="list-style-type: none">UWSA mandate was generously shared by KV for our information. In August, UW initiated our own mandate.UWSA will advise of new rep when they hire new COO.	<p>Marni Yasumatsu</p> <p>Kevin Smith/ Safety Office</p> <p>Action Item: Submit Safety Heroes from last two quarters to Communications Bulletin (Safety Office)</p> <p>Action item: Review progress of this initiative at next quarter. (Kevin Smith/Safety Office)</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Complete</p>
E. Reports	<p>1. WSH Program Report (Kevin S)</p> <ul style="list-style-type: none">Vaccine Clinic on Campus was supported by more than 30 volunteers from different parts of campus. 17 vaccinations were provided.More than 60 scheduled risk assessments conducted by Safety Office Staff; additional assessments were conducted on the fly.Mask Mandate generating questions about consistency; seeing fewer expressions of concern/ complaints. Safety Office staff observing trend.Respirator Fit Testing - 2 workers fit testedTransport Canada inspected UWinnipeg TDG operations on 2021-07-28 and found no instances of non-compliance.Training: a variety of training has been offered across sectors, including: Ladder Safety; Stop the Bleed training sessions; Lab Safety; Emergency First Aid; Standard First Aid. Pending requests have been submitted to the Safety Office for First Aid Training.Q: When is appropriate for Safety training in person/ on campus to resume for First Aid and De-Escalating Potentially Violent Situations?		

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Signature M. Yasumatsu Signature N. Taiarol

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	<ul style="list-style-type: none"> • A: Dec exam period / October reading week were given as examples of good times. Will look at December for next First Aid. • Q: How many people generally attend these? • A: First aid is on a 1-18 instructor to student ratio. These sessions are always full, and are promoted with the assistance of Communications. People have also been sent as one-offs. De-Escalating PVS has no limit on participants; a larger, diverse group can be advantageous to promote discussion and productivity. Ideally between 12-18 ppl. • Not sure how we might offer the De-Escalating session via zoom. Please reach out with any recommendation to safety @uwinnipeg.ca • Re: training: It was noted that UW is not allowing non-UW Faculty/ Staff on campus at the moment, unless they are trades people. • Have been exemptions for Workplace Safety and Health, First Aid training, and Emergency Response training. • Q: Are there plans for another Vaccine clinic – timing of last one was strange. • A: Came at a time when uptake was slowing and they were moving from the supersite model to the outreach model - UW was early to take the Province up on their offer. A second clinic is planned with some evolving communication from the Province. High schools under discussion at this time. • Q: What is the status of contractors coming to campus with respect to the Vaccine Mandate? • A: We are requiring that they be vaccinated. UW has regular contractors staff such as Bee Clean, elevator repair technicians, and then ad hoc contractors. Bee Clean has verified its employees. For as needed verification, they must check in at Centennial Security, are verified upon entry, and are provided with a 24-hour security badge which expires – sticker turns dark when no longer valid. Notices are sent to contractors to avoid surprises upon arrival. Safety Office is working on updated contractors' orientation to formalize some of the steps (e.g. vaccine mandate; masking). • Q: What about Securitas? • A: Understand that they function same as Bee Clean, and only send fully vaccinated employees on site - but unable to confirm. • Suggested that the nurse on campus should also get an ID card and be verified – arrangements underway with assistance from JT. • Lots to figure out in a short amount of time. Let us know if you see any gaps. <p>2. Incident Report (Kevin S)</p> <ul style="list-style-type: none"> • Highlighted a few details – greatest trend is that of needles and sharps. • Q: Incident Report Template serves well to identify locations, but what would committee like to see reported? E.g. unwanted visitors on campus. • Better to have consistent info across quarters for comparison/ trend tracking. • Asper Garden, Duckworth, Marsha Hanen Way, the bike lab - tend to see higher volumes of found sharps. • Duckworth - serious incident occurred and was reported to the Province. UW was advised to self-investigate which we did. Report kept on file. Investigation near conclusion. Loss of control of an object that struck a person in the face. Required stitches but was OK. • Q: Re: high volume of sharps found on campus – what is our best course of preventative action? • A: This is a community/ City of Winnipeg concern – not UW specific. Connected to social and economic factors. One measure in place sees contractors being advised not to probe where they can't see, to prevent incidents. • Q: Would anti-needle/ syringe pictograms/ signs serve to deter? • A: No. We were asked in 2015 by this committee to study and track the sharps trend. One suggestion was to implement steel secure needle 	<p>Action Item: Look at December 2021 for First-Aid Safety training session (Kevin S / Safety Office)</p>	

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Marni Yasumatsu

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Natasha Taiarol

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COMMITTEE MINUTE FORM

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	<p>drops. Cost was prohibitive but we have installed a number of them; they are not used.</p> <ul style="list-style-type: none">Incident Report illustrates the call-out, not the actual number of sharps discovered on that call. There may be multiple needles attached to each call. Volumes can be quite high (upwards of 40-80).Q: The areas now occupied by the Asper Theatre has felt rough over the years; that has diminished. With our general absence from campus over the last year, have incident numbers gone down? Do we expect a rising trend with return to campus? Seems like we are seeing an increase in undesirable activity around the Asper Theatre again.A: Presence of people is a factor here. With some exceptions, we are likely to feel safer with increased presence on campus. <p>3. Fire Report - (Kevin S)</p> <ul style="list-style-type: none">2 incidents – related to community members. Last quarter saw a dumpster fire in the loading bay.2 False alarms – set off by excessive dust. <p>4. Security Report (Wade C/ Marni Y)</p> <ul style="list-style-type: none">No specific updates. Return to campus is going well so far.Q: would like to know what the committee would like to see in the security report.A: Unwanted person incidentsQ: Should bars on windows be considered? RCFE has experienced vandalism in the form of broken windows a few times. Is this a blind spot for security?A: Seeing a tremendous amount of glass breakage. Security is now increased on campus, in an effort to deter this activity. Looking at the feasibility of some solutions e.g. Hammer Glass: Indestructible glass; twice the cost but with the potential to be beneficial.When security goes on patrol, need to consider the lack of presence at that desk (RCFE).Q: Historically what has been included in the security report?A: have generally been quite brief in recent history. Previously, Marty Grainger provided detailed reports similar to the current incident report.This would be of value. Some fairly granular reporting would be useful for staff and students so that we understand what degree of vigilance might be required.The Office of Institutional Analysis also assisted at one time by providing heat maps and analysis – might be good to reengage with them on this. Kyle happy to discuss with Wade.Safety and Security go hand in hand. Good to have proactive measures in place such as “Safe Walk”. Would be good to track this and other trends. This is one of the purposes of Safety and HealthIt would be helpful to hear how programs like Safe Walk/ Ride are operating. How many user etc. Similarly, if there is information available through the UW Safe app – that would be helpful. <p>5. Inspection Report (Doug B)</p> <ul style="list-style-type: none">Theme was return to campus. Not much has changed since last quarter. McFeetors Hall was added, as suggested. HL: Meghan Pesclovitch from the Collegiate Office participated (on the fly) in the safety inspection of Wesley and Leatherdale Halls, and received a safety orientation at the same time.Thanks to those who were able to participate – encourage you to participate next time.	<p>Action item: Marni Y to communicate to Wade, the committee's suggestions re: what to include in the Security report.</p>	
F. Subcommittee Reports	<p>1. Biosafety Committee Report (Melanie G)</p> <ul style="list-style-type: none">Did not meet this last quarter – meets next week. <p>2. Science Lab Safety Committee Report</p>		

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	<p>but not always. Understandable that this may be tiresome for some departments, apologies for this.</p> <ul style="list-style-type: none">• Suggested that some better scripting may be helpful here.• Q: International Students – are we distinguishing between vaccine types?• Student Recruitment has indicated that the World Health Org accepted vaccines is our benchmark; MB is not recognizing all of them. Income cases this has led to students getting additional (up to 4) shots. Are we recommending this? Is MB Public Health recommending this? Need to be careful about our guidance to students.• A: Can't confirm what we are recommending.• Need to talk about what we are doing for students in residence. Will have late arrivals that will not make the Oct 15th deadline. Several barriers/ challenges will make enforcement of this challenging.• Distinctions for that community need to be considered: Eviction? Rapid testing for non-vaccinated?• Q: on behalf of Student Senate Appeals Committee – if students are registered in in-person classes, and are not vaccinated by Oct 15th, will they be unenrolled? May lead to increase in appeals.• A: Not as of yet. In conversation with Registrar, Academic Advisors, and any Student Services staff interacting with students. Need for more conversation on this. Mandate came in after they registered. Willing to work with people who are delayed in receiving 2nd doses or getting proof. Oct 15th date may be revised.• Q: How were students permitted to enter the MB/ Canada with unapproved vaccines?• A: Some have entered unvaccinated. May not have been eligible in their home country or may have been minors – both permitted to enter MB. To avoid quarantine, had to have one of the 4 approved vaccines. If had a student / study visa, were permitted to enter as long as they had a qualified quarantine plan and plan to get vaccinated while here.	<p>Action Item: Marni Y to follow up with ORT on logistics re: unvaccinated students and October 15th deadline.</p>	
I. Next Meeting	December 10, 2021		
J. Adjournment	Moved to adjourn at 2:11 p.m.	Motion by: Melanie Gregg. Seconded by: Kyle Macdonald.	Approved

Co-Chairpersons' Signatures

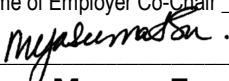
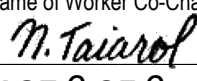
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Within 7 days, copy to: 1 Committee members; 2 Committee files; 3 UW Safety Website; 4 Post on S&H Bulletin Board