

Health and Safety Committee Minutes

The Anti-Harassment Officer for this meeting is Daen Kivari (or contact AH.officer@osstfd14.ca).

Present: Matthew Amyotte (KCVI), Robert Findall (ASCVI), Randy Houghton (PHHS), Daniel Kivari (2nd VP TBU), Julie Lorenzen (TASSS), Kevin McFadden (District Officer), Melanie Parkin (OTBU), Harry Van Dam (CRSS).

Regrets: Chris Clarke (CCSS), Brad Gay (CDHS), David Puttinen (CIS)

1. Welcome/Introductions

- a. The meeting was called to order by Kevin McFadden, Acting Chair at 4:43 pm.
- b. The Land Acknowledgement Statement was read by Kevin McFadden.
- c. The Anti-Harassment Officer was named as Daniel Kivari by the Kevin McFadden.
- d. The Motto was read by Kevin McFadden.

2. Adoption of the Agenda

- a. The Agenda was amended to replace “Protective Services” with “Health and Safety” in item 6 and “PSC” with “HSC” in item 10.
- b. Be it resolved that the Agenda be adopted as amended.
Moved by Melanie Parkin. Seconded by Julie Lorenzen. CARRIED.

3. Minutes from 4 October 2018

- a. Be it resolved that the Minutes of 4 October 2018 be adopted as printed.
Moved by Rob Findall. Seconded by Matthew Amyotte. CARRIED.

4. There was no Business Arising from the Minutes.

5. There were no Delegations or Submissions for this meeting.

6. Election of Chair and Secretary to the Health and Safety Committee

- a. Chris Clarke was appointed as the District Health and Safety Officer for the 2019-20 school year.
- b. The committee acknowledged through consensus that the committee continue informally as Kevin McFadden, District Officer, acting as the Chair and Daniel Kivari, 2nd VP TBU, as the Secretary.

7. Reports

- a. Copies of the *OSSTF School Site Inspection Committee – FAQs for OSSTF REPS, E-Base and Workplace Inspections, Classroom Inspection Checklist, Shop Inspection Checklist, Science Laboratory, and Prep Room Inspection List, Handbook for Health & Safety Representatives* were distributed.

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- b. The Memorandum dated September 28, 2018 was distributed and 13 points were highlighted as a checklist of “look fors” on health and Safety bulletin board during JHSC school audits. Two schools will be selected to be audited, likely occurring during Semester 2 this school year.
- c. The *Article L28 Health and Safety* of the local negotiating brief was presented. “Welding” was added to the list for safety footwear. There was discussion about whether Hospitality should also be included.
- d. The e-Base reports were distributed by school to each to school representative. Most sites were under two pages.
- e. There was a discussion about the potential of a full withdrawal of services by CUPE on Monday, 7th October 2019.

All OSSTF members are expected to report to work and not complete the work that has been struck by CUPE. There is a protocol in place if administration directs an OSSTF member or an Associate Member of OSSTF to complete work that has been struck by CUPE.

The Employer will be taking the lead and directing parents of students that would be affected by a full withdrawal of services by CUPE. Picket lines will be organized at Secondary Schools, so OSSTF members should take this into account in their morning routine for arriving to their worksites.

Questions were raised about water testing and lead flushing were continuing as a result of the “work to rule” or during full withdrawal of services. These duties are to be being done by school administrators.

8. Workplace Violent Incident Report Statistics

- a. There were 48 reports reported as violent incidents last school year. It seems that this is an under-reporting. OSSTF Members are encouraged to complete the reports online when they witness a violent incident in the school, including incidents between students.

9. Branch Reports

- a. Port Hope HS is going well with the administration and head custodian for inspections and work order completion. The flammable storage cabinets are aging and should be considered for replacement.
- b. Crestwood SS is doing well, and staff are doing their part for inspections that are going smoothly. There was a question about gender equity on the first response teams and there is a need for updated training, ideally one person for each floor. The Memorandum dated 18th September 2018 was reviewed regarding safety gear expectations for students in certain Technology courses. Concerns were raised about the capacity of the Cafetorium to host Commencement.
- c. Adam Scott CVI is working well with their head custodian and concerns are being dealt with quickly. Questions were raised about the equity issue for students purchasing safety footwear.
- d. Kenner CVI raised concerns about the flammable storage cabinets and with the small-sized toe caps that do not fit the size of students’ feet. There is a tendency for the controlled electric panels with keys to fail.
- e. Thomas A Stewart SS head custodian is “by the book” and has fixed electrical issues, like the piggy backing with extension cords. An issue was raised about a specific staff member whose eyes may be affected by their classroom setting. Medical documentation will be requested.
- f. Occasional Teachers have seen improvement in access to keys and student safety plans. Occasional Teachers are vulnerable, because of their employment position and may be less likely to speak up about

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Health and Safety issues. Members should go through their supervisors before bringing in small appliances, like space heaters, fans, and microwaves.

10. Future Dates for Health and Safety in 2019-2020

- a. The next meeting is on 25th March 2020 at 4:30 pm at the Federation House.

11. Meeting Adjourned at 5:42 pm.

In Federation,

Daniel Kivari



2nd VP TBU

THE OSSTF ACKNOWLEDGES AND THANKS THE MISSISSAUGA ANISHNAABEG PEOPLES OF THIS TERRITORY AND OTHER INDIGENOUS PEOPLES FOR SHARING THIS LAND SO THAT WE MAY COME TOGETHER IN A GOOD WAY.

A MEMBER OF OSSTF HAS THE RIGHT TO AN EQUITABLE WORK AND UNION ENVIRONMENT FREE FROM THE DESTRUCTIVE EFFECTS OF DISCRIMINATION AND HARASSMENT. ANYONE WHO FEELS TARGETED BY HARASSMENT OR DISCRIMINATION MUST BE ABLE TO SPEAK UP AND KNOW THEIR CONCERNS WILL BE RESPONDED TO IMMEDIATELY IN ACCORDANCE WITH OSSTF POLICIES AND PROCEDURES WHICH ARE AVAILABLE ON THE PROVINCIAL WEBSITE.

LET US NOT TAKE THOUGHT FOR OUR SEPARATE INTERESTS, BUT LET US HELP ONE ANOTHER.