



Canadian Association of University Teachers
Association canadienne des professeures et professeurs d'université

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Occupational Health and Safety Report

Date: April 2018
To: CAUT Council
From: Laura Lozanski, OHS Officer

Public Consultation on Proposed Asbestos Ban Regulations

CAUT and the Canadian Environmental Law Association (CELA), in concert with asbestos-ban coalition partners, are finalizing a response to the federal government's proposed regulation to ban asbestos in Canada.

The document will highlight the following concerns regarding the government's proposals:

- continued use of mining residue for construction and landscaping if provincial governments allow;
- exporting asbestos residue and stockpiles as a method of disposal;
- lack of appropriate technologies and processes to safely dispose of or destroy stockpiles;
- providing clear definitions for "asbestos mining residues" and "incidentally present asbestos"; and,
- requiring the chlor-alkali industry to convert to non-asbestos technology.

Review of health and safety collective agreement language

A comprehensive review is being conducted of health and safety collective agreement language for academic staff associations. The review will identify any weaknesses in current language that can be improved upon during collective bargaining, and highlight good collective agreement language. A bargaining advisory on current best health and safety language is being prepared and will focus on issues such as paid leave to carry out health and safety duties, inclusion of references to occupational health and safety legislation, updating legislative changes, and strengthening the mandate of joint health and safety committee members.

Update of Legal Advisory on Bill C-45 – *An Act to Amend the Criminal Code of Canada*

CAUT's 2005 Legal Advisory on Bill C-45 is being updated to highlight how the legislation has been applied since it was adopted on March 31, 2004. Bill C-45 established new legal duties for workplace health and safety, and imposed serious penalties for violations that result in injuries or death. The Bill allowed for criminal convictions of organizations, including corporations, their representatives, and those who direct the work of others for actions and negligence that results to bodily harm to those in the workplace.

Noise Survey for Musician Academics

A draft noise survey has been completed for members who teach music and practice their instruments in academic institutions. The survey will be given a trial run over the next few weeks to see if any revisions are needed before being released as a hazard screening tool for academic staff associations.

Cannabis and Nanotechnology

Cannabis and nanotechnology have been identified as emerging workplace health and safety issues by unions, researchers and healthcare professionals.

The Canadian Labour Congress (CLC) has struck a cannabis working committee to review the potential impact of medical and non-medical cannabis use with respect to the requirement to accommodate workers for medical purposes and other legal and collective agreement provisions. The Occupational Health Clinics for Ontario Workers (OHCOW) staff and Labour Advisory Committees (LAC's) are reviewing medical requirements and the workplace health effects of cannabis use.

The CLC has participated in the development of two Canadian Standard Association (CSA) standards on nanotechnology which are intended to provide protection for workers. These standards are regularly updated as on-going research continues to identify how nanotechnology hazards affect workplace health and safety. OHCOW has struck a nano sub-committee, led by an occupational industrial hygienist, to study worker exposure and effective prevention models, as well as developing strategic diagnostic and treatment tools for their occupational physicians and nurses.

Joint Health and Safety Committee Training

Academic staff associations should ensure they have representatives elected or appointed to their workplace joint health and safety (JHSC) committees. JHSC training needs should be reviewed regularly to ensure compliance with provincial, federal and other training requirements. JHSC representatives need a sound knowledge base to effectively carry out their legislated duties. Contact CAUT's Occupational Health and Safety Officer at lozanski@caut.ca for course information and to schedule training dates.

General Health and Safety Training

CAUT offers training on many hazard-specific health and safety issues, including, but not limited to:

- Asbestos
- Mental Health and Workplace Stress
- Lockdown: A Crisis Prevention Plan
- Workplace Inspections
- Indoor Air Quality
- Ergonomics
- Violence

Most topics are 3-hour modules and can be delivered as stand-alone sessions or as an addition to the Joint Health and Safety Committee Training module.

New Health and Safety Training Modules

Fine arts departments, schools of medicine, and small colleges have unique workplace health and safety challenges. Customized health and safety training will be developed to assist them with effective hazard prevention in their workplaces. A "fine arts" training module is being developed and is in the consultation stage with members with art and design and fine arts departments. Hazards and barriers to a safe and healthy workplace are being identified along with suggestions for meeting regulatory requirements and current best practices.

Fact Sheets Completed

Radon

Personal Protective Equipment

Fact Sheets in Process

Privacy and Health & Safety