



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

Occupational Health and Safety Report

Date: September 4, 2019

To: CAUT Council

From: Laura Lozanski, OHS Officer

Health and Safety Training

Occupational health and training on workplace hazards is an integral part of workplace safe and healthy working conditions. Mental health workshops, committee training and member safety awareness modules are regularly requested by associations to ensure that their members and their workplaces are safe to work in. Please contact Laura Lozanski at lozanski@caut.ca to request a training session on these and other workplace hazards.

Accommodation for academic staff

Accommodations and return to work needs for academic staff have been rising steadily over the past couple of years, due both to increased knowledge of workplace rights and the workplace conditions that have given rise to the requirement for accommodation. Accommodation planning has become widely varied from mental health to chronic health injuries to exposures to workplace toxins, noise and various other reasons. Academic association staff and elected representatives are finding this work challenging but are finding appropriate and creative solutions by working with CAUT's collective bargaining and health and safety staff. Requests for mental health workshops are increasing. It is important that academic associations ensure training and support for their workplace representatives so that they can represent and support their members.

Occupational Cancer Policy Review

CAUT has been invited by Paul Demers from the Occupational Cancer Research Centre to participate in a Policy Advisory Committee for an upcoming report on the burden of occupational cancer in Canada. The report will focus on the exposures that are estimated to be responsible for the greatest burden of cancer in Canada (i.e. cancer cases that could be prevented by limiting exposure to occupational carcinogens). The Policy Advisory Committee will provide input on policy recommendations for exposure reduction at the national level.

The Policy Advisory Committee is developing the content for these three recommendations:

1. Strengthening occupational exposure limits across Canadian provinces.
2. Reducing or eliminating the use of cancer-causing substances in workplaces.
3. Creating registries of worker exposures to occupational carcinogens that will facilitate the tracking of exposures over time.

The committee hopes to have the report ready by early fall.

New nano resources

The Occupational Health Clinics for Ontario Workers (OHCOW) and the Canadian Centre for Occupational Health and Safety (CCOHS) nano infographic free nano awareness module on the CCOHS website at <https://www.ccohs.ca/products/courses/nanotechnology/>. The final nano resource set of three nano podcasts that will be available sometime early fall.

Mini- MIT Review Completed

The Mental Injury Tool Group has completed a review and update of MIT and has developed a simpler version – Mini-MIT. While maintaining the integrity of the original version of MIT, the Mini-MIT will allow for a more streamlined approach for those who are looking for data feedback in a shorter period of time. The document is being formatted and translated and hopes to be released by late fall.

The tool assists in identifying workplace mental injury through surveys and action plans, with or without employer participation. MIT is accessible through OHCOW's website at www.ohcow.on.ca. It is also available through CAUT's Health and Safety training program.

We receive regular requests regarding this program and are currently planning the implementation of the survey at one of CAUT's academic associations.

Please contact Laura Lozanski at lozanski@caut.ca for more information.

Asbestos

Asbestos continues to be an on-going workplace exposure at academic institutions due to aging materials and workplace renovations. It is important that academic association JHSC members remain vigilant and proactive in assessing and identifying workplace exposures so the timely and appropriate prevention and remediation can take place.

CAUT offers a 3-hour Asbestos Awareness Module for JHSC, executive and academic members to increase their knowledge of asbestos hazards and how to protect themselves.

Please contact Laura Lozanski at lozanski@caut.ca for more information.

Collective agreement language

Academic associations should review their collective agreements to ensure that they have strong and comprehensive language on workplace health and safety. CAUT has several resources to assist with strengthening and improving health and safety language, particularly during the collective bargaining process.

Please contact Laura Lozanski at lozanski@caut.ca for more information.

Canadian Labour Congress

The Canadian Labour Congress' (CLC) Health, Safety and Environment Committee meetings for October 28 and 29, 2019 were cancelled due to a staff strike.

Joint health and safety committee training

Academic staff associations should ensure they have representatives elected or appointed to their workplace joint health and safety committees (JHSC). JHSC training needs should be reviewed on an on-going basis to ensure compliance with provincial, federal and other training requirements. JHSC representatives need a sound knowledge base in health and safety 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, such as:

- Asbestos
- Mental Health and Workplace Stress
- Lockdown: a crisis prevention plan
- Workplace Inspections
- Indoor Air Quality
- Ergonomics
- Violence

These and many more 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.