



Canadian Association of University Teachers
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Occupational Health and Safety Report

Date: April 1, 2019
To: CAUT Council
From: Laura Lozanski, OHS Officer

Accommodation for academic staff

A number of academic staff associations have requested assistance with issues related to workplace accommodation for members. In addition, associations are raising questions about the obligations of academic staff in providing accommodations for students. CAUT is compiling association collective agreement language and employer policies to understand employer approaches and gaps concerning workplace accommodation. CAUT's health and safety, and collective bargaining staff are advising on current best practices for both types of accommodation, including legislative requirements. The development of good collective agreement language and accommodation processes is an important practical tool to provide parameters and protection for association members.

Workplace health without borders

Workplace Health Without Borders (WHWB) is an international NGO initiated and coordinated by a diverse group of international occupational hygienists. This group includes academic and clinical researchers, union and other health and safety activists, and other NGO's who are all collaborating on the impact of hazardous substances in the workplace, community and environment. WHWB members volunteer their time to offer training, mentoring and technical assistance to develop capacity for preventing occupational disease around the world. WHWB is an excellent resource for academic association JHSC and members who are interested in the health and safety impact of chemicals and other hazardous substances, particularly where working conditions and exposures elsewhere impact us here in Canada, <https://www.whwb.org/>.

New nano resources coming

The Occupational Health Clinics for Ontario Workers (OHCOW) and the Canadian Centre for Occupational Health and Safety (CCOHS) are developing two new nano resources to complement the recently released free nano awareness module, found on the CCOHS website at <https://www.ccohs.ca/products/courses/nanotechnology/>. The new resources will be an infographic and podcast that will be available sometime early summer.

Mental injury toolkit review

The Mental Injury Tool Group is comprised of the Occupational Health Clinics for Ontario Workers (OHCOW), University of Waterloo researchers, representatives from the Office of the Worker Adviser (OWA), and the Workers Health and Safety Centre (WHSC). It began its work in 2009. This work produced the Mental Injury Toolkit (MIT) that is widely used in

union and non-union workplaces. The Mental Injury Tool Group is starting a review and update of this very successful workplace resource. The tool assists in identifying workplace mental injury through surveys and action plans, with or without employer participation. MIT is accessible through OHCOV's website at www.ohcov.on.ca. It is also available through CAUT's Health and Safety training program. Please contact Laura Lozanski at lozanski@caut.ca for more information.

Asbestos

Now that Canada has banned asbestos (with some time-limited exemptions and exceptions), CAUT continues to work with our asbestos coalition partners regarding the identification and implementation of what that will mean in practical terms. A national strategy meeting held January 24th identified some key elements such as remediation and waste disposal, residential housing, First Nation's needs, and three registries – exposure locations, people and disease. These registries and other strategies will form part of a comprehensive plan to present to the federal government regarding concrete next steps towards the elimination of the use of and exposure to asbestos in Canada.

Collective agreement language

A review of academic staff association collective agreements is underway to identify gaps in health and safety language as they begin to prepare towards collective bargaining. Academic staff associations in British Columbia are in bargaining this year and their collective agreements have been reviewed for recommendations for language improvements.

Canadian Labour Congress

The next meeting of the Canadian Labour Congress' (CLC) Health, Safety and Environment Committee is May 22nd and 23rd.

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, 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.