



MINUTES

Date: Tuesday, December 19, 2023

Time: 2:30p.m.

Place: BEC 402

Present		Regrets/absences
Terri Lacourse, Faculty Association (Chair)	Andy Mavretic, Director OHSE	Kaitlyn Diederichs, CUPE 4163
Eric Segec, CUPE 917	Leigh Andersen, FMGT Director, Customer Service & Program Integration	Nykita Downie, CUPE 951
Greg Melnechuk, CUPE 4163 (<i>alternate</i>)	Sarah Hood, Director, ODLS, Human Resources (<i>alternate</i>)	Amy Issel, CUPE (<i>alternate</i>)
Valerie Kerr, PEA (<i>alternate</i>)	Patrick Seward, Associate Director, Parking & Commuter Services, CSEC (<i>alternate</i>)	Ori Granot, PEA
		Kane Kilbey, AVP Human Resources
		Jess Maclean, Director CSEC
		Nicole Greengoe, Acting Senior Director, Wellness, Recreation & Athletics

1. Approval of the Agenda

Motion: to approve the agenda. *Carried.*

2. Approval of the Minutes

Motion: to approve the minutes from November 28, 2023. *Carried.*

3. Emergency Planning (EP) & COVID 19

Rob was unable to attend the meeting today but provided a short synopsis of training activities EP has been holding for BEC/FECs, the Site Response Team and the EOC. Andy noted he attended the EOC training exercise which was a scenario for response to a fire situation. EP also continues to plan winter weather responses. There are no updates to report regarding COVID-19. Pat advised they are working on the disposal of excess test kits that will be expiring soon.

4. Business Arising - none

5. New Business

a. Consultation topic: Bullying & Harassment Prevention

Andy provided an overview of the program that is based on current WorkSafeBC policy. The UVic Discrimination and Harassment Policy GV0205 incorporates the requirements and definitions under WSBC legislation. This policy is currently being updated, led by the Equity and Human Rights Office. WSBC has drafted [proposed amendments](#) to replace the existing bullying and harassment, workplace conduct, and violence prevention provisions with a single, new regulatory framework entitled “harassment and violence”. As part of WSBC consultation, UVic has provided feedback to identify areas where the proposed amendments do not align with existing post-secondary policies and practices, which include trauma-informed approaches and conflict resolution processes for our community of employees, students and visitors.



6. WorkSafeBC

a. November claims report

Elizabeth reviewed the 3 health care and 4 time loss claims submitted to WSBC. The role of union reps at incident investigations was also discussed, as investigations can have varying levels of complexity. In general, union reps support the employee who was involved and ask questions about what factors may have led to the incident. Corrective actions are then recommended to help mitigate the injury from occurring again and address any unsafe work practices or conditions.

7. Other Business - none

Meeting adjourned at 3:04pm
Next meeting will be: Tuesday, January 30, 2024
Location: BEC 402

