

**Faculty of Health Sciences
Joint Health and Safety Committee (JHSC)
Minutes of Meeting
Held Wednesday, December 12, 2018 at 1:30 p.m.**

Attendees:	Jordan Babando	PSAC 901– unit 1 (TA's/TF's)	
	Logan Bale	DBMS	USW
	Laura Bark	ACS	CUPE 254
	Anne Biggar	CCTG	Non-union
	Dan Langham	EH&S	
	Anita Lister	DBMS	MGMT
	Matthew Ratsep	PSAC 901 – unit 2 (Post-Docs)	
Minutes:	Allison Leverette	FHS	Non-union
Co-Chairs:	John Singleton	Cancer Research Labs	MGMT
	Rick Hunt	DBMS	USW
Regrets:	Joan Tremblay	ACS	MGMT
Copy to:	Safety Officers, Faculty of Health Sciences Department Heads		

R. Hunt (Co-Chair) called the meeting to order at 1:35 p.m.

1. Approval of Agenda

It was moved by L. Bark and seconded by J. Babando that the Agenda be approved as written.

2. Approval of Minutes

The minutes of October 17, 2018 were approved by J. Babando and seconded by A. Lister.

3. New Business

3.1 Inspection Team Planning for 2019

The inspection teams were re-assigned in order for a new committee member to be matched with an experienced committee member. The committee is still short three Management positions and one QUFA position. This is making it difficult for Management/Worker representation on two of the inspection teams, and a third team is missing entirely. D. Langham's office will send out notifications to the QUFA and Management groups to follow up on the status of this request.

J. Singleton and A. Biggar will return to doing the inspections for the hospital buildings, as they are familiar with the contact people, areas, etc.

The teams should reach out to schedule the inspections with the contact people in each area.

The process is that the teams will perform the safety inspection, and the documents will then be submitted to A. Leverette. This will ensure a centralization and tracking of the paperwork.

3.2 New Committee Co-Chair

The committee welcomes L. Bark as the new Co-Chair. No other names were put forward for this position.

Thank you to A. Lister for making the nametags for the committee members.

4. Report from Environmental Health & Safety (D. Langham)

There has been a lot of work at the University level to prepare for the legalization of cannabis. Informing JH&SC's surrounding the new policies and procedures is part of this process. There is a centralized portal for cannabis information that sits on the Secretariat webpage, however it can also be accessed through links from Environmental Health & Safety, Human Resources, etc. The portal does inform what has changed on campus since cannabis was legalized, and there are some indications for what the expectations are by the University with respect to cannabis use. The portal is also used to direct individuals to external links, such as a fitness for work guideline. This is an important document as it stresses the University's expectation that individuals come to work fit for duty, what the definition of "fitness" is, how to handle a situation if someone is not fit for duty, or if they require a medical accommodation.

Cannabis legalization has also raised the issue of *impairment* in general, not specifically linked to cannabis. There are substances both legal and illegal that are impairing (cannabis, alcohol, prescription drugs, illegal substances, etc.). The documents created have been more encompassing to include all of these impairing substances, and how to handle any resulting situations. The issue of impairment is linked to health and safety in the sense that it can create a hazard - it is linked to accidents, especially in lab settings. There is a strong link to the Occupational Health and Safety Act with respect to this issue, and the Ministry of Labour has been quick to release a document identifying cannabis as a hazard; and it needs to be controlled in a similar manner to any other workplace hazards. The Occupational Health & Safety Act outlines the duties placed on those in a supervisory role and those in an employee role to ensure that they are following the requirements of the Act, which include identifying, reporting, and correcting hazards.

When cannabis legalization was approaching, the province of Ontario's regulatory regime was treating it very much like alcohol wherein it was limited in terms of being in a private home. Just before legalization, it was aligned to the Smoke-free Ontario Act, which broadened public consumption to areas where you can consume/smoke tobacco. The University decided that they did not want this type of access, as it did not align with the fitness for work guidelines. As a result, an interim policy that prohibits the smoking of cannabis on campus was produced. It is "interim" because we are moving toward a smoke-free campus.

The University has also provided direction with respect to student cannabis use and overall wellness within the Student Affairs webpages, especially related to information on smoking in residences, etc. The message that is being promoted is that if impairment is a hazard, it doesn't matter who is impaired. Therefore, situations involving students would be the same in that steps would be made to remove the student from the situation so as not to cause a hazard to themselves or others. It would also link back to the student code of conduct with respect to how the issue should be resolved. This is a different process from the fitness for work guidelines, which are directed toward employees of the University.

Another consideration with respect to cannabis is international travel. It should not be assumed that cannabis is legal outside of Ontario. As a reminder, employees should be diligent when travelling. The working group surrounding cannabis use on campus will need to reconvene once the edible cannabis piece becomes clearer from the government, and how it might be regulated.

Lastly, with respect to research involving cannabis on campus, Environmental Health & Safety is working with Research Services on a process so that research involving cannabis would be flagged to come through EH&S, to ensure that the appropriate approvals are in place. There is a licensing requirement in place, as well. Health Canada requires that a research license be issued for research involving cannabis on campus, in order to ensure that an appropriate review and vetting is in place before the product is issued.

Links:

<https://www.queensu.ca/secretariat/policies/cannabis>

<https://www.queensu.ca/secretariat/policies/administration-and-operations/interim-cannabis-smoking-policy>

<http://www.queensu.ca/humanresources/policies/fitness-work-guideline>

5. **Other Business**

5.1 **Update on Botterell Hall Issues**

a) **Smoking in the No Smoking Zone near the Loading Dock**

This is still occurring. The issue is not being resolved. Animal Care employees need to walk through this area and are very bothered by it. The areas affected are the main entrance to the loading dock doors (both sides), by the garbage bins, which is right near the air vents. A more substantive solution may be arising in that the campus is looking to become smoke-free around June 2019. It will be written that you cannot smoke on the University property. The city smoking by-laws may also be changing, which may affect city sidewalks, etc. If someone is smoking on a sidewalk which is close to a building, this is where city by-law can assist. There is also an intent to reach out to KGH again as the largest issue is with hospital employees smoking in no smoking zones on campus. As a result, KGH has released a number of bulletins and posters across the hospital, with unfortunately little effect. KGH needs to be a part of the solution. The policy does currently contemplate including Security and Environmental Health & Safety for enforcement. Awareness and education will initially be the

response. Security will also be a part of this process. The policy does contemplate increasing repercussion for individuals who are repeat "offenders," as they will be recognized for not abiding by a University policy.

J. Babando has been speaking with Chris Reid (Kingston Public Health) who is in charge of by-law enforcement. Mr. Reid is looking to meet to view problematic areas on campus so that he can direct his staff appropriately. D. Langham emphasized that it is important to have his office involved so that they can join forces to look at how all areas can work together toward the common goal. J. Babando will include D. Langham in the correspondence. Education should be the first approach. There is a \$50 fine for the first violation and a \$500 fine for the second.

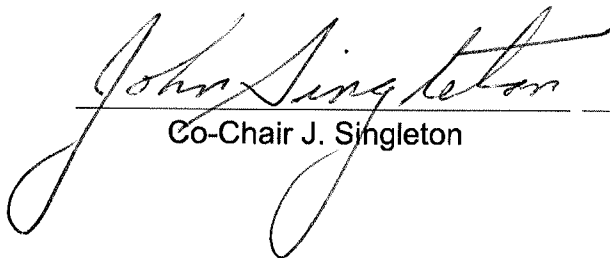
b) New Garbage Bins and Ergonomics

This matter will be discussed at the February meeting as J. Tremblay took the lead on this, and is not present at today's meeting.

The meeting was adjourned at 2:10pm.

OUR NEXT MEETING WILL BE February 20th, 2019 (A319 Botterell Hall)

Minutes approved by:


Co-Chair J. Singleton


Co-Chair L. Bark