



## MINUTES

**Date: Tuesday, December 17, 2024**                      **Time: 2:30p.m.**                      **Place: BEC 402**

Present	Present	Regrets/absences
Terri Lacourse (Chair), Faculty Association	Kane Kilbey, AVP Human Resources	Lynne Johnson, CUPE 917
Ted Grosson, CUPE 4163	Leigh Andersen, FMGT Director, Customer Service & Program Integration	Jess Maclean, Director CSEC
Ori Granot, PEA	Nicole Greengoe, Executive Director Wellness, Recreation and Athletics	
Nykita Downie, CUPE 951	Andy Mavretic, Director OHSE	
	Rob Johns, Manager Emergency Planning ( <i>alternate</i> )	

**1. Approval of the Agenda –**

**Motion:** to approve the agenda with the addition of item 5b. *Carried.*

**2. Approval of the Minutes**

**Motion:** to approve the minutes from November 26, 2024. *Carried.*

**3. Emergency Planning (EP)**

Rob recapped the 2-day training exercise with the CRD HazMat Response Team that was held at the end of November. Tours of some of the hazardous materials locations took place followed by emergency exercises at the ISC. He thanks all the staff who helped and participated. Rob and Darryl held a rapid damage assessment exercise with FMGT based on a seismic event scenario. Rob also summarized the recent Emergency Operations Centre (EOC) training exercise that was split into two shifts. FGMT and UCAM’s department operation centres also joined in. Leigh noted that positive interest has been generated in emergency operational planning as a lot of new leaders participated in this session. Rob also summarized the recent Emergency Operations Centre (EOC) training exercise that was split into two shifts. This training exercise practiced response to a large emergency on campus. Site response training has also recently been completed and Rob is now planning out the 2025 training exercise calendar.

**4. New Business**

a. Consultation topic: Bullying & Harassment Prevention

Andy provided an overview of the program that is based on current WorkSafeBC policy. There have been no further updates from WSBC regarding the [proposed amendments](#). The UVic Discrimination and Harassment [Policy GV0205](#) which provides the institutional framework and expectations for the university community was updated as of September 2024. OHSE continues to host the [mandatory online training courses](#) for all employees and supervisors. Some minor updates will be made to the courses to align with GV0205. OHSE will review course content once the amendments from WSBC are published.

b. Accident Insurance

Terri shared a resource from UBC for optional excess insurance coverage that is available to UBC students, faculty, staff and other UBC community members such as post-doctoral fellows and volunteers: <https://srs.ubc.ca/insurance/insurance-programs/accident-insurance/>. She raised this topic, in part, due to concerns that graduate students and some post-doctoral fellows are not covered by WSBC because they do not receive employment

income and are therefore not considered workers under the Act. Instead, graduate students especially in Science are typically paid a stipend for work-related activities they may be performing in the lab or in the field, as part of their academic program requirements. Terri and other employee representatives suggested that UVic could arrange a similar insurance program for its community, which would provide an option for anyone to acquire additional accident insurance, including graduate students. Terri made an informal recommendation: *that the USC request Ben McAllister, Manager, Risk, Insurance & Continuity Planning, to explore the feasibility of arranging an optional Accident Insurance program at UVic, similar to the program that is available at UBC, and report back to the USC.*

After committee discussion, the meeting was recessed so that the employer representatives could have an in-camera discussion amongst themselves. Kane then provided the employer's response to the recommendation that it is the employer's perspective that the provision of benefits for students is not within the mandate of a joint health and safety committee. Nor does the employer consider the activities graduate students undertake in a lab, as part of their academic requirements, to be employment or the money they receive in the form of a scholarship to be employment income. As such, the employer representatives cannot support the proposed recommendation. Kane indicated that while the employer was taking this position for the purposes of the USC mandate, it does not mean that the idea cannot be explored further. He pointed out that there are other groups or venues where this optional insurance for students could be explored further, including the joint University/GSS Operations Committee, the Faculty of Graduate Studies, Student Affairs and our Risk/Insurance team. Terri indicated that the USC committee mandate is broad, including to make recommendations on health and safety policy and programs, and that this issue was appropriate for the USC to consider, as this type of optional accident insurance program includes all employees as well as other community members.

As there was not agreement between the employee and employer representatives, the employee representatives' recommendation will be noted in the minutes, shared with Ben McAllister for his information, and brought to the attention of Faculty of Graduate Studies and Student Affairs. The minutes of this meeting will be shared with these parties to provide context for establishing an optional accident insurance program at UVic.

## 5. WorkSafeBC

### a. November claims summary

Elizabeth reviewed the 5 claims submitted to WSBC; one claim for health care and four claims were for time loss.

### b. WorkSafeBC inspection report

Andy summarized the recent meeting that took place with WSBC to discuss a proposed research procedure by a faculty member in Biology. Clarification was being sought on section 30.17(4) which states "substances must not be pipetted by mouth". WSBC has requested 4 documents be submitted by January 6, 2025 for their review. They will determine whether the proposed procedure falls under the regulation. Andy will apprise the USC on the decision.

## 6. Other Business - none

*Meeting adjourned at 3:54pm.*

*Next meeting is scheduled for: **Tuesday, January 28, 2025***

*Location: BEC room 402*

