Joint Occupational Health & Safety Committee Meeting Minutes

Name of Committee: Faculty of Forestry

<table>
<thead>
<tr>
<th>Date:</th>
<th>Tuesday, November 20, 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Worker Co-Chair:</td>
<td>Reilly Ische</td>
</tr>
<tr>
<td>Employer Co-Chair:</td>
<td>Joanne Dean</td>
</tr>
<tr>
<td>Time:</td>
<td>2pm</td>
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<tr>
<td>Location:</td>
<td>FSC 4001</td>
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</tbody>
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AGENDA:

1. Roll Call
2. Determination of Quorum
3. Approval of Previous Joint Occupational Health and Safety Committee (JOHSC) Meeting Minutes
4. Additional Agenda Items, Review Actionable Items from Local Safety Team (LST) Minutes & Approval of Agenda
5. Review Centralized Accident/Incident Reporting System (CAIRS) report of Accidents/Incidents
   a) Incident ID 122295 - Office bookshelf dislodged – Joanne Dean
   b) Incident ID 122325 – hand injury from broken beaker – Joanne Dean
   c) Incident ID: 122683 – Thermometer mercury found in vacated office – Joanne Dean/Diana Hastings
   d) Incident ID: 122770 – Worker felt ill (nosebleed) from accessing flammables cabinet – Joanne Dean/Diana Hastings
   e) Incident ID: 122772 – Worker felt ill (dizzy) from accessing flammables cabinet - Joanne Dean/Diana Hastings
6. Review Workplace Safety Inspections (including any changes to equipment, machinery or work processes that may affect the health or safety of workers)
   a) NB-18/05/15-03 – Annual inspections – Joanne Dean and Rob Kozak
7. Review Education and Training
   a) CAIRS training for Forestry personnel – Reilly Ische
   b) Training for new JOHSC members – Natasha Thompson/Ivy Fung/Brandon Chan
8. Ongoing Business – Status of Action Items
   a) Review of Building Emergency Response Plan – Richard Hamelin
   b) LST for Haida Gwaii Higher Education Society (HGHES) – Richard Hamelin
   c) Automatic External Defibrillator (AED) for fall and spring camps – Joanne Dean
9. JOHSC Formal Recommendation Letters (Correspondence)
   a) FSC building temperature (heating/cooling) issues – Joanne/Reilly
10. New and Other Business
    a) Nomination of new Worker Rep – Joanne Dean and Reilly Ische
    b) Smoking on Campus – Joanne Dean and Reilly Ische
    c) WorkSafeBC Inspection Reports – Joanne Dean/RMS
    d) Local Safety Team Training – Joanne Dean/RMS
    e) Ergonomics guidelines – Joanne Dean/Reilly Ische
    f) Safety Day website and Qualtrics Survey – Joanne/Reilly
    g) November is Fall Prevention Month - Joanne/Reilly
    h) Annual Incident Trends – Joanne/Reilly
    i) Personal Security (informational) – Joanne/Reilly
    j) Ergonomics for Faculty (informational) – Joanne/Reilly
11. Next Meeting
12. Meeting Adjournment
## 1. ROLL CALL

<table>
<thead>
<tr>
<th>Worker Representatives</th>
<th>Association/Union</th>
<th>Work Location</th>
<th>Present</th>
<th>Regrets</th>
<th>Absent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Diana Hastings</td>
<td>CUPE 116</td>
<td>Wood Science</td>
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<tr>
<td>Feng Jiang</td>
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<tr>
<td>Reilly Ische</td>
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<tr>
<td>Brandon Chan</td>
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<tr>
<td>Rolando Descalzo</td>
<td>M&amp;P</td>
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<tr>
<td>Patrick Culbert</td>
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<td>Forest and Conservation Sciences</td>
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<tr>
<td>Janette Bulkan</td>
<td>Faculty</td>
<td>Forest Resources Management</td>
<td>☐</td>
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<td>Holger Griess</td>
<td>Faculty</td>
<td>Forest Resources Management</td>
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<tr>
<td>Kylie Green</td>
<td>M&amp;P</td>
<td>Alex Fraser Research Forest</td>
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</tr>
<tr>
<td>Liz Smith</td>
<td>M&amp;P</td>
<td>Malcolm Knapp Research Forest</td>
<td>X (Skype)</td>
<td>☐</td>
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<tr>
<td>Nicole Lee</td>
<td>CUPE 2950</td>
<td>Dean’s Office</td>
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<tr>
<td>Ivy Fung</td>
<td>CUPE 2950 alternate</td>
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<tr>
<td>Natasha Thompson</td>
<td>CUPE 2950</td>
<td>Forest and Conservation Sciences</td>
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**Employer representatives**

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<thead>
<tr>
<th>Worker Representatives</th>
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<th>Absent</th>
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</thead>
<tbody>
<tr>
<td>Joanne Dean</td>
<td>M&amp;P</td>
<td>Forest Resources Management</td>
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<tr>
<td>Rob Kozak</td>
<td>Faculty</td>
<td>Dean’s Office</td>
<td>☐</td>
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<tr>
<td>Chery Power</td>
<td>M&amp;P alternate</td>
<td>Malcolm Knapp Research Forest</td>
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**Resources/Guests**

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<tr>
<th>Worker Representatives</th>
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<th>Regrets</th>
<th>Absent</th>
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<tr>
<td>Ben Loosley</td>
<td>RMS</td>
<td></td>
<td>X</td>
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<tr>
<td>Mike Nichols</td>
<td>RMS</td>
<td></td>
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<tr>
<td>Richard Hamelin</td>
<td>Faculty</td>
<td>Forest and Conservation Sciences</td>
<td>X</td>
<td>☐</td>
<td>☐</td>
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2. DETERMINATION OF QUORUM
   a. A minimum of 4 members;
   b. Worker representatives (faculty and staff workers who do not exercise managerial functions) and employer representatives (management workers who exercise managerial functions);
   c. At least half of the members must be worker representatives;

Is there quorum for this meeting
* If quorum is not met, the meeting does not qualify as a monthly meeting. The monthly meeting will need to be rescheduled within the same month.

3. APPROVAL OF PREVIOUS JOHSC MEETING MINUTES
   (Statement to indicate minutes of previous meeting have been read & acknowledged and to record any corrections to it)
   - Move to adopt minutes. Moved by: Reilly Ische Seconded by: Diana Hastings
   - List amendments to minutes

Are the minutes approved?

4. ADDITIONAL AGENDA ITEMS & APPROVAL OF AGENDA

   • N/A

4 A. REVIEW ACTIONABLE ITEMS FROM LST MINUTES (if applicable)
   Place actionable items under Accident/Incident Investigation, Safety Inspections, Correspondence, New Business etc. as applicable and assign proper item # for further discussion/action.
   × No actionable items noted

Is the agenda approved?
## 5. REVIEW CAIRS REPORT OF ACCIDENTS/INCIDENTS:

See attached incident report:
- Monthly Incident List & Statistical Summary Report *(For any general CAIRS information that requires discussion or action, please record under “New Business” e.g. make note of trends etc. Any incident specific items and follow up requests are to be listed below)*

(* See Legend at end for Priority and Status Codes)

<table>
<thead>
<tr>
<th>Item # (Use CAIRS Incident ID # and Incident Date)</th>
<th>Priority</th>
<th>Action Plan (Actions Taken/Need to be taken)</th>
<th>Assigned To</th>
<th>Follow up: Date Pending</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>E.g. 119975-17/09/13</td>
<td></td>
<td>Enter any information relevant to the incident/accident, actions to be taken, etc.</td>
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<td></td>
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</tbody>
</table>
| 122295-18/08/08                                   | B        | Bookshelf dislodged from wall
- Building Ops responded that they have done inspection for the room involved, identified as an anomaly
- Awaiting recommendation and guidelines from Building Ops on the weight capacity for wall shelves
- in progress

**ACTION ITEM:**
- Joanne to follow up with Building Ops for inspection report and guidelines and recommendation for weight capacity of wall shelves
| | | | Joanne Dean | December 4, 2018 | IP |
| 122325-18/08/26                                   | C        | Hand injury from broken beaker
- UBC Safety protocol guideline advises to call first aid on campus as first response for any injuries in the workplace

**ACTION ITEM:**
- Joanne to send out notice to all departments to avoid using old and chipped beakers in labs
  (Joanne will send email to Nicole for distribution to the faculty)
<p>| | | | Joanne Dean | December 4, 2018 | IP |</p>
<table>
<thead>
<tr>
<th>Case Number</th>
<th>Date</th>
<th>Action</th>
<th>Description</th>
<th>Proposed Actions</th>
</tr>
</thead>
</table>
| 122683-18/10/25 | C | Thermometer mercury found in vacated office | - Broken thermometer found while cleaning vacated office  
- Individuals that came in contact went to the ER for examination  
- Air quality assessed by Building Ops, carpets cleaned up after incident  
- Reminder email sent out to affected office to perform proper clean up when vacating office  
- No further actions required |
| 122770-18/11/08 | C | Worker felt ill (nosebleed) from accessing flammables cabinet | - Subject opened flammables cabinet door and inhaled chemical fumes (pyridine)  
- Flammable cabinets are not vented  
- Diana requested for activated carbon in flammables cabinets to help absorb odour  
- Recommendation to remove all chemicals older than five years, and conduct annual inspections on inventory of chemicals and remove old items as hazardous waste as needed  
- Recommendation for subject to go outside for fresh air if ever exposed to chemical fumes  
- No further actions required |
| 122772-18/11/15 | C | Worker felt ill (dizzy) from accessing flammables cabinet | - Subject was dizzy from inhaling fumes, went to ER for assessment  
- Flammable cabinets are not vented  
- Diana requested for activated carbon in flammables cabinets to help absorb odour  
- Recommendation to remove all chemicals older than five years, and conduct annual inspections on inventory of chemicals and remove old items as hazardous waste as needed  
- Recommendation for subject to go outside for fresh air if ever exposed to chemical fumes  
- No further actions required |
### 6. REVIEW OF WORKPLACE SAFETY INSPECTIONS

(including any changes to equipment, machinery or work processes that may affect the health or safety of workers)

Distribute inspection checklist(s) and report(s) for meeting and use this table to record discussion and new recommendation(s).

- No actionable items noted

<table>
<thead>
<tr>
<th>Item # (Use Inspection #)</th>
<th>Priority</th>
<th>Action Plan (Actions Taken/Need to be taken)</th>
<th>Assigned To</th>
<th>Follow up: Date Pending</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>E.g. GI-Rix–17/09/13</td>
<td></td>
<td><em>Enter any information relevant to inspection, actions to be taken, etc.</em></td>
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<td>E.g. GI-TEF3-17/09/14</td>
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<td></td>
</tr>
<tr>
<td>NB-18/05/15-03</td>
<td>C</td>
<td><strong>Annual Inspections (item moved from New Business)</strong>&lt;br&gt;&lt;br&gt;<strong>ACTION ITEMS:</strong>&lt;br&gt;1) Joanne to send completed FRM inspection reports for filing&lt;br&gt;2) Rob to send completed Dean’s Office inspection reports for filing&lt;br&gt;&lt;br&gt;<strong>Applicable notes from August meeting:</strong>&lt;br&gt;- majority of inspections are completed&lt;br&gt;- pending completion of some shared office inspections, pending submission of reports for filing&lt;br&gt;- suggestion to have at least two people conducting inspections; and standardization for the completion of these inspections with the forms from RMS</td>
<td>Joanne Dean and Rob Kozak</td>
<td>December 4, 2018</td>
<td>IP</td>
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</tbody>
</table>

* GI- General Inspection
**7. REVIEW EDUCATION AND TRAINING**

(General discussion, confirm all training is up-to-date, etc. For all actionable items please list below)

<table>
<thead>
<tr>
<th>Item # (ED-yy/mm/dd-01)</th>
<th>Priority</th>
<th>Action Plan</th>
<th>Assigned To</th>
<th>Follow up: Date Pending</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>E.g. ED–17/09/19-01</td>
<td></td>
<td>Enter any information relevant to required training, upcoming renewal of training, new member training, etc.</td>
<td></td>
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<tr>
<td>ED-18/11/20-01</td>
<td>C</td>
<td>CAIRS training for Forestry personnel -effort to ensure incident reports are properly completed, and in a timely manner, by both subject and supervisors involved -JOHSC recommends all PIs to complete the online CAIRS training; invite Peter Joseph (RMS) to give CAIRS presentation to Forestry departments <strong>ACTION ITEM:</strong> 1) Richard to contact department heads on inviting Peter Joseph to give CAIRS presentations at the Forestry department meetings</td>
<td>Richard Hamelin</td>
<td>December 4, 2018</td>
<td>IP</td>
</tr>
<tr>
<td>NB-18/10/16-08</td>
<td>C</td>
<td>New JOHSC members training -Natasha, Ivy, Brandon have completed part 1 of JOHSC training; -all three members also have completed part 2 (in-person) training later in October</td>
<td>Brandon Chan</td>
<td></td>
<td>C</td>
</tr>
</tbody>
</table>

*ED – Education and Training*
### 8. ONGOING BUSINESS – Status of Action Items

<table>
<thead>
<tr>
<th>Original Item #</th>
<th>Priority</th>
<th>Action Plan (Actions Taken/Need to be taken)</th>
<th>Assigned To</th>
<th>Follow up: Date Pending</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>E.g. ED–17/03/19-01</td>
<td></td>
<td>Add any additional relevant information pertaining to the status of this item – keep most recent information on top. If long list of details, older less pertinent information can be removed as will have already been recorded in previous minutes</td>
<td></td>
<td></td>
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<tr>
<td>NB-18/03/14-05</td>
<td>C</td>
<td><strong>Review of the Building Emergency Response Plan</strong></td>
<td>Richard Hamelin</td>
<td>December 4, 2018</td>
<td>IP</td>
</tr>
</tbody>
</table>
|                 |          | -Richard reviewed existing BERP (current as of 2013)  
-Will contact new floor wardens to complete online training  
-will prepare appendix on identifying areas of refugee for individuals with impairment, and location of AEDs  
-evacuation area, northwest side of Main Mall and Agronomy Road  
-BERP will be updated, and will be uploaded to the Forestry Safety website  
-need to finalize list of fire wardens  
-fire warden training is available online  
-fire drill will be set up for the new year, closer to April (after school term and exams are completed)  
-will update progress at next meeting

**ACTION ITEMS (from October meeting):**  
1) Richard to revise/update current BERP  
2) Richard to identify fire wardens for the faculty (with email from Joanne and Greg for the current list)  
3) Richard to set up training for new fire wardens  
4) Richard to set up fire drill once fire wardens are identified and trained
8. **ONGOING BUSINESS – Status of Action Items**

<table>
<thead>
<tr>
<th>Item #</th>
<th>Priority</th>
<th>Discussion and/or ACTION ITEMS</th>
<th>Assigned To</th>
<th>Date of Issue</th>
<th>Date to be Completed</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>NB-18/06/19-01 C</td>
<td><strong>LST for Haida Gwaii Higher Education Society (HGHES)</strong>&lt;br&gt;-HGHES Director will be in contact with Richard in the new year to confirm the status of HGHES in delegating a rep on the Forestry JOHSC</td>
<td><strong>ACTIONS ITEM:</strong>&lt;br&gt;- Richard to follow up with HGHES on the progress of delegating a rep to join the JOHSC</td>
<td>Richard Hamelin</td>
<td>January 2019</td>
<td>IP</td>
<td></td>
</tr>
<tr>
<td>NB-18-08-21-04 C</td>
<td><strong>Automatic External Defibrillator (AED) for all and spring camps</strong>&lt;br&gt;-Joanne will request for funding of the two AEDs from the Dean&lt;br&gt;-one AED provided by RMS, for AFRF&lt;br&gt;-AFRF manager will help bring the AED to AFRF</td>
<td><strong>ACTIONS ITEMS:</strong>&lt;br&gt;1) Joanne to request for funding from the Dean to purchase the additional two AEDs for the faculty (wall-mounted one for CAWP and portable one for field school use)&lt;br&gt;2) Joanne to contact Stephanie Ewen (AFRF Manager) to pick up AED for AFRF</td>
<td>Joanne Dean</td>
<td>December 4, 2018</td>
<td>IP</td>
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</table>

* ED – Education and Training  
* GI- General Inspection  
* NB – New Business

9. **JOHSC FORMAL RECOMMENDATION LETTERS & REGULATORY INSPECTIONS (e.g. WorkSafeBC)**

<table>
<thead>
<tr>
<th>Item #</th>
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<th>Discussion and/or ACTION ITEMS</th>
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<tbody>
<tr>
<td>E.g.: CODE-REC-2017-01</td>
<td></td>
<td><strong>For all JOHSC Formal Recommendation Letters and Regulatory Inspections (Provincial Regulators including but not limited to WorkSafeBC, and Federal Regulators including but not limited to Transport Canada). Note ALL Regulatory Inspections, even if issued to another department. Make sure</strong></td>
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</table>
9. JOHSC FORMAL RECOMMENDATION LETTERS & REGULATORY INSPECTIONS (e.g. WorkSafeBC)

<table>
<thead>
<tr>
<th>Code</th>
<th>Code-Rec-2018-01</th>
<th>FSC building temperature (heating/cooling) issues</th>
</tr>
</thead>
<tbody>
<tr>
<td>Code-Rec-2018-01</td>
<td></td>
<td>Reilly and Joanne will prepare the recommendation letter and send it to the Forestry Dean for consideration</td>
</tr>
<tr>
<td>Code-Rec-2018-01</td>
<td></td>
<td>Reilly prepared the recommendation letter draft to the Dean on the building temperature issue</td>
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<td></td>
<td>- BMS and building occupants communication discrepancy, causing delay in resolving temperature issues (actual observed temperature is higher than temperature recorded by BMS)</td>
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<td>- recommendation letter needed to bring forward issue to the SMT in which to seek permanent solutions to correct the building temperature issues – thorough investigation needed from external consultant</td>
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<tr>
<td>ACTION ITEM:</td>
<td></td>
<td>1) Reilly and Joanne to send finalized recommendation letter to the Dean for considerations</td>
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<table>
<thead>
<tr>
<th>Item #</th>
<th>JOHSC members</th>
<th>Date</th>
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<tbody>
<tr>
<td></td>
<td>Joanne Dean and Reilly Ische</td>
<td>September 18, 2018</td>
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NOTE: Item # that correspondence pertains to should remain in the “Ongoing Business” and updated with any additional information until fully resolved.
### 9. JOHSC FORMAL RECOMMENDATION LETTERS & REGULATORY INSPECTIONS (e.g. WorkSafeBC)

**Applicable notes from September meeting**
- Building design to be in “economic setting” after building hours (6pm-7am), heat gets trapped overnight and building becomes hotter than ambient temperature.
- Propose to conduct building audit on finding proper solutions; investigation on ducting and ventilation issue of the building.
- JOHSC to bring up issue up to SMT for permanent solution for ducting issues in the building.

**Application notes from August meeting:**
- FSC building occupants have been experience hotter than usual room temperatures during the month of August.
- Joanne has been in contact with the Facilities Manager regarding the temperature issues.
- Joanne provided information from Building Ops on *How to submit a request for variance of non-conformance to the technical guidelines*.

*REC – Recommendation Letter*

### 10. NEW & OTHER BUSINESS

- General discussion items (list actionable items below)

<table>
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<tr>
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<tbody>
<tr>
<td>E.g.: NB-17/09/19-01</td>
<td></td>
<td>For new items that are not currently in “ongoing business”. Enter any relevant information regarding this item, actions to be taken, etc. If this item is not completed within the meeting, it will be moved to “Ongoing Business” for the following meeting.</td>
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</table>
### 10. NEW & OTHER BUSINESS

<table>
<thead>
<tr>
<th>Date</th>
<th>Type</th>
<th>Description</th>
<th>Responsible Party</th>
<th>Date</th>
<th>Type</th>
</tr>
</thead>
</table>
| NB-18/10/18-01| C    | **Nomination of new Worker Rep**  
- JOHSC nominates Patrick Culbert and Natasha Thompson as new worker rep co-chair  
- to be confirmed in the new year | All members       | January 2019 | IP   |
| NB-18/10/18-02| C    | **Smoking on Campus**  
- in response to the University’s developing policy on cannabis use  
- as per discussion, FoF JOHSC will not contribute to the new UBC policy on cannabis use and smoking on campus |                       | C          |
| NB-18/10/18-03| C    | **WorkSafeBC Inspection report from RMS**  
- some incidents from other faculty may be relevant to Forestry; serve as reminders to conduct periodic risk assessments; and complete incident reports properly and in a timely manner |                       | C          |
| NB-18/10/18-04| C    | **Local Safety Team Training**  
- reviewed email from RMS; LST training will be live on October 12  
- link available to LST for training as they see fit |                       | C          |
| NB-18/10/18-05| E    | **Ergonomics guidelines**  
- reminders to be sent out from departments to research groups to help raise awareness on ergonomics and safety  
- reviewed info from RMS  
- Joanne and Reilly met with UBC Ergonomic Advisor, and will be provided with ergonomics guidelines for distribution to the faculty | Joanne Dean         | December 4, 2018 | IP   |
| NB-18/11/20-01| C    | **Safety Day Website and Qualtrics Survey**  
- survey distributed via RMS email (October 29) | Natasha Thompson | January 2019 | IP   |

**ACTION ITEM:**  
Natasha to complete Qualtrics Survey (as she attended the Safety Day)
## 10. NEW & OTHER BUSINESS

<table>
<thead>
<tr>
<th>Date</th>
<th>Number</th>
<th>Type</th>
<th>Description</th>
<th>Responsible</th>
<th>Action Date</th>
<th>Notes</th>
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</thead>
</table>
| NB-18/11/20-02 | E      |      | **November is Fall Prevention Month**  
- reminder on accessing exteriors of buildings in the winter months – snow and wet floors being a fall hazard                                                |             |              | C     |
| NB-18/11/20-03 | C      |      | **Annual Incident Trends**  
- CAIRS stats to be reviewed at the next JOHSC meeting  

**ACTION ITEM:**  
- Nicole to print off JOHSC (annual) incident stats for review at the December meeting; JOHSC to assess on trends of the reported incidents  

Nicole Lee and JOHSC members  

December 4, 2018  

IP     |
| NB-18/11/20-04 | E      |      | **Personal Security (informational)**  
- reminder to individuals on campus safety after dark – safety features on campus - blue phones, Safewalk, etc.                                                                                       |             |              | C     |
| NB-18/11/20-05 | E      |      | **Ergonomics for Faculty (informational)**  

**ACTION ITEM:**  
- Joanne to send ergonomics information to the faculty  

Joanne Dean  

December 4, 2018  

IP     |
| NB-18/11/20-06 | C      |      | **JOHSC Assessment**  
- JOHSC members to complete online self-assessment  
- for discussion and completion at the December meeting  

All members  

December 4, 2018  

IP     |
| NB-18/11/20-07 | C      |      | **JOHSC meetings in the new year**  
- 3rd Tuesday 2pm, January-June 2019; in FSC 4001  
- Send outlook invitation to JOHSC on 2019 meetings  

**ACTION ITEM:**  
- Nicole to send out Outlook invitation to JOHSC members for confirmation  

Nicole Lee  

December 4, 2018  

IP     |
10. NEW & OTHER BUSINESS

<table>
<thead>
<tr>
<th>NB-18/11/20-08</th>
<th>C</th>
<th>New Employer rep from Malcolm Knapp Research Forest</th>
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<tbody>
<tr>
<td></td>
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<td>- Liz Smith will be joining JOHSC; membership to be confirmed by AAPS</td>
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<td>- Cheryl Power will now be the alternate rep from MKRF</td>
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</tbody>
</table>

**ACTION ITEM:**
- Joanne to notify JOHSC once AAPS confirms on their approval for Liz to officially join JOHSC

|                |   | Joanne Dean | December 4, 2018 | IP |

*NB – New Business*

11. NEXT MEETING

Date: Tuesday, December 4th, 2018
Time: 1:30
Location: FSC 4001

12. MEETING ADJOURNED

Time: 2:55pm

**LEGEND**

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<thead>
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<th>PRIORITY:</th>
<th>STATUS:</th>
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<td>E</td>
<td>RF</td>
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</tbody>
</table>

**Monthly Distribution and Posting of Approved Meeting Minutes (Required):**

- Responsible VP
- Responsible Managing Director/Dean
- All JOHSC members
- Internal Communications Person
- Risk Management Services ubcsafety.committee@ubc.ca
- Posted on any Safety Bulletin Boards (if applicable)