

Joint Health & Safety Committee

June 12, 2025

Room C2102.3**Sutherland Campus****MINUTES**

Sutherland H&S Committee					
<u>Worker Members</u>		<u>Management Members</u>		<u>Resources</u>	
C	Elane Kalavrias (EK) Co-Chair	C	Bianca Scippa (BS) Co-Chair	P	Marriah Wickert (MW) R*
P	Heather Cuthbert (HC)	P	Mary MacLeod (MM)		
P	Candace Gainer (CG)	P	Marc Patenaude (MPA)		
P	Cheryl Wardell (CW)	P	Cameron Desormeaux (CD)		
R	David Vasey (DV)				
P	Joanne Tully (JT)				
R	Susan Brown (SBR)				
R	Liam Pearce (LP)			P	Angela Hounam (AH) – Secretary
Minutes and Agenda are located on the H&S Website					
VP- Virtual Presence	C- Chair	P-Present	R-Regrets	G-Guest	R*-Resource
<p>At Fleming College</p> <p>Our Vision:</p> <p>Creating prosperity and transforming communities through education and innovation.</p> <p>Our Mission is to empower our students with the innovative education, research and real-world experiences they need to build better lives, better communities and a better world.</p> <p>Our Values:</p> <ul style="list-style-type: none"> ■ Responsiveness ■ Innovation ■ Collaboration ■ Inclusiveness ■ Accountability 					

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Item	Agenda Topic	Discussion	Action By/Decision
1.0	Arrival	Meeting called to order at 8:30a.m.	
2.0	Breakfast and Networking		
3.0	JHSC Workbook	<p>The CMT discussed the JHSC Workbook and how it will strengthen and empower them to take control of their H&S role within the workplace.</p> <p>The CMT discussed the IRS and how they made a positive impact in the workplace.</p> <p>The CMT discussed how the Unions conducted a survey about psychosocial hazards in the workplace a few years ago.</p> <p>The CMT discussed how they work cohesively for the common good of H&S.</p> <p>The CMT discussed the TOR and the process for implementing proposed updated.</p> <p>The CMT discussed committee composition and the importance of having Dean/Chair representation from different areas of the college.</p> <p>The CMT discussed quorum requirements.</p> <p>The CMT discussed how far the College has come with implementing important processes, such as abatement</p>	<p>The CMT will continue to discuss ways to bring psychosocial hazard awareness to the workplace.</p> <p>MW noted that the H&S team will work on a process for sharing good news stories with the CMT, to</p>

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		<p>and air quality testing.</p> <p>MW shared that H&S is sitting in on Capital Project planning to support H&S considerations for projects.</p> <p>The CMT discussed the JHSC Co-Chair terms from 2019 because rotating Co-Chairs every two years helps support a stronger CMT.</p> <p>The CMT discussed supports available for Worker Co-Chairs, such as the Management Co-Chair, other CMT members, H&S department, and Unions.</p> <p>The CMT discussed proposed changes to the TOR.</p> <p>The CMT discussed where to find JHSC documents, such as incident reporting.</p> <p>The CMT discussed training options for CMT members.</p> <p>The CMT discussed doing a H&S campaign.</p>	<p>showcase the work that is being done.</p> <p>TOR changes:</p> <ul style="list-style-type: none">- Terms for the Co-Chairs.- Inspections don't need to be completed by certified members. <p>The CMT would like to see the following training opportunities:</p> <ul style="list-style-type: none">- Psychosocial Hazards. (Guest Speaker from PSHSA)- Harassment & Discrimination (Guest Speaker from HR, Emily Clayton) <p>EK suggested arranging drop in sessions with JHSC members.</p>
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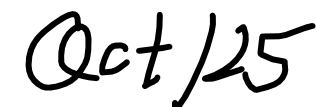


		<p>The CMT discussed JHSC certification.</p> <p>The CMT determined the JHSC workbook could not be completed due to a time constraint.</p>	<p>The H&S team will investigate training that encompasses the 13 factors that promote H&S.</p> <p>CG and EK would like to take the JHSC certification refresher.</p> <p>The following JHSC Workbook item will be carried forward to the September 2025 meeting: Effective Meeting – Reflection & Practice</p> <p>The following JHSC Workbook item will be carried forward to the October 2025 meeting: Action Planning & Culture Building.</p>
4.0	Closing Remarks	The H&S team thanked the CMT for their work throughout the year.	
5.0	Meeting Adjourned	Meeting adjourned at 10:43a.m.	


Bianca Sclipa
Co-Chair, Management



Elane Kalavrias
Co-Chair, Workers


Date

October 31st 2025

Date