

**Joint Health & Safety Committee**

November 27, 2025

**Teams****Sutherland Campus****MINUTES**

<b>Sutherland H&amp;S Committee</b>					
<b><u>Worker Members</u></b>		<b><u>Management Members</u></b>		<b><u>Resources</u></b>	
R	Elane Kalavrias (EK) Co-Chair	C	Bianca Sclipa (BS) Co-Chair	VP	Marriah Wickert (MW)
VP	Heather Cuthbert (HC)	VP	Marc Patenaude (MPA)		
VP	Liam Pearce (LP)	VP	Cameron Desormeaux (CD)		
R	Susan Brown (SBR)				
VP	David Vasey (DV)				
R	Joanne Tully (JT)				
VP	Sarah Mackie (SM)				
				VP	Angela Hounam (AH) – Secretary
<b>Minutes and Agenda are located on the <a href="#">H&amp;S Website</a></b>					
VP- Virtual Presence	C- Chair	P-Present	R-Regrets	G-Guest	R*-Resource
<b>At Fleming College</b>  <b>Our Vision:</b>  Creating prosperity and transforming communities through education and innovation.  <b>Our Mission</b> 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.  <b>Our Values:</b> <ul style="list-style-type: none"> <li>■ Responsiveness</li> <li>■ Innovation</li> <li>■ Collaboration</li> <li>■ Inclusiveness</li> <li>■ Accountability</li> </ul>					
Upcoming Meetings	December 18, 2025	January 22, 2026	February 26, 2026	March 26, 2026	
April 23, 2026	May 28, 2026	June 25, 2026			

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Item	Agenda Topic	Discussion	Action By/Decision
1.0	Meeting Called to Order	9:01a.m.	
1.1	Quorum Confirmed	Quorum Met: <input checked="" type="radio"/> Yes <input type="radio"/> No	
1.2	Adoption of Agenda	CMT discussed adoption of the agenda as meeting guide.	Moved by HC, seconded by DV.
1.3	Review of Minutes and Approval	September & October 2025	September minutes still in progress due to labour action.  October minutes moved by HC seconded by MPA.
2.0	Report Review		
2.1	Accident Reports	The CMT discussed the Accident Reports.	
	2.1.1 Review of lists	Student: 10      Staff: 3  The CMT discussed the slip and fall that took place on the pathway beside the portable.	
	2.1.2 Review of Near Miss	All: 5  The CMT discussed the automatic door openers on the washroom doors across the campus.  The CMT discussed the Near Miss reports submitted following the	CG to conduct further review and determine the necessary

		<p>reduction of garbage and recycling receptacles across the campuses. Several members also noted observing complaints associated with this change.</p> <p>The CMT discussed the Near Miss report submitted about the potential of cold temperatures causing a fracture in the copper pigtail lines of the medical gas manifold.</p> <p>The CMT discussed the Near Miss report about the discovery of authentic medications in room A1110.1, which were unintentionally introduced to campus as part of a donation to the school.</p>	<p>next steps, which may include the issuance of a recommendation to the employer.</p> <p>BS noted that a Capital Project has been started to address the issues with the medical gas manifold.</p> <p>SM noted the authentic medication is being safely disposed of.</p>
<b>2.2</b>	<b>Inspection Report</b>		
	2.2.1 Items noted for JHSC review	<p>SBR volunteered to assist with completing the following inspection notes:</p> <ul style="list-style-type: none"> <li>- Inspection# 01266 – note #9</li> <li>- Inspection# 01313 – note #1</li> </ul>	<p>Discussion carried forward to December meeting due to SBR absence.</p>
	2.2.2 Inspection Schedule 2025-2026	<p>The completed 2025-2026 Inspection Schedule has been uploaded to the Occupational Health &amp; Safety Department webpage and shared in the Sutherland JHSC Teams Channel.</p> <p>The CMT discussed that the October inspection is in reviewing status.</p> <p>The CMT discussed that the November inspection is in inspecting status.</p>	<p>AH will adjust the Inspection Schedule as needed.</p> <p>AH to action.</p> <p>SBR and MPA to action.</p>

<p><b>2.3</b></p>	<p><b>H&amp;S Assessments</b></p> <p>2.3.1 Review Reports</p>	<p>The CMT discussed the black water backup that took place in D0, and the Post Sanitary Backup Remediation Swab Sampling Report done by T. Harris.</p> <p>The CMT determined that additional evidence collected by a JHSC member should be investigated.</p>	<p>DV, MPA, and MW to discuss the evidence further offline.</p>
<p><b>3.0</b></p> <p><b>3.1</b></p> <p><b>3.2</b></p>	<p><b>New Business</b></p> <p><b>June JJHSC Workbook Completion</b></p> <p><b>Asbestos Reassessment</b></p>	<p>The CMT determined they will work independently to complete any outstanding sections of the June JJHSC Workbook.</p> <p>The CMT discussed that Pinchin is scheduled to be onsite during the week of December 15, 2025, to conduct the annual Asbestos Reassessment Survey. The assessment will include calculating all remediation completed to date and flagging any remaining asbestos rated fair or poor for follow-up.</p>	

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<b>4.0</b>	<b>Outstanding Items from 2025-2026</b>		
<b>4.3</b>	<b>Potential magnetic fields signage</b>	Item closed. DV and MPA to discuss further offline.	
<b>4.4</b>	<b>Increase in Ampule Use Incidents</b>	Item closed. The CMT noted that the increase in students and reporting are attributing factors.	
<b>4.6</b>	<b>Flow of Foot Traffic: Staircase Near Cafeteria</b>	Item closed. MW shared that Aramark removed some of the stations as an interim measure and further discussions will be taking place with Accessibility.	
<b>5.0</b>	<b>Next Meeting</b>		
<b>5.1</b>	<b>Date</b>	December 18, 2025	
<b>5.2</b>	<b>Adjournment of Meeting</b>	Motion to adjourn meeting at 10:02a.m.	Moved by HC and seconded by MPA.

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**Bianca Sclipa**  
*Co-Chair, Management*

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**Date**

*Elane Kalavrias*  
**Elane Kalavrias**  
*Co-Chair, Workers*

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December 18th 2025

**Date**