

January 31, 2024

Union proposals for renewal Collective Agreement negotiations between U of T and CUPE 1230, FTPT Unit
Without prejudice or precedent. Subject to errors and omissions. The Union reserves the right to introduce additional proposals.

ARTICLE 37: OCCUPATIONAL HEALTH AND SAFETY

Joint Health and Safety Committee

37:01

- (a) In keeping with the intent of the *Occupational Health and Safety Act*, the Employer agrees to constitute an Occupational Health and Safety Committee composed of five (5) elected representatives of the Union, one of whom shall be the President of the Local, and five (5) Management representatives. The Parties further agree that there will no longer be alternates designated for this committee. The President of CUPE Local 1230 and the Library Manager Human Resources shall be ex-officio members of the Committee. The Committee shall meet at intervals of not less than three (3) months or as requested by either the Union or the Employer. Members of the Committee shall be compensated for attendance at scheduled Committee meetings. A secretary shall be provided for the Committee, who shall record minutes of each meeting and transmit them to the Parties. The Committee shall annually elect Chairpersons.
- (b) One worker member selected by the Union for the Central JHSC as well as one worker each for the satellite JHSCs may become certified worker representatives if requested by the Union. The University agrees to pay the costs for the basic level I core certification programme and certification refresher course every three (3) years.**
- (c) The number of members appointed by the Employer to the JHSC shall not exceed the total number of worker members on the Committee.**
- (d) Bargaining unit members on Joint Health and Safety Committees shall suffer no loss of regular straight time pay for time required to carry out their duties. Such members shall provide as much notice as possible to their supervisors in the event their responsibilities require them to be away from their assigned work.**

Health and Safety Information

37:02

- (a) The Employer will provide the Committee with copies of accident reports related to members of the Full-Time and Part-Time Bargaining Unit and the Student Casual Bargaining Unit.
- (b) In the event the University produces a report respecting occupational health and safety in the workplace, within the meaning of the *Occupational Health and Safety Act*, the University will provide the results of the report to the Union and those employees who are directly affected by the findings.**
- (c) The University shall notify the Union of workplace testing conducted for the purpose of occupational health and safety of which the JHSC has been notified pursuant to OHSA. Further, the University will provide the Union with the results of a report respecting health and safety that has been provided to the JHSC pursuant to OHSA.**

January 31, 2024

Union proposals for renewal Collective Agreement negotiations between U of T and CUPE 1230, FTPT Unit
Without prejudice or precedent. Subject to errors and omissions. The Union reserves the right to introduce additional proposals.

(d) The University will inform the Union of all Ministry of Labour visits to any work site where any bargaining unit employees are regularly employed.

(e) All copies of minutes of joint H&S meetings from all campuses will be forwarded to the Union office via electronic mail as expeditiously as practicable and without undue delay.

Workplace Injury

NEW 37:03 and renumber subsequent articles accordingly

(a) In the event an employee is injured in the performance of their duties such that the employee is required to stop work and receive medical treatment, the employee will receive their regular pay for that work day. If the injury is such that transportation immediately following the injury is required, the University will provide, or arrange for, suitable transportation to a hospital, the employee's home, or other appropriate location.

(b) The University will provide the Union with copies of all Workplace Safety and Insurance Board (WSIB) Form 7 Employers' Report of Injury/Illness for members injured on the job.

37:03 The Employer agrees to provide a guideline for the use of visual display terminals, the details of which are set out in Schedule IX.

37:04 The University is committed to the prevention of illness or injury through the provision and maintenance of healthy and safe conditions on its premises. The University endeavors to provide a hazard free environment and minimize risks by adherence to all relevant legislation, and where appropriate, through development and implementation of additional internal standards, programmes and procedures.

The University requires that health and safety be a primary objective in every area of its operation and that all persons utilizing University premises comply with procedures, regulations and standards relating to health and safety.

The University shall acquaint its employees with such components of legislation, regulations, standards, practises and procedures as pertain to the elimination, control and management of hazards in their work and work environment. Employees shall work safely and comply with the requirements of legislation, internal regulations, standards and programmes and shall report hazards to their immediate supervisor or designate, in the interests of the health and safety of all members of the community.

The University recognizes the right of workers to be informed about hazards in the workplace to be provided with appropriate training, to be consulted and have input, and the right to refuse unsafe work where there is an immediate danger to their health and safety or health and safety of others.

The University will continue to respect the functions and guidelines established for the Joint Health and Safety Committee ~~for the duration of the Collective Agreement~~ **in accordance with the Occupational Health and Safety Act (OHSA)**. It is understood

January 31, 2024

Union proposals for renewal Collective Agreement negotiations between U of T and CUPE 1230, FTPT Unit

Without prejudice or precedent. Subject to errors and omissions. The Union reserves the right to introduce additional proposals.

that should there be changes in the applicable legislation, the Parties will meet to discuss the implications. All copies of minutes of Joint Health and Safety Committee meetings will be forwarded to the Union office via electronic mail.

~~It is further agreed that the Union may submit a grievance should the University unilaterally amend or abrogate the terms of the Joint Health and Safety Committee Terms of Reference, and/or fail to provide adequate paid time off for worker members to carry out their Joint Health and Safety Committee duties as specified in this agreement. Such grievances will be submitted in accordance with the provisions specified under Articles 11, 12, 13 and 14 of the Collective Agreement.~~