

**CEIU Ontario Region**  
**Health, Safety and Security Standing Committee Report 2020-2021**

Laura Light-Morrow – Chair  
Thu Trinh – Alternate Chair  
Emily Green – Secretary  
Margaret Peck  
Melissa Smitka  
Michelle Newell

Meetings:

- March 2021
- October 2021
- November 2021

Priorities for 2021-2022:

- Mental Health/Stress
- Bullying and Violence in the Workplace
- Membership Engagement
- Workplace Ergonomics

In addition to the Standing Committee priorities, our objectives are to provide enhanced outreach and education on the important parts of Health and Safety.

The last 19 months have been challenging for members during the COVID-19 pandemic with many inconsistencies surrounding the requirements of maintaining office occupancy within the region. Upon the committee's appointment of its new members, there was little to no role clarity for the incumbents. With the transition to new regional leadership, the committee felt more empowered and guided and we recognized the importance and the purpose of the committee.

We became aware of an initiative implemented by the Front-End Outreach Committee, in which a questionnaire was distributed with questions focused on measuring the effects of COVID-19 in the workplace. Our committee will continue to interpret the results of the Front-End Outreach Committee questionnaire to formulate a plan of action and we will also create a more nuanced questionnaire relating to Health and Safety for our members.

Our committee will continue to provide guidance and assistance to all members and the Joint Occupational Safety and Health (JOSH) committees on workplace issues that continue to arise through these unprecedented times. We recognize the constant changing of our workplace arrangement since March 2020, such as working at home alone and we stand to support. We will continue to escalate issues when members bring them forward.

We met twice in 2021 with Service Canada Management as a Regional Health and Safety Advisory Committee. At these meetings we discussed the "return to occupancy" process in

Service Canada offices and at this point the occupancy remains low and only for in person services.

As a new committee we have met twice in the last two months and formulated a plan for future action. A few results from the Front-End Outreach Committee survey suggested many members are unaware of important aspects of Health and Safety. For example, 50% of respondents were unaware of the process to exercise their right to refuse dangerous work under the Canada Labour Code Part II. We are creating action plans to address these gaps in knowledge. Our goals for the coming year are to do more outreach, engage members, bring committees/representatives/ members on board, and to band allies and resources together. We intend to make our committee members approachable through correspondence and networking. The end goal is to ensure that we are aware of the concerns of our members and able to act on them. This is the only way we can improve the health and safety of all members.