

Accessibility Health & Safety Sub-Committee Meeting

Wednesday March 19th, 2025

12pm

Via MS TEAMS

Record of Decisions

Via Teams: M. Wylie (Co-Chair, Accessibility), L. Spek (Co-Chair, Health and Safety), R. Duranceau (Volunteer), S. Briggs (Volunteer), P. Timusk (Volunteer)

Regrets: N. Prier (President), C. Goldberg (Chair), J. Hutt (Senior Advisor to the President), K. McLaughlin (Accessibility and Administrative Coordinator)

Staff via Teams: N. Conner (Executive Assistant to the President), S. Newman (Administrative Assistant)

1. Opening of the meeting
 - L. Spek called the meeting to order at 12:02pm.
 - A lank acknowledgement was shared, and new members were welcomed.

2. Approval of Agenda

- Be it resolved that the March 19th, 2025, agenda be approved unanimously.

3. Brief review of Terms of Reference

- L. Spek refers to the Terms of Reference for the sub-committee (shared in the invitation) and encourages members to review and share their thoughts.

4. Welcome to new members and roundtable

- L. Spek and M. Wylie invited new members to introduce themselves.
- Members and volunteers introduced themselves and shared a bit about their own backgrounds and experiences.

5. Discussion: What we want to do together this year

- L. Spek opened the discussion, remarking on the intense few years we have all experienced. She also shared that she is still taking COVID-19 precautions as the pandemic is not over, especially as the Avian flu continues to spread. She struggles to get accommodations at work as well.
- M. Wylie shared the committee's initial intent to hosting regular "Coffee Chats" with members on Accessibility, Health & Safety topics, and had one of these discussions last year.

- She also referred to the remote work campaign and the organizing efforts around health and safety issues in buildings (e.g., bedbugs, etc.).
- R. Duranceau suggested incorporating an accessibility angle into remote work support and health and safety policies.
- S. Briggs emphasized the importance of raising awareness and supporting members during collective agreement negotiations, particularly around telework and accessibility.
- P. Timusk suggested supporting the bargaining committee, providing clear messaging to locals, sharing briefings for health and safety committees, and ensuring that psychological safety in the workplace is also considered.
- L. Spek discusses the challenges of the collective bargaining process and the need for interventions during emergent issues.
- M. Wylie highlighted the open bargaining subcommittee and the possibility of having various working groups on specific issues.
- R. Duranceau noted we could socialize our subcommittee with members, Locals, to share the priorities we're working on.
- S. Briggs noted that we don't really know what is considered an "unsafe" workplace and we could help members better understand their rights. She also suggested creating resources like frequently asked questions and standard email templates for members.

- L. Spek highlights the need for standard messaging and templates to support members in their accommodation requests.
- In addition, she noted the need for aggregate data to map trends over time; while ensuring we protect member privacy. Labour Relations Officers have a read on how members are doing and as a union we need to understand what members are facing.

6. Closing of meeting

- L. Spek and M. Wylie noted the importance of working with other sub committees and gathering input from members.
- N. Conner offered support from CAPE and suggested adjusting meeting times to accommodate all members.

The meeting was adjourned at 12:50pm.

The above record of decisions is accepted as a true representation of the Accessibility, Health and Safety Sub-Committee meeting held on March 19th, 2025.