



**OSBCU Sector Report to Health and Safety Injured Worker Advocacy  
Virtual Conference  
Friday October 22, 2021**

The OSBCU Sector meeting was a very positive forum with many people contributing to the discussions helping to provide insight and resources to the committees. We broke our session into four areas: The OSBCU – Health & Safety, Injured Workers Committee – Did You Know; The Pandemic: School Board Sector Success & Orders; Key Issues Facing Education Workers; Actions We Can Take.

**Discussions:**

**The OSBCU – Health & Safety, Injured Workers Committee – Did You Know**

- Introduction and structure of Committee and information to get more members involved in the council Health and Safety and Injured Workers Committee
- Discussion on suggestions for Workload Survey
  - Add specific job classifications
  - Distinctions between work sites (elementary, secondary, off sites, board office)
  - Question on what training people have been given
  - When are you replaced when away from workplace?
  - Amount of regular workload compared to COVID workload additions
  - How much unpaid work is done?
  - Have you been asked to do other job classification outside regular classification?
- Psychosocial and Mental Health Issues
- Difficulties completing forms to report and not knowing of forms or how to report

**The Pandemic: School Board Sector Success & Orders**

- Paul Sylvestre – CUPE National Health and Safety Service Rep to OSBCU spoke to the delegates about success and orders we have had in this sector
  - It was noted that when any local receives field visits from the MLTSD please send the report they give to your locals servicing rep and request they be sent to Paul
  - Discussion on PPE's and Sections 28 and 25(2)b
  - Discussion on Ont Reg 420/21
  - Discussion on Risk Assessments of Workplace Violence and Re-assessments
  - Injuries and Occupational Illnesses
  - Issues with masks and breathing – Medical documentation may be needed for accommodation. There are hypoallergenic masks available
  - Discussion on quality of PPE's – Employers must ensure PPE is safe and proper Sec 25(1)
  - Discussion on writing recommendations to employer and they must reply within 21 days

### **Key Issues Facing Education Workers**

- Shortage of Staffing when people are away – No replacements
- PPE Issues
- FTE Issues
- Reporting is happening but employer slowing the process to get a resolve
- Student Safety Plans – All Staff should see them not just direct staff of student
- Unpaid Work and Burn Out
- In shared school between two boards both boards have their own policies and guidelines which creates issues for staff
- Casual Staffing not being informed of Risk Assessments
- Boards cutting jobs and services to save money

### **Actions We Can Take**

- Co-Ordinated Language because Health and Safety is a Local Issue. As a result of the bargaining survey Health and Safety is one of the top 5 issues the membership want to be bargained
- Education of Members in Health and Safety
- Template Language for writing recommendations to employer
- Connecting with new members to discuss their rights and responsibilities. This is to include casual employees
- Documenting of issues and concerns
- Ensure the Internal Responsibility System (IRS) is used to ensure things are dealt with accordingly
- Training around IRS and Documentations
- More Forums and Training on Health and Safety and Injured Worker Advocacy