

Vision: People with developmental disabilities live their best life.

Mission: CLGW connects people with disabilities with opportunities for them to realize their goals.

Values: Nurture Potential – Respect Uniqueness – Uphold Accountability – Pursue Excellence

Attendees: Cheryl Bourque-Turner, Michelle Williams McNeil, Angela Korn, Mary-Lynne Hambly Zeinstra, Sandra MacDonald, Sandra Livingstone, Jodie Lind, Meigan Tindall

Regrets: Preet Kohli, Rodrigo Arango, Joan Beaugard

Chair: Cheryl Bourque-Turner

Recorded by: Meigan Tindall

	AGENDA ITEM	MINUTES
1.	Call to Order	o 1:37pm
2.	Approval of Agenda	Flaherty added as 188.2 Approved
3.	Approval of Previous Minutes: (Mtg #187, July 10, 2024)	o Psychological Health and Safety Committee needs to replace Psychosocial
4.	Business Arising from Previous Minutes	
162.1	COVID-19 Process for JHSC and IPAC -ongoing-update	Laundry/fabric softener update: deferred to next meeting Coming soon: SDS and product inventory being on-line on the H&S tab Discussion around cleaning products and what is to be used at sites that don't have Betco systems – further conversation needed PDQ is a disinfectant and cleaner that can be used in any sites but specifically those with out the Betco system. This product is Ready to Use
163.7	Violence in the Workplace Surveys	o Meeting on August 21, 2024 to discuss o Deferred to next meeting o For the next year (2024) surveys could be split by urban and rural in passports and SI o Agreed that the survey requires no changes before sending out in January 2025.
184.5	Goals for 2024	o Pest Control policy – to be discussed at the November meeting. o Psychological H & S committee – committee plans to send out an email to AllStaff for 13 weeks, 1 factor per week with a question to be answered for your chance to be put in a draw to win a prize OHCOW is assisting the committee with collecting data from an anonymous survey to be done with all employees in late fall. This data will help to provide direction for the committee o Safe Food Handling Policy Updates – deferred to next meeting

181.4	Health & Safety Awareness weeks	<ul style="list-style-type: none"> o Healthy Workplace Month for October 2024 – came up with ideas for activities to coincide with healthy workplace month - to send out to all employees by email o Site Rep Training – October 9 and October 23 – agenda ideas: discussed ideas and assigned roles to member.
183.1	Policy Review for 2024	<ul style="list-style-type: none"> o May 2024 G160 Workplace Harassment/Violence, G270 Right to Refuse, G300 Weapons o July 2024 G150 Accident/Injury G195 Mask Optional o Reviewed and updates will be done online
184.4	Normalizing Risk Behaviors	- review of ABC vs Behavior Report and when to fill out Violence in the workplace form – review and will send out
186.1	Smoking on sites - Policy D830	Discussed where the policy should land; in Health and Safety or Human Resources – taking recommendation to SLT
186.2	Risk Assessments at a Site(s)	<ul style="list-style-type: none"> o Want to develop a process for completing risk assessments – deferred to Jan 2025
187.2	Psychological Health and Safety Committee	<ul style="list-style-type: none"> o Going forward all info for this committee will be listed under this category 187.2. This will be a permanent agenda item.
5.	New Business	
188.1	Short Staffing at Sites/ Had to Stays	Discussion regarding recommendations. Suggested that there needs to be a “know how” write up that explains employee’s rights when they get stuck at work.
188.2	Flaherty	Flaherty asked for a follow up on the risk assessment that was completed. Issues of burnout were identified. Reminder to all employees to fill out violence in the workplace forms and submit to your supervisor
6.	Monthly Inspections and Inspections Concerns	There were no issues from any current inspections
7.	Workplace Accident & Injury Reports Hazard Reports - 6 Violence in the Workplace Reports – 20 Review of Data	Reviewed data and identified that extra NCI training for a site for a person with challenging behavior was needed and completed.
8.	Review of Rep List	Reviewed
9.	Other Business/Info	
10.	Adjournment	

Next Meeting: Wednesday Nov 13, 2024, 1:30 – 4pm - Microsoft Teams
Chair- Jodie Lind Minutes –


Co-Chair – Jodie Lind


Co-Chair – Cheryl Bourque-Turner