

## **PARKING APPEALS COMMITTEE**

**2020 – 2021**

The Committee has reviewed 71 appeals for the 2020 calendar year which is a significant decrease from 155 in 2019 due to the impact of Covid-19 on parking activity. The committee has reduced the number of meetings accordingly and will ramp up hopefully in September. The committee will continue to serve Parking to provide invaluable decision making as needed.

Below are some general Parking highlights:

### **Parking Garages**

Similar to last year, the planning for a parking garage continues however progress remains slow due to Covid-19 and external stakeholders including LHSC and the City. Timing, location, and scale will continue to be evaluated.

### **Bike Shelters**

To encourage active transportation on campus, a new bike shelter is now operational located just inside the Alumni Thompson parking lot that is able to accommodate up to 60 bicycles. Bicycles can be conveniently stored safely by using your Western ONEcard.

### **Parking Lot Improvements**

Middlesex lot has been upgraded with new asphalt and new concrete pedestrian sidewalks poured from Perth Drive to Middlesex College. Lighting has been upgraded to LED fixtures with new poles and parking lines have been repainted within the entire lot.

Westminster lot has been reconfigured and the majority of the lot upgraded with new asphalt. Improved line painting and signage for pedestrian crossing has been installed from the Westminster lot to the Westminster Hall front sidewalk, including a new 3-Way stop.

### **Covid-19**

Parking continues to not collect fees on parking permits for the months of May through August. There are flexible parking options for those not regularly coming to campus.

Stay Safe!

*Submitted By: Ryan Lovell*

*Parking Appeals Committee Representative*

## **PRESIDENT'S COMMITTEE ON THE SAFETY OF WOMEN ON CAMPUS**

### **2020 – 2021**

The committee continues to:

- monitor the current situation relative to the safety of women on campus.
- Recommend initiatives which will have a positive impact on the safety of women on campus. These initiatives should focus not only on physical safety issues but on educational projects which address climate issues.
- Raise awareness in the University community of safety issues specific to women. Encourage and promote the efforts of other community groups in all initiatives to improve the safety of women.
- Present the Committee's finding and recommendations to the President of the University and the University community.

There was no meeting held this year, the committee communicated and adjudicated via email during the pandemic. The committee was able to allocate over \$150k in Ministry grant funding by supporting 10 new projects on campus. There were some very exciting and new initiatives that were supported through student experience, the orientation committee, campus police and equity and human rights.

*Submitted By: Jennifer Devlin*

*President's Committee on the Safety of Women on Campus Representative*

## LABORATORY SAFETY COMMITTEE

2020 – 2021

The Western University Laboratory Safety Committee (LSC) is a subcommittee of the University Health and Safety Committee (UHSC) and makes recommendations to the UHSC on all matters pertaining to laboratory safety at Western. The LSC is responsible for reviewing the operational safety of both teaching and research laboratories at the University.

The committee met in November 2020 and reviewed the Lab Safety Program. Additionally, information on Western's response to the COVID-19 Pandemic was presented.

In March of 2020 a special set of laboratory inspections was completed in preparation for the pandemic related University shutdown. Identified issues were corrected to ensure a safe shutdown of operations.

Normal inspections resumed in September 2020. Statistics for non-compliance issues in inspections were reviewed. Issues of note found during inspections are in the chemical labelling and chemical storage. These are the most frequent issues for compliance orders to be issued and most were corrected during the inspection. Work Practices will need to be observed as this category has generated non-compliance reports which could not be corrected during the inspection and a follow-up inspection needed to be completed.

While working in reduced capacities there were still a few lab accidents/incidents to review. All members working in lab areas are advised to review procedures and follow them correctly inclusive of correct labelling and waste disposal. An incident that was reviewed was a result of not reporting and led to significant retraining for an area on campus.

The hazardous chemical inventories for campus areas in HECHMET are in the process of being reconciled for continued accuracy. Community members are able to access Safety Data Sheets for materials listed within the inventory. The SDS database is also available through the OHS webpage.

Questions can be addressed to myself or Anne Marie McCusker.

*Submitted by: Kyle Pollard*

*Laboratory Safety Committee Representative*

# JOINT OCCUPATIONAL HEALTH AND SAFETY COMMITTEE

## 2020 – 2021

### Feb 2020

- Animal's policy and procedure for pet, therapy animals, and procedures that JOHSC put together for service animals approved on Jan 23rd will take effect on May 1.
- Awareness training was conducted for the entire department of Chemistry (safety, e.g. what resources people can use, who to contact, etc. in the event that something goes wrong)
- Leadership team is meeting weekly to come up with the plan regarding Covid-19 situation. Sanitizers units were installed in the buildings and empty hand sanitizers in each building was filed on time to prevent flu and coronavirus. Residence dining areas were changed from self-serving to serving food by staff.

### March 2020

- University entered into first lockdown. People were asked to work from home if possible and only essential workers such as Department chairs, and health and safety team members, and facilities management staff were allowed on campus until Covid-19 protocols were in place.
- Lab inspections were completed prior to the campus closure- that included checking that the labs are tidy, fume hoods are closed, and all x-ray laser equipment is turned off or put in standby mode. Also brought RPR Environmental personnel to dispose of hazardous waste.

### May 2020

- Workplace Inspections: Trend Data, Schedule Future workplace inspections were put on hold pending return to campus.
- Health and safety team worked closely with Middlesex-London Health Unit to develop a self assessment questionnaire that staff and students must fill in before returning to campus to pre-screen for symptoms of COVID-19.

### April 2020

- Western offered a total of 190 beds at Perth Hall & Windermere Manor to health care workers to support them for their back-to-back shifts. Western also donated 250 mattresses to help set up the temporary field hospital located at Western Fair (in partnership with LHSC).

## Sept 2020

- Krysta Hart new SAGE representative was introduced (replacing Cindi Talbot).
- Return to Campus Questionnaire (health assessment) was launched for students at [myrtc.uwo.ca](http://myrtc.uwo.ca).
- Ambassador Program was launched to help influence the culture focused on a safe return to campus (e.g. Classroom/Building Ambassador, H&S Ambassador, Office of the Dean / H&S Team, Campus Police)

## Dec 2020

- Saugeen Maitland Hall & Perth Hall had covid-19 outbreaks. Western Health and Safety team worked closely with Middlesex health unit to deal with Covid-19 positive cases. Students were asked to stay put in their rooms and all services were provided to them while in quarantine. Classroom Ambassadors/Health and Safety Ambassador Program were extended for face to face courses in the beginning of 2021.

*Submitted by: Gurpreet Dhani*

*Joint Occupational Health and Safety Representative*

## EMPLOYEE ASSISTANCE PLAN COMMITTEE

2020 – 2021

In Fall 2019, Western re-launched the Employee Assistance Program (EAP) with Morneau Shepell. In early 2021 the EAP program was rebranded. The Employee Assistance program is now known as LifeWorks.

### PROGRAM HIGHLIGHTS

- **ALL** Western employees and their dependents (spouse and dependent children under 21, or up to 25 if still in school full time) have access, at no cost, to private and confidential services that address a broad spectrum of concerns, including:
  - Short-term professional counselling for personal and emotional issues
  - Work-life services including nutritional counselling, career counselling, legal support, health coaching, and child and eldercare resources
  - Online programs to assist with career challenges, managing stress, navigating finances and more.
- Counselling services are provided by experienced counsellors who are Masters level professionals.
- In person counselling is temporarily suspended due to COVID, but still available via phone, video or online.
- LifeWorks services can connect you to a registered nurse, dietitian, naturopath, lawyer, financial advisor and other professionals. [Read more about Work/Life Services available.](#)
- Services are fully confidential within the limits of the law. No one, including Western, will ever know that you've used the services unless you tell them.
- There is no cost to you or your family to use the EAP services.
- There is no fixed number of sessions assigned to support you. Issues are handled one at a time and you will work with a counsellor toward achieving desired outcomes. You can access counselling multiple times a year for different issues as they arise.
- EAP service is available 24/7/365 in multiple locations, in English and French, and in over 200 additional languages through a translator.

### HOW TO ACCESS

Access all EAP services 24/7/365

- By phone: 1-844-880-9142
- Web: [lifeworks.com](http://lifeworks.com)
- Mobile app: Download the LifeWorks app at your app store or scan the QR code.

LifeWorks Orientation for Western Employees → [Watch now](#)

### Transitioning to Lifeworks platform

The LifeWorks platform was relaunched in early March 2021. If you had previously registered with [workhealthlife.com](http://workhealthlife.com) or had registered with LifeWorks before March 3, 2021, you will need to re-register with LifeWorks. Information about re-registration can be found here:

<https://www.uwo.ca/hr/benefits/eap/#relaunch>

## Why Should you Sign up for Lifeworks?

In addition to counseling, LifeWorks website and app offers you resources in a variety of formats: articles, podcasts and other tools. Additionally, it integrates new about local initiatives offered by our colleagues in the Living Well @ Western team that you can participate in as well as Lifeworks own individual and organizational challenges. These challenges are designed to support positive habits which and can earn you prizes and points toward on-campus savings.

## COVID-19 SUPPORTS

LifeWorks EAP has continued to make available some excellent resources to support employees and their families who may be facing challenges as a result of COVID-19. Counsellors are available to provide support through telephone, videoconference, secure email and chat. The EAP page has been updated with these, and other, resources. Selected topics include:

- Transition Shock: Dealing with Changes in our Work and Personal Lives
- Five Ways to Take Your Mind off COVID-19
- Coping with Loneliness During Self-Isolation
- How to Manage Your Work and Childcare When Schools are Closing
- Setting Work- Life Boundaries When You Work from Home
- Dealing with Racism and Discrimination in the Workplace as a result of COVID-19
- “New Normal in the Pandemic” Toolkit – available through the LifeWorks app, offers a list of articles around issues and feelings you may be experiencing due to the pandemic.

For the latest updates, please check here: <https://www.uwo.ca/hr/benefits/eap/index.html>.

*Submitted by: Pam Bere*

*Employee Assistance Plan Committee Representative*