

REGULAR BOARD

OCCUPATIONAL HEALTH AND SAFETY POLICY

For surely I know the plans for you, says the Lord, plans for your welfare and not for harm, to give you a future with hope - Jeremiah 29:11

Drafted

Meeting Date

August 23, 2024

January 30, 2025

Marta Radic, Coordinator, Occupational Health and Safety

Nairi Kazazian, Head of Labour Relations and Occ. Health

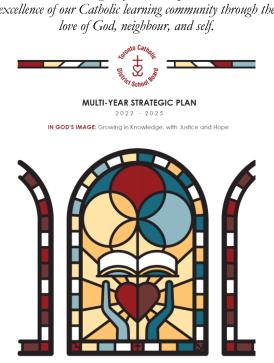
Derek Luk, Senior Policy Advisor

Lynda Coulter, Executive Superintendent, Human Resources, Leadership, Equity

RECOMMENDATION REPORT

Vision: IN GOD'S IMAGE: Growing in Knowledge, with Justice and Hope.

Mission: Nurturing the faith development and academic excellence of our Catholic learning community through the



Brendan Browne Director of Education

Adrian Della Mora

Associate Director of Academic Affairs & Chief Operating Officer

Derek Boyce

Associate Director of Corporate Services and Chief Commercial Officer

Ryan Putnam

Chief Financial Officer and Treasurer

A. EXECUTIVE SUMMARY

To provide the Governance and Policy Committee (GAP) with a proposed updated Occupational Health and Safety Policy formerly, H.M. 17 (Appendix A - Tracked and Appendix B – Clean).

The cumulative staff time required to prepare this report was 7 hours.

B. PURPOSE

1. As part of the Occupational Health and Safety Act (OHSA) requirement to review this policy annually, necessary updates such as an increase in maximum fines to corporations, as well as emphasis on supervisors' duties to follow-up on health and safety concerns in a timely manner were identified.

C. BACKGROUND

- 1. OHSA legislates worker safety and requires that the employer prepare and review annually a written occupational health and safety policy.
- 2. This policy was first approved in April 2009 and was last amended in October 2023.
- 3. On October 26, 2023, the Occupational Health and Safety Act was amended such that maximum fines for corporations increased from \$1.5M to \$2.0M.
- 4. On September 3, 2024 GAP approved review of the policy.
- 5. On January 7, 205, GAP approved the proposed updates to the policy.

D. EVIDENCE/RESEARCH/ANALYSIS

- 1. Increased fines for organizations reflect recent amendments to the Occupational Health and Safety Act.
- 2. The policy is also updated based on a recommendation of the Multi-Workplace Joint Health and safety Committees to emphasize the importance of supervisors requirement to follow-up on health and safety concerns "in a timely manner."
- 3. This policy has been amended in consultation with various labour partners on the Board's three Multisite Site Joint Health and Safety Committees.

E. METRICS AND ACCOUNTABILITY

- 1. Per OHSA requirement, the policy will be reviewed in consultation with the three Multisite Joint Health and Safety Committees on an annual basis.
- 2. Per OHSA requirement the policy will be posted on the Health and Safety Bulletin Board in every school and TCDSB workplace.

F. GAP RECOMMENDATION

GAP recommends that the revised Occupational Health and Safety Policy provided in Appendix A (tracked) and Appendix B (clean) be approved.