

**Faculty of Health Sciences
Joint Health and Safety Committee (JHSC)
Minutes of Meeting**

**Wednesday, December 17, 2025 at 3:00 p.m.
Kelly Boardroom, Macklem House/Zoom**

Attendees:	Logan Bale	DBMS	USW Local 2010
	Lisa Butler	Public Health Sciences	QUFA
	Sharon David	SRT	MGMT
	Guilherme de Freitas		PSAC 901 unit 2
	Blaine Fudge	FHS Ops	MGMT
	Christine Irving	FHS Ops	MGMT
	Dan Langham	EH&S	
	Jennifer McKenzie	EH&S	
	Holly Spencer	DBMS	non-union
Minutes:	Tammy Henry	FHS Ops	
Co-Chairs:	Yat Tse	DBMS	MGMT
Regrets:	Christie Gilmour	DBMS	CUPE 254
	Florence Kayode		PSAC 901 unit1
	Allison Mackey	Nursing	MGMT
Copy to:	Safety Officers, Faculty of Health Sciences Department Heads		

Y. Tse (Co-Chair) called the meeting to order at 3:00 pm.

1) Approval of the Agenda

Approved by H. Spencer seconded by G. de Freitas

Approval of the minutes September 17, 2025

Approved by G. de Freitas seconded by B. Fudge

2) New Business

Introduction EH&S Director Jennifer McKenzie

Y. Tse welcomed Jennifer McKenzie to the committee.

Incident Report

Y. Tse spoke about an incident that happened at a university in Halifax where the faculty member was attending a conference. An active shooter alert was issued, and a lockdown took place. The faculty member had to hide behind a tree and wait for the all clear messaging. The faculty member experienced some mental trauma, and needed to seek professional mental health support as a result of this incident.

D. Langham shared that the WSIB forms weren't filed right away. It was several months after the incident that the faculty member sought medical support, and therefore that was why there was a bit of a delay.

Responses: 82-84 Barrie, (School of Nursing), School of Nursing Cataraqi Bldg, Neurosciences 1st floor Abramsky, 2nd and 3rd floor Abramsky (ICES and HSPRI), CEC Louise D Acton, CEC SOM Level 1, Simulation Lab SOM level 2, LDA offices

L. Bale reported on 82-84 Barrie . These spaces had very few issues to deal with. There was a question about a window that lead to a crawl space area and has been left open. This is the only issue that hasn't been addressed yet. B. Fudge will look into this as he feels that a contractor may have left the window open after work had been done in this space. The Cataraqi Bldg also had a few minor issues. A concern was PPS items being stored under the stairs. A request has been put in to have them removed. S. David and L. Bale reported on the basement of Abramsky. It is a difficult space to inspect as there is a lot of equipment that isn't in our area of expertise as to what should be cited as far as mechanical and electrical items. It is also challenging as the staff aren't very cooperative. The area is very cluttered and should be cleared so that there is enough walkway to be safe. An inventory of hazardous substances has been requested. The eyewash stations haven't been tested in quite some time. The reply given for most of the issues is that there is only 1 person going into this area. C. Irving will speak to the staff member about the issues that were found in this inspection and hopefully come up with a plan as to how to address all of the issues. Y. Tse will join C. Irving for a second inspection of this space.

The 2nd and 3rd floor of Abramsky has been inspected, but the individual responsible for addressing the issues isn't responding to emails. The same thing happened last year. We may need to elevate this to someone else to ensure that we receive responses back within a timely manner.

C. Irving reported on the Louise D Acton offices, labs and educational spaces. Overall there weren't many concerns. Any issue has a ticket submitted to fix it.

Y. Tse reported on the CEC and Louise D Acton. The area is in good shape. There were a few items to address such as updating the safety board.

Y. Tse spoke about the fact that sometimes it is difficult to match up the issues found on the inspection form with the responses that are sent back to us. Y. Tse will create a new form so that it is easier for all to follow.

Unhoused individuals in and around Richardson Labs and behind Botterell Hall

C. Irving reminded everyone that it is a tough time of the year for unhoused individuals, and Queen's security is working to keep the campus safe. Richardson Labs basement has been a place where unhoused individuals have been sleeping, and there has been some erratic behavior at that location as well. We are working to keep this space safe for faculty, staff and students by taking several measures such as removing items where people have been sleeping behind, installing locks, cameras and mirrors. Another area of concern is behind Botterell Hall where there is a vent that gives off some warm air. Individuals have been using this area to keep warm. It is a concern when they try to make it a more permanent stay. The location isn't very visible, and we are trying to be compassionate while also keeping the community safe. Please reach out to Queen's security if you have questions or concerns.

Custodial projects update:

C. Irving gave an update on custodial services. Facilities has been given some one time funding to help improve services. Asset tracking will be used in which tagging of their equipment is done. An ISSA cleaning management system will be coming in to review our buildings and give information such as occupancy, type of space, usage so that it is known what type of cleaning metrics needs to be applied. This will allow custodial services to better understand how to assign staff to the certain spaces. After the review is done they will be looking at bringing in a custodial management system.

Recruitment of management members

Y. Tse spoke about the need to recruit management positions. S. David is retiring at the end of the year so therefore 3 management positions will need to be filled on the committee. S. David was thanked for her many years of work on the committee.

3) Other Business


EH&S report

D. Langham has transitioned out of the EH&S Director role, and indicated that J. Mckenzie will take over the EH&S position on this committee.


Adjournment

The meeting was adjourned at 3:50 pm.

Minutes approved by:



Co-Chair C. Gilmour



Co-Chair Y. Tse