

May 7, 2019

To: Locals representing School Board Workers
From: Laura Walton, President OSBCU
Paul Sylvestre, CUPE Health and Safety representative
Subject: High Temperature Guidelines

As described in the memo B12, the Provincial Working Group Health and Safety (PWGHS) developed “High Temperature Guidelines”. These guidelines are the result of a joint effort of representatives from the Ministry of Labour, the Ministry of Education, School Boards and Labour.

The protocols outlined in the guidelines are part of employer’s general duty to take every precaution reasonable in the circumstance to protect a worker and to provide information and instruction concerning workplace hazards.

It is important that school board locals share the high temperature guidelines with their members. In addition, the information should be forwarded to the multi-site Joint Health and Safety Committees or the site based Joint Health and Safety Committees for the purposes of implementing the guidelines into school board policies and protocols, except where current policies and protocols surpass those developed by the PWGHS.

To this end, we have provided a sample recommendation to be put forth at the next meeting of the joint health and safety committee(s), or the multi-site joint health and safety committee.

Recommendation:

Pursuant to section 9 (18) of the Occupational Health and Safety Act, the functions of a Joint Health and Safety Committee include the identification of existing or potential hazards in the workplace and the power to make recommendation concerning occupational hazards for the purpose of improving the health and safety of workers.

Pursuant to section 9 (19.1) of the Occupational Health and Safety Act, either co-chair of a committee has the power to put forth a recommendation under section 9 (18).

Pursuant to section 25 (2) (a) of the Occupational Health and Safety Act, an employer shall provide information, instruction and supervision to protect the health and safety of a worker.

Pursuant to section 25 (2) (h) of the Occupational Health and Safety Act, an employer shall take every precaution reasonable in the circumstance to protect a worker.

Whereas working in high temperatures is an occupational hazard, we recommend:

- the school board adopt a High Temperature Protocol using the High Temperature Guidelines (September 12, 2018) developed by the Provincial Working Group on Health and Safety; and

- that implementation of the High Temperature Protocol be adopted by the school board during the 2018-2019 school year.

Pursuant to sections 9 (20) (21) an employer who receives a written recommendation from the committee or a co-president is required to respond in writing within 21 days with a timetable for implementation or provide reasons for disagreement with any recommendations that are not implemented.

We thank you for your participation in this initiative.

In Solidarity,



Laura Walton
President OSBCU



Paul Sylvestre,
CUPE Health & Safety Representative

cc : Joe Matasic, Jo-Ann Breton, Ann Lennarson, Fred Ho, Tracey Pinder, Garth Smith, Darcie McEathron, Michel Revelin, Bridget Pridham