

Minutes of a Meeting of  
The Joint Health and Safety Advisory Committee for  
The Corporation of the Town of Tecumseh

A meeting of the Joint Health and Safety Advisory Committee (JHSAC) for the Town of Tecumseh was held on Tuesday, November 20, 2018 in the Tecumseh Meeting Room at Town Hall, 917 Lesperance Rd., Tecumseh at 2:00 pm.

**1. Call to Order**

**2. Roll Call**

Present:

Manager Water & Wastewater	Denis Berthiaume
Manager Parks & Horticulture	Casey Colthurst
Human Resources Officer	Melissa Doetzel
Manager Facilities	Ray Hammond
Landscape Technician/Groundskeeper	Denis Laforet
Water Employee	Shaun LaPorte
Deputy Fire Chief	Chad Mactier
Drainage Superintendent/Engineering Technologist	Sam Paglia
Facility Attendant	Scott Willoughby

Also Present:

Administrative Assistant to the Director Corporate Services & Clerk	Sue White
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**3. Disclosure of Pecuniary Interest**

There was no disclosure of pecuniary interest.

**4. New Business**

**a) Policy No. 68 - Violence and Harassment in the Workplace**

Mr. Paglia explained that the meeting had been called to address concerns he and other Committee members had with regards to Policy No. 68 - Violence and Harassment in the Workplace. He advised that he, along with the majority of the committee feel that the policy needs to be reworked to more adequately reflect the commitment the Town is making with respect to a zero tolerance on violence and/or harassment in the workplace. He also stated that the policy wording should not be controlled by the Town or be written in a controlling manner. Mr. Paglia also stated that the word "committed" needs to be in the purpose section of the policy. Ms. Doetzel noted that it was used in the Statement of Policy.

Mr. Paglia stated that he also had an issue with the report that went to Council recommending approval of the policy. He stated that there was misleading information to Council about the JHSC's stance and that council should not have adopted the report without consultation with the JHSC and that time should have been allowed for the Committee to suggest revisions to the policy before adoption.

Mr. Paglia suggested that perhaps the Policy could be signed jointly between the CAO and the Health and Safety Committee before Council considers the policy.

Ms. Doetzel stated that the Town of Tecumseh does enlist FSEAP - a third party for harassment/violence claims.

Ms. Doetzel stated that the Committee's suggestions will be considered but at the end of the day, the Senior Management Team makes the final decision on the policy before it is sent to Council for their approval.

Mr. Colthurst expressed the opinion that improvements need to be made to the morale at Town Hall and that amending the policy would not resolve that fact, but it would be a good place start.

Ms. Doetzel advised that the Town was working with WMA Wellness to help with the morale issue at the Town and would be putting out a confidential survey to all the staff to ask their opinion on how things could be improved. The results of the survey would also be made public.

**9. Adjournment**

There being no further business, the November 20, 2018 meeting of the Joint Health and Safety Committee now adjourn at 3:10 pm.

Carried

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Sam Paglia, Co-Chair

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Melissa Doetzel, Human Resources Officer