

# WorkSafe

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**Licensing and certification  
for asbestos abatement:**

**New requirements coming soon p7**

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**Abilities-focused language for  
a meaningful recovery p17**

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**New employer requirements strengthen  
return to work p23**

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Engaging workers in your firm's operations shows effective leadership p23

# Contents

Winter 2023 | Volume 23 | Number 4

## Features

### 7 | **On the cover** Licensing and certification for asbestos abatement: New requirements coming soon

Hear how two asbestos abatement firms are preparing for the new requirements coming into effect, along with their experiences going through the licensing and certification process.

By Marnie Douglas

### 13 | **Safety spotlight** Home care heroes tackle winter roads

Home care workers and others who drive for work are at high risk for occupational crashes in B.C. Learn more about safety measures one employer takes to ensure its workers arrive safely to their destinations.

By Sarah Ripplinger

### 17 | **Return-to-Work journeys** Abilities-focused language for a meaningful recovery

Learn how a shift to positive language and meaningful work can make the difference in an injured worker's successful return to work.

By Tiffany Sloan

### 23 | **WorkSafeBC update** New employer requirements strengthen return to work

As of January 1, 2024, new legislation will be in effect that is designed to encourage connection between employers and workers. Find out what this means for you.

### 25 | **WorkSafeBC update** Introducing our mental health strategy

WorkSafeBC's strategy for better supporting psychological health and safety is now available on our website. Learn more about our vision, approach, and next steps for engagement with workers and employers.

## Departments

4 | **From the editor**

5 | **Ask an officer**

19 | **Safety talk**

27 | **Safety on the agenda**

29 | **Penalties**

**On the front cover:** Kinetic Environmental's abatement technician Keagan Gilbertson dons his powered air purifying respirator to safely work in an environment where asbestos is present.

## New requirements ring in the new year

When changes are made to the *Workers Compensation Act*, employers and workers need to know what it means for them.

January 1, 2024, ushers in several important health and safety requirements introduced over the past couple of years. Our cover story (page 7) focuses on the new need for those operating or working in the asbestos abatement industry to be licensed, trained, and/or certified — and points to resources they can access to ensure they're prepared.

The new year also brings new responsibilities for all employers and workers to co-operate in timely and safe return to work, and for employers with 20 or more employees to maintain employment for injured workers. Read more on page 23.

This issue also introduces our Mental Health Strategy (page 25), launched this fall. Over the next year you will see education and outreach campaigns, resources, and tools to support employers in understanding and managing risks associated with psychological health and safety.

Our usual features include a safety talk on staying healthy during cold and flu season (page 19) and a story on how using language focused on abilities rather than limitations can seed return-to-work success (page 17).

Wishing you a healthy and safe holiday season and happy new year.



**Gillian Burnett**  
Editor-in-chief

# WorkSafe

**Editor-in-chief:** Gillian Burnett | **Managing editor:** Tobi Matilda  
**Assistant editors:** Jesse Marchand, Karen Sommer, Robin Van Heck  
**Graphic designer:** Gabi Proctor  
**Photographer:** Khalid Hawe | **Photo safety advisor:** Andrew Lim

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**Contact us** Email: [worksafemagazine@worksafebc.com](mailto:worksafemagazine@worksafebc.com). Mailing address: *WorkSafe Magazine*, PO Box 5350 Station Terminal, Vancouver, BC V6B 5L5. Courier: WorkSafeBC Communications, 6951 Westminster Highway, Richmond, BC V7C 1C6.

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## Contributors



### Marnie Douglas

Marnie is a West Kelowna-based journalist, writer, and communications professional. In our cover story (page 7), she speaks to two employers about the new licensing and certification requirements.



### Sarah Ripplinger

Sarah is a marketer, writer, editor, and journalist, and the principal of Sarah Ripplinger Marketing Communication in Vancouver, B.C. In our “Spotlight on safety” (page 13), she looks at the topic of safe winter driving for workers who drive for work.



### Tanya Colledge

Based in Surrey, B.C., Tanya is an accredited public relations professional with a passion for writing, communications, and all things digital. She brings us this issue’s “Ask an officer” (page 5) and our “Safety talk” (page 19) on hand hygiene.



### Tiffany Sloan

Tiffany is a communications advisor with WorkSafeBC who works closely with Claims and Rehabilitation Services. In this issue of “Return to work journeys” (page 17), Tiffany talks to one of our program providers about shifting to abilities-focused language for a successful return to work.



### Kieran Joyes

Kieran is a communications advisor with WorkSafeBC. In one of our two WorkSafeBC updates (page 23), he writes about the new roles employers and injured workers will play in a timely and safe return to work.

## Ask an officer

# Preventing the risk of exposure to hazardous drugs



### Aaron Kong

supervisor, Prevention Field Services

Region: Richmond

Years on the job: 23

Amendments to the Occupational Health and Safety Regulation related to hazardous drugs came into effect on December 1, 2023 — providing employers with additional guidance on how to prevent potential exposure. We spoke with Aaron Kong, a supervisor in Prevention Field Services about how these changes will help to minimize worker exposure to harmful chemicals.

## Q: What is defined as a hazardous drug?

**A:** Hazardous drugs are a class of medication used to treat illnesses such as cancer, arthritis, multiple sclerosis, and viral diseases — drugs intended to affect human cells but whose side-effects can harm exposed workers without appropriate protection. To be classified as a hazardous drug, the medication must have one or more of the following properties:

- Carcinogenicity (cancer-causing)
- Reproductive toxicity
- Teratogenicity (affects fetal development)
- Genotoxicity (damaging to genetic material)
- Organ toxicity at low doses

In line with the National Institute for Occupational Safety and Health (NIOSH), the hazardous drug classification also applies to new drugs that mimic a known hazardous drug. The classification does not apply to illicit drugs.

**Q: Which types of employers and industries are most affected?**

**A:** The amendments to the Regulation will affect all industries where hazardous drugs are present. Health care settings such as hospitals and cancer centres are the most common, followed by long-term and community care facilities, pharmacies, veterinary practices, drug manufacturing plants, and transportation and logistics operations.

**Q: Why is the Regulation being updated?**

**A:** The use of hazardous drugs has expanded over the past two decades, resulting in potentially significant increases in worker exposure. As medications, standards, and practices evolve, the Regulation needs to be more inclusive and include clear instructions to employers on their obligations to eliminate or minimize worker exposure.

**Q: What is different with the new amendments in place?**

**A:** One change is the introduction of the term “hazardous drugs.” Previously the Regulation referred to “cytotoxic drugs”; the new term applies to a larger set of drugs, aligning with current industry standards and practice.

The amended requirements offer more guidance and detail about the steps employers must take to protect workers. This includes requirements for employers to:

- Identify hazardous drugs in the workplace and implement enhanced record-keeping to monitor exposures.
- Have a qualified person or a group of qualified people knowledgeable about hazardous drugs develop exposure control plans, risk assessments, and safe work procedures.
- Ensure risk assessments and exposure control plans are developed, reviewed, and updated in

consultation with the joint health and safety committee or worker health and safety representative.

- Use ventilated enclosures for preparing certain hazardous drugs rather than all hazardous drugs.
- Ensure that workers who are or may be exposed to a hazardous drug receive adequate instruction, training, and supervision.
- Implement specific safe work practices for storing and transporting hazardous drugs, as well as for handling and disposing of waste, to minimize the potential for spills and leaks.

**Q: What actions do employers need to take?**

**A:** Employers should engage with affected workers to help identify procedures that could leave workers vulnerable to exposure and develop appropriate controls. In addition, they must consult with the joint health and safety committee or worker representative and ensure that workers have received adequate instruction and training.

**Q: Where can I get more information?**

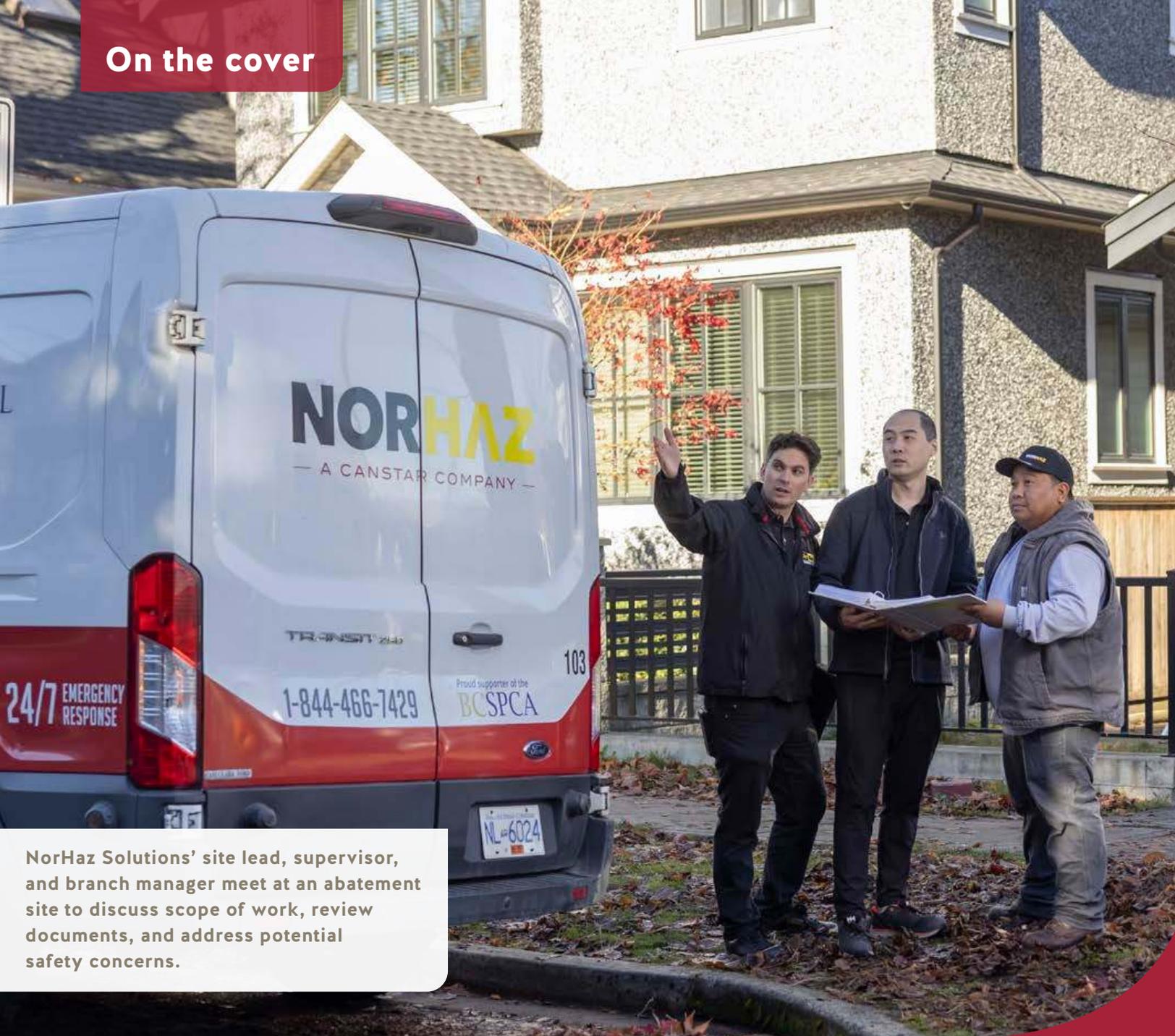
**A:** Sections 6.42 to 6.58 of the Regulation outline the specific requirements employers in all industries must follow to protect workers from exposure to hazardous drugs. An OHS guideline provides additional support on conducting a risk assessment. An updated version of *Safe Work Practices for Handling Hazardous Drugs* (BK153) will be available from worksafebc.com in early 2024.

Employers can also call the Prevention Information Line at 604.276.3100 or 1.888.621.7233 (1.888.621.SAFE) for additional guidance.

Looking for answers to your specific health and safety questions? Send them to us at [worksafemagazine@worksafebc.com](mailto:worksafemagazine@worksafebc.com), and we'll consider them for our next Ask an Officer feature. 🗣️

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On the cover



NorHaz Solutions' site lead, supervisor, and branch manager meet at an abatement site to discuss scope of work, review documents, and address potential safety concerns.

# Employer licensing and worker certification for asbestos abatement

By Marnie Douglas

## Exposure to asbestos can cause serious long-term health issues and even death.

In British Columbia, most asbestos-containing building materials were phased out by the early 1990s, with a small number of asbestos materials remaining in use thereafter and still found in buildings today.

Anyone who repairs, renovates, or demolishes buildings continues to be at risk of exposure.

Asbestos breaks down into miniscule fibres as it ages or when it's disturbed. Touching or moving it then releases the fibres into the air, where they can linger and put people at risk of exposure.

Asbestos-related lung diseases are preventable, yet exposure to asbestos remains the leading cause of work-related deaths in B.C. And that's why the provincial government has introduced new protections to help keep workers safe from the danger of asbestos. As of January 1, 2024, asbestos abatement employers must be licensed to operate in B.C., and anyone performing asbestos abatement work must be trained and certified.

## Licensing employers who perform asbestos abatement

Employers can now apply for an asbestos abatement licence through WorkSafeBC's online employer portal. Kinetic Environmental — a hazardous materials abatement and demolition contractor with offices in

Victoria, Courtenay, and Vancouver — was the first employer in B.C. to be licensed. “We take pride in our commitment to compliance and safety, and being at the forefront of these new regulations is a reflection of our dedication to responsible asbestos management,” says its president, Jeremy Robinson.

“The process was streamlined, and WorkSafeBC's Licensing Services did a great job of putting the application process together,” explains Robinson. “With the requirements only a month away, I recommend that employers submit their applications immediately.”

Once a licence has been issued, the licensee information will be added to the Asbestos Abatement Licence (AAL) Registry by searching “Find licensed contractors” on [worksafebc.com](https://worksafebc.com). This enables anyone hiring an asbestos abatement contractor to ensure they are licensed to operate in B.C.

“These new requirements, among other things, were designed to enhance safety and visibility in the asbestos abatement industry,” states Christine Miller, manager of WorkSafeBC's Licensing Services. “We are already accomplishing this thanks to the eager participation of service providers across B.C. As of November 23, we have issued 130 asbestos abatement licences — all of which are listed on the AAL Registry.”

For his part, Robinson feels the new requirements are long overdue for the industry. “The dangers of asbestos



Kinetic Environmental's supervisor Shawn MacDonald holds a toolbox meeting with his crew to discuss work-related safety topics.

**“The process was streamlined, and WorkSafeBC’s Licensing Services did a great job of putting the application process together. With the requirements only a month away, I recommend that employers submit their applications immediately.”**

—Jeremy Robinson,  
president, Kinetic Environmental

and health-related effects of exposure are well known,” he says. “No one wants to be the company that puts workers and the public at risk. I’m hopeful that the new licensing and certification requirements will help decrease the likelihood of this happening. This is a major step toward making employees and our industry safer.”

Employers who offer or perform asbestos abatement work in relation to a building will need to have a licence. This includes the following types of work:

- Removing, repairing, transporting, or disposing of material that is or may be asbestos-containing material (ACM)

- Identifying material that is or may be ACM
- Collecting samples of material that is or may be ACM
- Assessing the risk posed by material that is or may be ACM
- Assessing the risk posed by working with or near material that is or may be ACM
- Planning or supervising any of the above activities

Employers that don’t perform abatement work but may come into contact with ACMs during the course of their work will not need a licence. Workers, however, may still need to be certified if they are performing asbestos abatement. Visit [worksafebc.com/asbestos-certification-licensing](https://worksafebc.com/asbestos-certification-licensing) to see more details.

Health and safety responsibilities — including exposure control measures and providing instruction and supervision — still apply for all employers.

There is no cost to apply for the licence and it will need to be renewed annually. Applications can generally be processed within two to six weeks assuming all information in the application provided is complete and accurate. However, as we approach January 1, high volumes of applications may result in longer processing times.

## **Certifying workers who perform asbestos abatement**

Employers are also required to ensure their workers have valid WorkSafeBC certificates appropriate to the level of asbestos abatement work they are performing. Asbestos removal can potentially expose workers to harmful asbestos fibres, so ensuring its safe removal is extremely important to protect workers.

Will Dirksen, OHS consultant in WorkSafeBC’s Consultation and Education Services, has been reaching out to abatement companies to inform them of the changes — and particularly the need for employees to be trained and certified. He explains to them that the intent of this new requirement is to prevent asbestos exposure, from the initial survey to the removal, transportation, and final disposal. There’s a quality control component to the certification system, helping ensure that abatement work is done competently and by trained workers.

“Asbestos abatement is not only physically demanding but has a technical component. When I speak with many of the asbestos abatement contractors, there is a



**Jeremy Robinson, president of Kinetic Environmental, speaks to WorkSafeBC’s occupational safety officer Cameron Palmer about the upcoming changes.**



**Staff of NorHaz Solutions attend an asbestos awareness course around asbestos in building materials, why it's a health concern, and appropriate protection measures.**

general sense of pride in the work they do and expertise they possess. They know that safety and trust is a key attribute of their business, and they want to do everything they can to keep everyone safe,” he says.

Starting January 1, any worker doing asbestos abatement work in B.C. must be trained and certified. Here’s what workers should know ahead of the January 1 requirements:

- Workers and independent operators who do asbestos abatement work in buildings will need to be trained and certified. Certification is only required for abatement work in relation to a building. If asbestos abatement work being done is not in relation to a building — for example, ship building, working underground, or working outdoors on vessels, in tanks, or with asbestos cement piping — no certificate is required, but safe practices for handling asbestos still need to be followed.
- There are four levels of certification. The level needed depends on the type of asbestos work being done:
  - Level 1: Foundational Awareness — for transporting and/or disposing of ACMs
  - Level 2: Asbestos Safety — for conducting asbestos abatement work
  - Level 3: Asbestos Safety Leader — for supervisors and others responsible for health and safety at asbestos abatement worksites
  - Level S: Surveyor Safety — for asbestos surveyors

**“We feel this will bring a level of safety to the industry that is very important.”**

—Dean Ganie,  
branch manager, NorHaz

To be certified, workers must complete a training program from an approved provider and pass a written exam. All exams are available in English, Chinese (simplified and traditional), Punjabi, Spanish, and Tagalog. For Level 2 there is also a required practical assessment. Once a worker has completed the training and passed the test(s), WorkSafeBC will issue a certificate, which is valid for three years.

Only training from a WorkSafeBC-approved provider qualifies for a certificate. A list of approved providers can be found by searching “Find training” on [worksafebc.com](https://www.worksafebc.com). Contact training providers directly to learn more about their training offerings, including dates, length, location, and cost.

### **Training and certification is timely and welcomed**

NorHaz Solutions removes and remediates hazardous materials from all types of buildings across B.C. — from houses to large industrial and commercial buildings. NorHaz branch manager Dean Ganie says his 18 staff recently completed the training and certification. They found the process was straightforward and informative.

Ganie adds that NorHaz even implemented its own asbestos awareness training program for new staff and as a refresher for existing staff before the additional required training.

“I’d recommend that employers take the time to pre-train staff before having them complete the formal training and certification. It’s helpful and provides just that much more information,” he says. He added that NorHaz strongly endorses the licensing of hazardous materials companies and required training for field staff and supervisors.

“We feel this will bring a level of safety to the industry that is very important,” says Ganie.

Rick Guenther, NorHaz logistics manager, found the training course “informative and well written.”

“When I did the practical piece, they had a great set-up. Everything was well laid out. The written test was the trickiest part. I found many of the questions to have multiple nearly correct answers or the question was a little too vague. Overall, though, it was the most comprehensive course I have done.”

While some training programs are classroom based, NorHaz site surveyor Doug Braun took a program that had 11 online modules with a quiz following each module. He then attended the practical assessment in person and wrote the multiple-choice exam.

“I have been in the abatement industry for over 10 years and found the information in the modules to be well laid-out, covering all the necessary topics. I found the training to be practical, straightforward, and on point for the basic knowledge everyone in the industry requires,” adds Braun. “It makes sense that anyone

in the construction industry has a minimum level of awareness and understanding of procedures when the potential for asbestos is encountered.”

Having seen asbestos workers at risk due to lack of training and some companies compromising employee safety, Braun feels the training and certification requirement is “timely and welcomed by us and those in the industry who appreciate protocol and standardized procedures.”

### For more information

WorkSafeBC is available to help with any questions about applying for an asbestos abatement licence or finding training resources. To find out more, visit the [Asbestos training, certification & licensing](#) page on [worksafebc.com](http://worksafebc.com) or call 1.888.621.7233, extension 3100.

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Road safety is smart business.



Hero Home Care's regional director prepares her vehicle for a client visit.

# Home care heroes tackle winter roads

By Sarah Ripplinger

**In B.C., about 38% of all work-related crashes that result in injury and time off work occur from November to February.**

The team behind Road Safety at Work (RSAW) calls this time “Mother Nature’s road test,” and it’s one where failing could have deadly consequences.

It’s a given that winter conditions can test even the most experienced driver. Rain, snow, ice, and darkness are among some of the hazards elevating a worker’s risk of a motor vehicle incident with the change of season.

Motor vehicles used during an employee’s shift are part of the workplace. Employers and supervisors are responsible for creating a safety plan and incident reporting system for workplace driving and ensuring that employees are equipped and prepared to safely hit the road.

Occupational health and safety consultants Wendy Sieben and Quinto Vizza with WorkSafeBC remind us

that even workers who pick up coffee for a meeting or make a bank deposit are all on the clock. Vizza adds that according to data gathered by RSAW, “one third of traumatic workplace deaths over the past five years were due to motor vehicle accidents. In 2022, people injured in crashes tended to be off work 35 percent longer than those who suffered other work-related injuries. And the average cost of a workplace motor vehicle incident claim was 85 percent higher.”

## Home care workers among top five for occupational crashes

Community health support service employees, such as home care workers, rank among the top five for occupational crashes in the province. Often driving their own vehicles while on the job, home care workers and other allied health professionals typically work odd hours of the day and for longer shift durations, which escalates their chances of driving during the night — and while tired.



Care coordinator James shows Amanda, care manager, how to use Hero Home Care's app for trip planning and safety check-ins.

“Home care workers often drive to multiple client visits during a shift,” notes Anna Richter, director of workplace health and safety programs with SafeCare BC, an industry association that promotes safe working conditions and injury prevention for continuing care workers in the province. “It is so important that employers provide training and refreshers on winter driving to workers, to keep need-to-know road safety information top of mind,” Richter adds.

### An approach for success

Danny Birch, co-founder and co-CEO with Hero Home Care, is a firm believer in using a combination of policy, training, and technology to drive safely in the workplace. As a result, this company of approximately 300 home care workers in Greater Vancouver and the Fraser Valley has reported only a handful of motor

vehicle incidents within the past decade. This is especially remarkable after delivering more than 1 million hours of in-home care to over 3,000 families in need.

“We’re proud of our driving record, but we challenge ourselves to always strive to improve,” states Birch.

Around 25 to 50 percent of Hero Home Care employees drive vehicles for work. Many others use transit, cycle, or walk. Workers often travel alone to and from visits to clients’ homes; however, Hero Home Care provides 24/7 live support that care workers can call whenever they need to speak with someone.

### Technology and walking the talk

Hero Home Care uses a specialized home care management app to support its employees throughout their workday. The trip planning portion of the app optimizes workers’ routes for safety, efficiency, and proximity to subsequent home care visits. The app also requires workers to check in before they start a shift, ensuring they arrive safely at their destinations. Should an incident occur, the app is also used for reporting and documenting incidents.

“Winter is one of our busier times,” says Birch. “We often receive more home care calls from clients for falls, isolation, and support needed because of the weather, poor driving conditions, and limited capacity for care at other facilities.”

New hires must graduate from the in-house Hero Foundations Training Academy, which covers a variety of safety topics, including driving and vehicle readiness. Workers who have already graduated but want a refresher are encouraged to participate. A monthly newsletter, email and text notifications, and verbal updates are also regularly distributed to employees.

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“You can’t communicate with your workers enough,” states Birch. “Everyone learns differently, so we regularly send health and safety reminders in a variety of ways.”

## Winter driving tips to have top of mind

RSAW is a leading authority on driver-readiness and safety information in B.C. As part of their annual Shift into Winter campaign they recommend the following four actions to reduce the risk of workplace motor vehicle incidents:

- 1 Determine whether driving for work is necessary** — Check road and weather conditions at DriveBC.ca, or another weather service, to decide whether it’s safe to drive. When possible, conduct business over email, videoconferencing, or telephone, or use another mode of transportation, to eliminate the need to drive.
- 2 Create a trip plan** — Pick the safest route and allow enough time for delays due to traffic or poor driving conditions. Ensure each vehicle is in good working order. Never drive when overly fatigued or on medication that can cause drowsiness. Always dress for the weather and leave with a full tank of gas in case of lengthy delays on the road. Have water, snacks, and extra layers handy. Contact a supervisor if you have any concerns about being able to drive safely.
- 3 Prepare the vehicle** — Maintain vehicles according to the manufacturer’s instructions. Ensure wiper blades are functional and there is enough

windshield washer fluid. Consider specially designed wiper blades for winter driving for better protection against the elements. Keep a full gas tank to prevent fuel lines from freezing. Before driving, always remove snow and ice from the exterior of a vehicle, particularly windows, lights, mirrors, and the exhaust pipe — which if plugged with snow can increase the risk of carbon monoxide poisoning to the occupants in the vehicle.

Four matching winter tires should be installed for the winter months to improve traction and comply with roadway ordinances on many B.C. highways between October 1 and March 31. Keep first-aid supplies and a winter survival kit in the vehicle (see [ShiftIntoWinter.ca](http://ShiftIntoWinter.ca) for a complete list of recommended items).

- 4 Drive for the conditions** — Before hitting the road, workers should be adequately informed — through workshops, staff meetings, and other training approaches — on how to drive for winter conditions in B.C.

Drive for the conditions, not the speed limit. Reduce speed where needed. Maintain a safe, four-second following distance behind other vehicles to provide more time to stop. Learn how to brake safely and get out of a skid. Always comply with traffic laws. Never operate a cell phone while driving.

### For more information

Visit [roadsafetyatwork.ca/shift-into-winter](http://roadsafetyatwork.ca/shift-into-winter) and [roadsafetyatwork.ca/resource/tool-kit/driving-for-the-conditions](http://roadsafetyatwork.ca/resource/tool-kit/driving-for-the-conditions). 



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# Abilities-focused language for a meaningful recovery

Actum Health's director Cara Rodrigues promotes fostering trust, shifting to positive language, and helping workers build confidence in their return to work.

By Tiffany Sloan

“No one will care what you can't do once they know what you can do.”

They're words to live by for Cara Rodrigues, an occupational therapist and director of Actum Health in Surrey, when working with clients in the clinic's pain program. “We see more injured workers going back to their pre-injury work than ever. And it's not about the treatments we provide; it's about fostering trust and shifting the language we use and getting clients more confident in their bodies again.”

Rodrigues is referring to abilities-focused language. She notes that when clients first come to a pain program, they've typically spent the last weeks or months talking about their injury in terms of “limitations” and “disability.” This mindset can be limiting, so the team works on shifting the conversation to how the worker can feel safe to move and function, which is key to their path forward.

Imagine what happens when an employer hears their employee can't walk for more than 20 minutes; they might think they'd need to find a sedentary role for that person. But if they hear the employee can walk with intermittent seated activities every 20 minutes, it

becomes easier to envision potential duties and opens the door to discuss options.

Rodrigues describes a recent client whose physical and psychological assessments resulted in a lengthy list of limitations. “They felt really anxious about how to communicate with their employer about it. So, we just reframed those limitations in terms of what the worker could do. That simple shift helped them feel confident in speaking to their employer about their future work duties.”

**“It's not about the treatments we provide; it's about fostering trust and shifting the language we use and getting clients more confident in their bodies again.”**

—Cara Rodrigues  
occupational therapist and  
director of Actum Health

## Meaningful work is key

There's no need to wait until a worker is fully or even mostly recovered to take on work duties. "Returning to work is just changing the setting of their recovery and rehabilitation," says Rodrigues. If work is meaningful, we see some clients respond better than they do with clinic-based exercises.

A return-to-work plan involving light or modified duties is critical to helping an injured worker recover safely and confidently. The key, says Rodrigues, is to make the duties meaningful (relevant to their role and skill set) and graded (gradually building up to their regular duties).

"When workers are on light duties that are unrelated to their usual duties, and they're doing them for too long, that doesn't help them see progress. Workers grow to have expectations that change is not possible, that their current state is all they're functionally capable of."

## Maintaining a connection to work

Returning to work as soon as it's safe to do so is good for a worker's health in many ways.

Work provides so much of our daily routine, social interaction, sense of purpose, and even personal

## "Returning to work is just changing the setting of their recovery and rehabilitation."

—Cara Rodrigues,  
occupational therapist and  
director of Actum Health

identity that losing our connection to work can be incredibly destabilizing, says Dr. Celina Dunn, medical services manager at WorkSafeBC. "The research shows that when people are off work for a prolonged period, they are at increased risk of depression, obesity, substance use, and poverty. It puts a strain on family relationships. They can experience an erosion of personal, social, and work-related skills. And the longer someone is away from work, the greater the danger."

The best way to combat these risks and speed recovery is to maintain meaningful involvement in life roles — at work, at home, and in the community, says Dr. Dunn. "It's a two-way relationship: Your body function impacts your participation in these life roles, and your participation in these life roles impacts your body function."

So how can a worker maintain meaningful involvement with their work before they're ready to return? There's plenty that employers can do to help, says Rodrigues — whether that's inviting the worker for a lunchtime visit or to the company holiday party, or just a regular check-in.

"The most common thing workers say to me is, 'No one's even called me to ask how I'm doing,'" says Rodrigues. "Employers don't need to have specific training in mental health or pain. Sometimes it's just picking up the phone to say 'Hey, how's it going? We miss you at work.'"

Maintaining open lines of communication from the beginning makes it easier later on for the worker and employer to discuss a potential return to work — especially if they're using abilities-focused language. "When employers can shift the conversation from disability to talking about ability," says Rodrigues, "they may be pleasantly surprised at the level of productivity and engagement they see from their worker recovering in the workplace."

For more information, search "return to work employers" at [worksafebc.com](http://worksafebc.com). 

## Building a culture of accommodation and inclusion for disabled workers



**Successful accommodation for a mental or physical health impairment is everyone's responsibility. We all have a role to play. We all benefit.**

For Disability Management (DM) accommodation support through: Education – Return to Work Program Assessment – DM Professionalization, please contact: [nidmar@nidmar.ca](mailto:nidmar@nidmar.ca)



National Institute of Disability  
Management and Research

Funding provided by the Government of Canada through the Canada-British Columbia Workforce Development Agreement.



# Washing your hands is nothing to sneeze at

By Marnie Douglas

Good hand hygiene is one of the best ways to reduce the spread of germs and diseases. This safety talk provides tips for proper hand washing — using soap or hand sanitizer — and highlights the importance of this task in preventing occupational disease.

It may seem simple, but handwashing is one of the most effective ways to prevent the spread of disease. As we enter cold and flu season, this first line of defence is key to preventing a wide range of infections from COVID-19 and seasonal influenza, which can be spread from person to person by contaminated hands. If you're infected, symptoms can range from a runny nose and sore throat to serious illness, medical complications, and even death.

“We're entering a time of year where there are more germs in the air and on surfaces we touch throughout

our day,” says Jeanette Campbell, senior occupational hygienist for WorkSafeBC's Risk Analysis Unit. “Washing your hands correctly is something everyone has control over and is one of the best ways to reduce the spread of germs.”

## It's time to wash your hands

It's important to wash your hands often and properly — whether you're at home, at work, or out in the community. In the workplace, workers should wash their hands at the following times:

- Before and after going on a break
- Before and after handling tools and equipment
- Before and after using masks or other PPE
- After handling cash or other materials that have come into contact with the public
- After using the washroom
- When you arrive at work

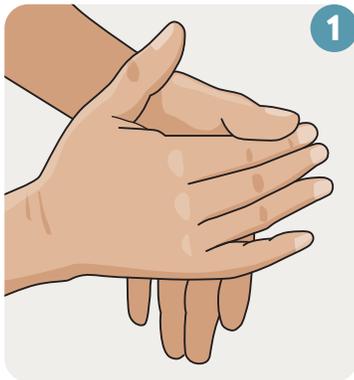
## Clean your hands — the correct way!

When you wash your hands, you combine soap, friction, and water to remove germs. If soap and water aren't available, hand sanitizer is a great alternative when your hands are not visibly soiled.

“When our hands have dirt on them, hand sanitizer can't penetrate the barrier to do its job effectively,”

says Campbell. “Be sure to use a sanitizer that is 60 to 80 percent alcohol based, distribute it evenly, and keep rubbing for 20 to 30 seconds, until your hands are dry.”

If you're washing your hands with soap and water, thoroughly wet your hands and apply liquid or bar soap. Be sure to choose a water temperature that allows you to complete the following six-step process.



Press your hands together palm to palm.



Press each palm over the back of the opposing hand.



Interlace your fingers, palm to palm.



Interlock your fingers.



Rotate your thumb in the opposing palm.



Rotate your fingertips in the opposing palm.

“We’re entering a time of year where there are more germs in the air and on surfaces we touch throughout our day. Washing your hands correctly is something everyone has control over and is one of the best ways to reduce the spread of germs.”

— **Jeanette Campbell**, senior occupational hygienist  
in WorkSafeBC’s Risk Analysis Unit

The process on the left should take at least 20 seconds (or “Happy Birthday” sung twice!) Once you’ve completed these steps, rinse your hands with your fingertips pointing down. When you’re done drying your hands, use the towel to turn off the tap to prevent new germs from getting on your hands.

“Handwashing is a simple, straightforward thing we can all do to support our personal hygiene and stay healthy,” says Campbell. “It’s an effective tool that plays an important role in protecting your health and the health of others around you.”

### Find out more

Employers have a responsibility to help prevent the spread of communicable diseases. They must provide facilities and supplies for workers to clean their hands, and can reinforce hand hygiene through policies and signage.

For related information and resources, including new hand hygiene videos and posters to pin up in your staffroom, visit our [Communicable disease prevention](#) and [Infectious diseases](#) pages on [worksafebc.com](#). 🗨️



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# Staying focused at work

## 2024 Student Safety Video Contest

Submit your video and you could win a cash prize

We are looking for creative and original video productions from students in grades 8-12 that explore the topic of staying focused at work.

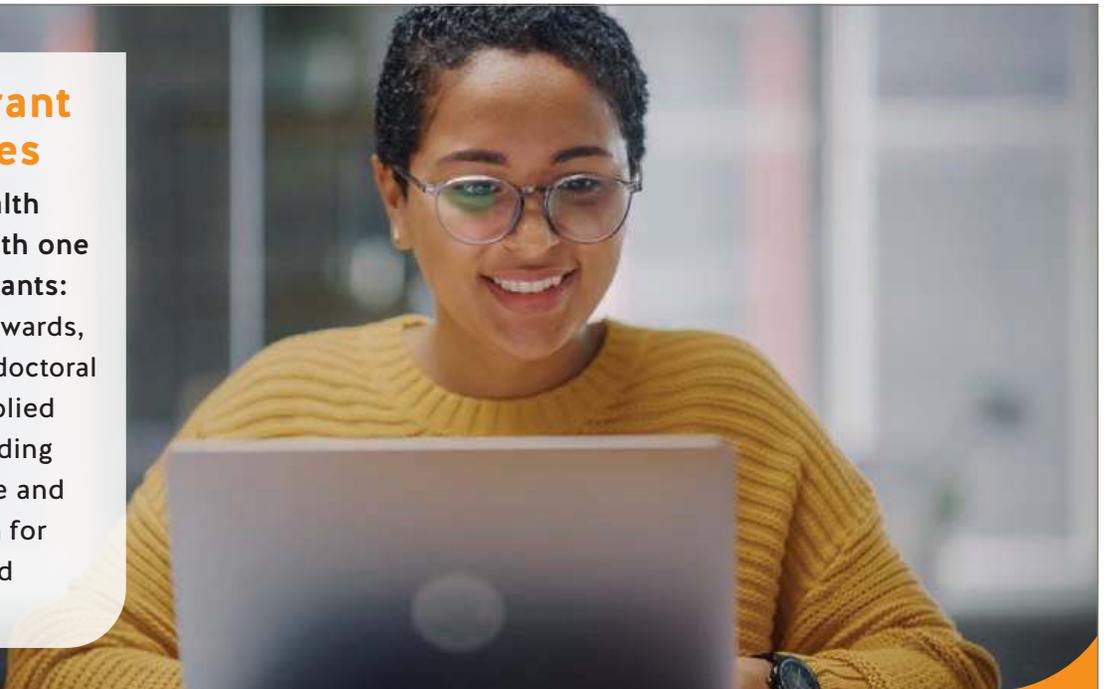
Deadline for submissions is 5 pm on Thursday, April 4, 2024.

For more information, visit [worksafebc.com/studentvideocontest](https://worksafebc.com/studentvideocontest)



## Research grant opportunities

Advance your health and safety idea with one of our research grants: Research Training Awards, Ralph McGinn Postdoctoral Fellowship, and Applied Innovation — including a Proof of Principle and Prototyping stream for innovative tools and technology.



Applications open November 17, 2023.

To learn more, visit [worksafebc.com/researchservices](https://worksafebc.com/researchservices).





# New requirements strengthen return to work

**Formal obligations under the duty to cooperate and duty to maintain employment are effective January 1, 2024.**

When a worker is injured on the job, that person ideally recovers and returns to their previous role and employer. People who return to their workplace as soon as it is safe to do so usually have a faster recovery and better overall health outcomes, while also minimizing disruption to the workplace.

## **New legislation introduces specific duties to support return to work**

In 2022, the B.C. government introduced Bill 41, a suite of amendments to the *Workers Compensation Act*. The final amendment from Bill 41 — the duty to cooperate and duty to maintain employment — comes into effect on January 1, 2024. The legislation is designed to encourage connection between workers and employers by laying out legal return-to-work responsibilities for both parties.

“Many employers already appreciate the value of return to work and are committed to supporting their

workers in the event of an injury. By the same token, workers are typically eager to return to their workplace and regular routines after they’ve been injured,” says Chris Girling, senior manager in Return-to-Work Services at WorkSafeBC.

“The most effective and durable return-to-work plans are developed when the worker and employer are cooperating and working towards the same goal. The new obligations ensure they are both engaged in the return-to-work planning process.”

## **What do these new duties mean for employers and workers?**

The amendment consists of two separate obligations; one that applies to both workers and employers and one that applies primarily to employers.

First, both employers and workers are obligated to cooperate with each other, and with WorkSafeBC, in timely and safe return to work following an injury. This means they must maintain open lines of communication on the status of the injury, and identify and agree to suitable modified duties when it’s safe for the worker to return.

**“The goal of the new obligations is to bring the two most important parties together — the worker and employer. They both have a role to play in return to work.”**

—Chris Girling,  
senior manager in Return-to-Work  
Services at WorkSafeBC

Second, employers with 20 or more workers have a responsibility to maintain employment with their injured worker, when that worker has been employed with them for at least 12 months.

Maintaining employment applies in several ways. If a worker is fit to return to their pre-injury work, the employer is required to offer either that pre-injury work or a comparable alternative. If the worker cannot perform their pre-injury job, but is otherwise fit to work in another capacity, the employer is required to offer the first suitable work that becomes available. Employers must also make any changes necessary to the work or workplace to accommodate an injured worker, unless the changes create an undue hardship for the business.

The duty to cooperate will apply on claims with injury dates on or after January 1, 2022, while the duty to maintain employment will apply on claims with injury dates on or after July 1, 2023.

## What happens if an employer has trouble meeting their obligations?

The legislation does include provisions around compliance. Those may take the form of an administrative penalty based on the amount of the wage-loss or other benefits being paid to the worker.

While further escalation or penalties may be used as a last resort, Girling says proactive collaboration is the primary focus. “The goal of the new obligations is to bring the two most important parties together — the worker and employer. They both have a role to play in return to work. Better outcomes are inevitable when both the worker and employer build trust and are engaged in the process.”

## What comes next?

Once fully implemented, the obligations will be integrated in our tools and forms for employers and workers and other disability management resources to support timely and safe return-to-work outcomes.

## To learn more

Our website, [worksafebc.com](http://worksafebc.com), has resources to help you understand the new obligations. Search for the following to find out more:

- The [Recovery & work](#) page
- The [Employers: Duty to cooperate and duty to maintain employment](#) page

If you have a question about the new obligations, you can also email us directly by visiting our [Email us](#) page. Submit it under the “Duty to cooperate and Duty to maintain employment” category, and we will respond to you as soon as possible. ☺



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# Introducing our Mental Health Strategy

Psychological health and safety in the workplace is increasingly recognized as being just as important as physical health and safety.

As noted by the Canadian Standards Association, it's embedded in the way people interact with one another, and informs how working conditions and management practices are structured and how decisions are made and communicated.

While WorkSafeBC has focused on aspects of mental health over the years, we have taken the opportunity to consolidate and align our efforts in an organization-wide strategy as the foundation for our work to come.

## Our strategy

The [Mental Health Strategy](#) was developed by chief mental health officer Dr. Ashley Spetch in collaboration with a cross-organizational internal team and panel of external international experts.

This document enables us to better support psychological health and safety both for our own employees and for B.C.'s workers and employers. It's an important step on a years-long journey to improve mental health and workplace psychological health and safety in B.C.

## Our approach

The strategy outlines our overall approach, which employers will recognize as similar to the approach they already take to physical health and safety: understanding risks, implementing safety measures, communicating safety information, and monitoring measures for effectiveness. It also defines the terms we use and sets out the framework we will follow, including three key principles:

- 1 Show leadership commitment.
- 2 Develop supportive managers and supervisors.
- 3 Ensure worker participation.



Our vision is that WorkSafeBC will be a leader in promoting psychologically safe and healthy workplaces and compassionate recovery. We identify five areas we will focus on over the next few years, describe intended outcomes, and detail a broad range of initiatives.

### What's next

We will consult with workers and employers as we progress, provide regular updates, and invite feedback as we work to develop resources and tools. We look forward to engaging with you. 🗣️



### For more information

The Mental Health Strategy is available to download and read at [worksafebc.com/psychological-health-and-safety](https://worksafebc.com/psychological-health-and-safety).



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## Safety on the agenda

Looking for health and safety inspiration? Check out these conferences and events happening over the next few months.

### 79<sup>th</sup> Annual Convention & Trade Show

The Truck Loggers Association  
January 17–19, 2024 | Vancouver, B.C.  
<https://www.tla.ca/convention/>

### 2024 Joint Pulp and Paper Safety Conference

Public and Private Workers of Canada  
February 26–27, 2024 | Vancouver, B.C.  
<https://ppwc.ca/>

### Make it Safe Vancouver Island and Okanagan 2024

Manufacturing Safety Alliance of BC  
March 1, 2024 | Victoria, B.C.  
April 18, 2024 | Kelowna, B.C.  
[safetyalliancebc.ca/makeitsafe/](https://safetyalliancebc.ca/makeitsafe/)

### Western Conference on Safety 2024

Workplace Occupational Health and Safety Conference  
April 18 & 19, 2024 | Vancouver, B.C.  
[wcs.pacificsafetycenter.com](https://wcs.pacificsafetycenter.com)

### Day of Mourning

April 28, 2024 | All over B.C.  
[dayofmourning.bc.ca](https://dayofmourning.bc.ca) 🕯️

Please note: Information and links that appear in this section are provided as a resource. Listings do not necessarily constitute an endorsement from WorkSafeBC.

## Did you know?

WorkSafeBC is on social media. Find us on **X (Twitter)**, **Instagram**, **Facebook**, **LinkedIn**, and **YouTube** to stay up to date on workplace health and safety in B.C.

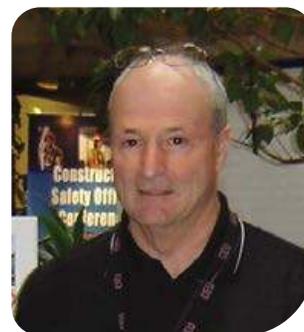


**WORK SAFE BC**

# Scholarship for students studying explosives or blasting

Every year, the **International Society of Explosives Experts (ISEE) — Western Canada Chapter** offers a scholarship that honours the memory of WorkSafeBC prevention officer **Richard (Dick) Shaw**.

The scholarship is available to students studying subjects relevant to explosives or blasting, including civil or chemical engineering, geology, seismic exploration, avalanche control, and blasting physics. Submission formats are varied and should highlight the safe use of controlled blasting in modern day construction and mining.



For more information and to apply, visit [iseewest.org/Scholarships](https://iseewest.org/Scholarships).

**WORK SAFE BC**



## Help shape the future of health and safety for small businesses in B.C.

Are you a small business with four or fewer workers? WorkSafeBC wants to hear from you.

Join our small business online community and help us understand how we can better support you in building a healthy and safe workplace.

You'll have the opportunity to share your feedback through online discussions, interactive focus groups, surveys, and more.



To learn more and to join the community, scan the QR code or visit [worksafebc.com/smallbusinesscommunity](https://worksafebc.com/smallbusinesscommunity)

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Dynamic Rescue is the industry leader in customized training programs. Gain valuable insights into WorkSafeBC, CSA and NFPA regulated training and discover how our comprehensive solutions can help improve safety outcomes in your organization. Our Fall Protection and Confined Space Programs offer increasingly technical levels for continuous team training.

Whether you are building inventory or replacing expired equipment, Dynamic Rescue can provide the equipment and industry knowledge needed to ensure you receive the best equipment available for your specific needs. We are authorized dealers for Ferno, CMC, Industrial Scientific, Skedco, PMI, Rock Exotica, Ruth Lee, DBI Sala, Toughbuilt, Teufelberger Ropes, Air Systems and Petzl. Dynamic Rescue is recognized by Petzl as a Petzl Technical Partner.

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Locations in Surrey, Victoria, Kelowna and Calgary



Administrative penalties are monetary fines imposed on employers for health and safety violations of the *Workers Compensation Act* and/or the Occupational Health and Safety Regulation. The penalties listed in this section are grouped by industry, in alphabetical order, starting with “Construction.” They show the date the penalty was imposed and the location where the violation occurred (not necessarily the business location). The registered business name is given, as well as any “doing business as” (DBA) name.

The penalty amount is based on the nature of the violation, the employer’s compliance history, and the employer’s assessable payroll. Once a penalty is imposed, the employer has 45 days to appeal to the Review Division of WorkSafeBC. The Review Division may maintain, reduce, or withdraw the penalty; it may increase the penalty as well. Employers may then file an appeal within 30 days of the Review Division’s decision to the Workers’ Compensation Appeal Tribunal, an independent appeal body.

The amounts shown here indicate the penalties imposed prior to appeal, and may not reflect the final penalty amount.

For more up-to-date penalty information, you can search our penalties database on our website at [worksafebc.com](https://worksafebc.com). Find it easily by entering the word “penalties” into our search bar.

## Construction

### **1108178 B.C. Ltd. | \$3,250 | Abbotsford | July 25, 2023**

WorkSafeBC had inspected this firm’s construction site and issued a stop-work order after identifying multiple unsafe work conditions. After addressing the unsafe work conditions, the firm was permitted to proceed with normal work activities under the direct supervision of its qualified safety consultant. During a follow-up inspection, WorkSafeBC observed work underway without the safety consultant on site. The firm failed to comply with WorkSafeBC orders, a repeated violation.

### **1230635 B.C. Ltd. | Elemental Asbestos and Mold Removal | \$5,667.84 | Victoria | July 18, 2023**

This firm was conducting asbestos abatement at a house. WorkSafeBC inspected the site and observed that the decontamination facility was not securely attached to the containment. The firm failed to ensure the design of its decontamination facility included a physical connection to the containment. The firm also failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety, a repeated violation. These were both high-risk violations.

### **1230635 B.C. Ltd. | Elemental Asbestos and Mold Removal | \$22,671.36 | Victoria | August 8, 2023**

This firm was conducting asbestos abatement at a house. WorkSafeBC inspected the worksite and observed that exterior openings were not sealed, no negative air unit was in place, and there was no evidence of a containment inside the house. In addition, cellulose insulation, an identified asbestos-containing material (ACM), was observed on an interior windowsill. WorkSafeBC issued a stop-work order. The firm failed to use acceptable procedures for handling asbestos, and failed to safely contain or remove hazardous materials. These were both high-risk violations.

### **1306977 B.C. Ltd. | \$2,500 | Agassiz | August 4, 2023**

This firm was re-roofing a townhouse complex. WorkSafeBC inspected the worksite and observed two workers on the 5:12 sloped roof. The workers were wearing fall protection harnesses but were not connected to lifelines, exposing them to a fall risk of up to 7.6 m (25 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

### **AAP Framing Ltd. | \$6,157.68 | Vancouver | June 13, 2023**

This firm was framing a house. WorkSafeBC inspected the site and observed two elevated porch areas that lacked guardrails, as well as an uncovered basement entry point. The firm failed to ensure openings accessible to workers were covered, a high-risk violation, and failed to ensure elevated work areas had guards or guardrails. These were both repeated violations.

### **Ace Roofing Ltd. | \$10,000 | North Vancouver | August 17, 2023**

This firm’s worksite was a new two-storey house. WorkSafeBC inspected the site and observed two workers on the roof wearing fall protection harnesses but not connected to lifelines. No other form of fall protection was in place, exposing the workers to a fall risk of about 8.5 m (28 ft.). The firm failed to ensure fall protection was used, a high-risk violation. The firm also failed to ensure it had a written fall protection plan for the workplace. These were both repeated violations.

## Penalties (continued)

### **Alexandre Dube / Shingle Master | \$5,000 | Nelson | September 14, 2023**

This firm was re-roofing a house. WorkSafeBC inspected the worksite and observed a worker near the edge of the sloped roof. No form of fall protection was in place, exposing the worker to a fall risk of about 6.1 m (20 ft.). The firm failed to ensure fall protection was used, a repeated violation. The firm also failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were both high-risk violations.

### **AMA Environmental Ltd. | \$2,500 | Burnaby | August 17, 2023**

This firm was conducting asbestos abatement a house slated for demolition. WorkSafeBC inspected the house and uncontained debris from identified asbestos-containing materials (ACMs) present in the house and yard. A stop-work order was issued after determining ACMs had been disturbed without proper control measures in place, including a containment, a decontamination facility, and negative air units. The firm failed to ensure the health and safety of all workers at its workplace, a high-risk violation.

### **Amacon Construction Ltd. | \$46,043.14 | Burnaby | August 24, 2023**

This firm was the prime contractor of a multi-storey residential building construction. WorkSafeBC inspected the site and observed multiple health and safety issues. A stop-work order was issued for all work above level five of the building. During a follow-up inspection, WorkSafeBC determined work above level five had been allowed to proceed, in violation of the stop-work order. The firm failed to comply with a WorkSafeBC order.

### **Any & All Interiors Ltd. | \$2,500 | West Kelowna | September 12, 2023**

WorkSafeBC inspected this firm's residential asbestos abatement worksite and observed two workers bagging asbestos waste. No safe work procedures were in place, no protective clothing was available, and one of the workers' respirators had not been fit-tested. WorkSafeBC issued a stop-work order. The firm failed to take the necessary precautions to protect workers before allowing work that would disturb asbestos-containing materials (ACMs). This was a repeated and high-risk violation.

### **Anytime Demolition Ltd. | \$3,456.16 | Coquitlam | July 25, 2023**

This firm was conducting pre-renovation asbestos abatement at a house. WorkSafeBC inspected the site and observed a hole in the containment. In addition, WorkSafeBC observed that dust and debris from drywall, an identified asbestos-containing material (ACM), had accumulated throughout the work area. The firm failed to safely contain or remove hazardous materials, and to ensure openings were adequately secured before starting work with ACMs, both repeated violations. The firm also failed to ensure work surfaces were covered to help control the spread of ACMs, and to ensure waste material did not accumulate. Furthermore, the firm failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety, a repeated violation. These were all high-risk violations.

### **Best Look Roofing & Construction Ltd. | \$5,000 | Maple Ridge | August 15, 2023**

This firm's worksite was a new five-storey apartment building. WorkSafeBC inspected the site and observed two workers next to a parapet wall at the edge of a flat roof. No form of fall protection was in place, exposing the workers to a fall risk greater than 12.2 m (40 ft.). The firm failed to ensure fall protection was used, a high-risk violation. The firm also failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were both repeated violations.

### **BinnCorp Construction Ltd. | \$5,000 | Abbotsford | October 11, 2023**

This firm's worksite was the demolition of a fire-damaged house. WorkSafeBC inspected the site and issued a stop-work order after determining no hazardous materials survey had been completed. During follow-up inspections, WorkSafeBC determined additional work had been done in violation of the stop-work order, including removal of two waste bins and an excavator, all potentially cross-contaminated with hazardous materials. The firm failed to comply with a WorkSafeBC order.

### **Black Ridge Enterprises Inc. | \$3,564.70 | Duncan | September 14, 2023**

This firm was working on the construction of a house. WorkSafeBC inspected the site and observed a second-floor access at the top of a stairway that lacked guardrails. The firm failed to ensure that openings accessible to workers were securely covered or guarded. This was a repeated violation.

**Central Interior Traffic Control Ltd. | \$9,557.56 | Keremeos | September 1, 2023**

This firm was conducting traffic control at a roadwork construction site. WorkSafeBC inspected the site and observed two traffic control persons (TCPs) directing traffic at two separate intersections. The TCPs were each positioned in an unsafe location in the intersections and often had their backs toward oncoming traffic and construction equipment. In addition, there was no traffic control signage leading to the intersections. The firm failed to ensure TCPs were not positioned in an intersection open to traffic flow, a repeated violation, and failed to ensure traffic control devices were in place and positioned to allow traffic to move through the work zone safely. These were both high-risk violations. The firm also failed to ensure a written traffic control plan was developed based on a risk assessment, a repeated violation.

**Chuan Qiang Shi / Abian Roofing | \$1,250 | Vancouver | September 5, 2023**

WorkSafeBC inspected a worksite where this firm was doing roofing work and determined there were no first aid attendants or supplies available on site. An order was issued for the firm to provide occupational first aid services. After multiple follow-up communications, the firm had not provided evidence of having adequate first aid services. The firm failed to comply with a WorkSafeBC order.

**Delkore Homes Ltd. | \$1,956.46 | Langley | September 15, 2023**

This firm was framing a townhouse complex. WorkSafeBC inspected the site and observed several wood frame scaffolds with bearers that lacked supporting ledgers, uprights that were insufficiently braced, and inadequate work platforms. The firm failed to ensure work platforms were designed and installed according to applicable standards, a repeated violation.

**Diesel Environmental Services Ltd. | \$20,000 | Abbotsford | October 11, 2023**

This firm was conducting pre-demolition asbestos abatement at a house. WorkSafeBC inspected the site and observed soffit vents and windows that were not effectively sealed. In addition, there was no inward air flow into the decontamination facility, and there was a debris pile with plaster, an identified asbestos-containing material (ACM), outside the building. WorkSafeBC issued a stop-work order. A subsequent risk assessment confirmed cross-contamination of ACMs throughout the house. The firm failed to prevent the spread of asbestos dust and debris to other work areas, and failed to safely contain or remove all hazardous materials. These were both repeated and high-risk violations.

**Evolution Pools & Spas Inc. | \$2,500 | Osoyoos | September 14, 2023**

This firm was hired to conduct interior renovation at a house. WorkSafeBC inspected the site and observed debris from building materials, suspected to be asbestos-containing materials (ACMs), inside and outside the house. WorkSafeBC did not observe any evidence of control measures for asbestos abatement, such as a containment, negative air flow, a decontamination facility, or signage. The debris was later confirmed to be ACMs. This firm failed to take the necessary precautions to protect workers before allowing work that would disturb ACMs, a high-risk violation.

**Excel Excavating Ltd. | \$2,500 | Abbotsford | August 15, 2023**

This firm's worksite was an excavation for a new house construction. WorkSafeBC inspected the site and determined that work had been done in the unsupported excavation without written instructions from a qualified professional engineer being available. WorkSafeBC issued a stop-work order. This firm failed to ensure that, before worker entry, an excavation was sloped, shored, benched, or supported by trench support structures, trench boxes, or shoring cages, or as specified in writing by a professional engineer. The firm also failed to ensure excavation work adjacent to an improvement or structure was done in accordance with the written instructions of a qualified registered professional. These were both repeated and high-risk violations.

**Green View Homes Ltd. | \$2,500 | Port Moody | September 15, 2023**

WorkSafeBC inspected this firm's house construction site and issued a stop-use order for a wood frame scaffold with inadequate work platforms, insufficiently braced uprights, and missing cross-bracing and guardrails. During a follow-up inspection, WorkSafeBC observed evidence that the platform had been used in violation of the stop-use order. The firm failed to comply with a WorkSafeBC order.

**Greer Contracting Ltd. | \$39,454.44 | Burnaby | September 22, 2023**

This firm was performing insulation work at an apartment building under construction. WorkSafeBC had inspected the worksite and issued a stop-work order for all work above level five after observing multiple health and safety deficiencies. During a follow-up inspection, WorkSafeBC determined the firm's workers were working on the 23rd level, in violation of the stop-work order. The firm failed to comply with a WorkSafeBC order.

## Penalties (continued)

### **GS & A Framing Ltd. | \$11,284.04 | Langley | July 20, 2023**

This firm's worksite was a three-storey house under construction. WorkSafeBC inspected the worksite and observed two workers next to a window opening on the second floor. No guardrails or other form of fall protection was in place, exposing the workers to a fall risk greater than 4.3 m (14 ft.). The firm failed to ensure fall protection was in place, a repeated and high-risk violation.

### **Guanye Construction & Renovation Ltd. | \$2,500 | Surrey | August 17, 2023**

This firm was conducting asbestos abatement at a house slated for demolition. WorkSafeBC inspected the site while work was underway and issued a stop-work order after observing multiple deficiencies with the firm's abatement practices, including uncontained debris from asbestos-containing materials (ACMs) throughout the site, breaches in the containment, and improper use of personal protective equipment. The firm failed to take the necessary precautions to protect workers before allowing work that would disturb ACMs. The firm also failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were both high-risk violations.

### **Gursewak Singh Bhuller / Bhuller Framing Co. | \$1,250 | Maple Ridge | August 4, 2023**

This firm's worksite was a three-storey house under construction. WorkSafeBC inspected the worksite and observed two workers on the second floor of the house, in proximity to a balcony that lacked guardrails. The firm failed to ensure a raised area accessible to workers had guardrails, a repeated violation.

### **Hans Demolition & Excavating Ltd. | \$24,400.94 | Vancouver | September 7, 2023**

This firm was retained to demolish a warehouse-type structure at a building site. The firm's demolition plan was for a machine-assisted demolition. WorkSafeBC determined that contrary to the plan, the firm instructed its subcontractor to conduct some hand demolition and salvage work. While doing that manual work, two workers were on a temporary plywood work platform placed over exposed roof joists and a third worker was standing on an awning. When bolts from joists supporting the awning were removed, the awning collapsed, causing all three workers to fall from the building. The firm failed to ensure that structures were supported as prescribed by a professional engineer if their integrity could be compromised by demolition work. The firm also failed to ensure the health and safety of all workers at its worksite. These were both repeated and high-risk violations.

### **Helios Roofing and Waterproofing Ltd. | \$16,991.12 | New Westminster | August 17, 2023**

This firm was conducting roofing activities at a two-storey house. WorkSafeBC inspected the worksite and observed three workers, one of whom was a supervisor, on the sloped roof. No form of fall protection was in place, exposing the workers to a fall risk greater than 4.9 m (16 ft.). The firm failed to ensure fall protection was used, a high-risk violation. The firm also failed to ensure ladders used to access an upper landing extended the required height above the landing and were sufficiently secured. In addition, the firm failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were all repeated violations.

### **H & I Roofing Ltd. | \$5,000 | Mission | September 22, 2023**

This firm was conducting roofing work at a townhouse development. WorkSafeBC observed a worker in a metal work platform that was suspended from a crane's hook. WorkSafeBC also determined the platform did not have a rated capacity label, and it had been modified without the instructions of a professional engineer. A stop-use order had previously been issued for the same platform, and the employer reported at the time that the platform had been scrapped. The firm failed to ensure work platforms were designed and installed according to safety standards, and failed to ensure work platforms were not suspended from articulating boom cranes. These were both repeated and high-risk violations. The firm also knowingly provided an officer with false information.

### **Ironwood Shake and Tile Ltd. | \$5,226.84 | Saanich | August 1, 2023**

This firm was re-roofing a house. WorkSafeBC inspected the worksite and observed four workers on the 5:12 sloped roof. No form of fall protection was in place, exposing the workers to a fall risk of up to 8.5 m (28 ft.). The firm failed to ensure fall protection was used. The firm also failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were both high-risk violations.

### **Jacobsen Contracting Ltd. | \$1,622.87 | Dawson Creek | August 24, 2023**

This firm was excavating at a commercial worksite when its excavator struck and damaged an underground natural gas line. WorkSafeBC determined the firm had not contacted BC One Call prior to beginning its work. The firm failed to determine the location of all underground utility services before excavating. The firm also failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety, a repeated violation.

**Jagpal Development Ltd. | \$2,500 | Port Coquitlam | September 28, 2023**

This firm's worksite was a six-storey residential building under construction. WorkSafeBC inspected the site and issued a stop-work order for work at heights. During a follow-up inspection, WorkSafeBC observed workers performing work on second- and third-floor balconies, in violation of the stop-work order. The firm failed to comply with a WorkSafeBC order.

**Jaysen Bleaney / Bleaney Contracting | \$2,500 | Victoria | October 11, 2023**

WorkSafeBC inspected this firm's residential construction site and observed a worker on the top plate of a wall, installing roof joists. The worker was wearing a fall protection harness, but it was attached to an inadequately secured lifeline that had too much slack. No other form of fall protection was in place, exposing the worker to a fall risk of about 9.1 m (30 ft.). The firm failed to ensure fall protection was used, a repeated violation. The firm also failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were both high-risk violations.

**Joel Edward Johnson, Michelle Johnson / Timberline Roofing | \$7,362.78 | Campbell River | July 25, 2023**

This firm was re-roofing a two-storey house. WorkSafeBC inspected the site and observed three workers on a 7:12 sloped section of roof. No fall protection was in place, exposing the workers to a fall risk of 4.9 m (16 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation. The firm also failed to ensure new workers were given workplace-specific health and safety orientation and training. In addition, the firm failed to ensure first aid supplies, facilities, and services were provided for the workplace.

**Julio Cesar Hurtado Moreno / Valle Demolition | \$10,000 | Langley | October 11, 2023**

This firm was conducting abatement of asbestos-containing materials (ACMs) at a house slated for demolition. WorkSafeBC inspected the site and issued a stop-work order after observing multiple health and safety deficiencies. The firm failed to take the necessary precautions to protect workers before beginning work that would disturb ACMs, and failed to ensure work surfaces were kept free from accumulations of asbestos dust, both repeated violations. The firm also failed to ensure ACMs were effectively wetted before and during work, and to ensure work surfaces were covered to control the spread of ACMs. In addition, the firm failed to ensure friable ACMs were enclosed or encapsulated to prevent the release of airborne asbestos fibre. These were all high-risk violations.

**JV Roofing Limited | \$10,000 | Kelowna | September 15, 2023**

This firm was re-roofing a three-storey house. WorkSafeBC inspected the site and observed two workers on the 4:18 sloped roof. The workers were wearing fall protection harnesses but were not connected to lifelines. No other fall protection was in place, exposing the workers to a fall risk of about 5.5 m (18 ft.). The firm failed to ensure fall protection was used, a high-risk violation, and failed to ensure workers were instructed in fall protection systems and procedures. The firm also failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were all repeated violations.

**K.O. Exteriors Inc. / K.O. Construction Services | \$4,811.51 | Duncan | July 13, 2023**

This firm was installing windows at an apartment building. WorkSafeBC inspected the site and observed two workers preparing to load a window onto a work platform from an unguarded section of a third-floor balcony. No fall protection was in place, exposing the workers to a fall risk of about 9.1 m (30 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

**Larry Gagnon / Larry Gagnon Roofing Repair | \$5,000 | Houston | August 22, 2023**

WorkSafeBC observed two of this firm's workers on the 4:12 sloped roof of a commercial building. The workers were wearing fall protection harnesses but were not connected to lifelines. No other form of fall protection was in place, exposing the workers to a fall risk of up to 6.4 m (21 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

**Lawrence Laroche / Laroche Demolition | \$2,500 | Vancouver | September 7, 2023**

WorkSafeBC attended this firm's commercial building demolition site in response to an incident where three workers were injured. While doing manual salvage work to prepare the building for demolition, two workers were on a temporary plywood work platform placed over exposed roof joists and a third worker was standing on an awning. When bolts from joists supporting the awning were removed, the awning collapsed, causing all three workers to fall. The firm failed to ensure fall protection systems were used for work at heights greater than 3 m (10 ft.), and failed to ensure workers were instructed in fall protection systems and procedures. The firm also failed to ensure work platforms were designed and installed according to applicable standards, and to ensure structures were supported as prescribed by a professional engineer if their integrity could be compromised by demolition work. In addition, the firm failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were all high-risk violations.

## Penalties (continued)

### **Lifecycle Roofing & Exteriors Inc.** | \$2,500 | Parksville | October 11, 2023

WorkSafeBC inspected this firm's commercial building worksite and observed one worker at the leading edge of a flat roof. The firm stated it was using a safety monitor system of fall protection, but no safety monitor or control zone was in place. No other form of fall protection was in place, exposing the worker to a fall risk of about 4.6 m (15 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

### **Minhas Holdings Inc.** | \$2,500 | Burnaby | September 14, 2023

This firm's worksite was a new house construction site. WorkSafeBC inspected the worksite and observed unguarded window wells, a stairway without handrails, and an unguarded basement stairwell. In addition, workers were observed on an unfinished balcony close to the unguarded edge. The firm failed to ensure elevated areas accessible to workers had guardrails, a repeated violation, and failed to ensure openings were securely covered or guarded. These were both high-risk violations. The firm also failed to ensure stairways had continuous handrails, a repeated violation.

### **Mortise Construction Ltd.** | \$15,554.30 | Maple Ridge | September 1, 2023

This firm's worksite was a five-storey apartment building under construction. WorkSafeBC inspected the site and observed one of this firm's workers near the edge of the flat roof. No guardrail or other form of fall protection was in place for this part of the roof, exposing the worker to a fall risk of about 15.2 m (50 ft.). WorkSafeBC also observed temporary guardrails erected at other sections of roof that did not meet regulatory requirements. This firm failed to ensure fall protection was used, a high-risk violation. The firm also failed to ensure raised areas accessible to workers had guardrails installed, a repeated violation.

### **Mountview Construction Ltd.** | \$2,589.39 | West Vancouver | August 1, 2023

WorkSafeBC inspected this firm's construction worksite and observed a worker installing a beam from the work platform of a wood frame scaffold system. No form of fall protection was in place, exposing the worker to a fall risk greater than 4.9 m (16 ft.). In addition, WorkSafeBC observed the scaffold did not have bracing, no ledgers or bearer blocks had been installed, and the bearers and work platforms were of insufficient size. The firm failed to ensure fall protection was used, a high-risk violation. The firm also failed to ensure work platforms were designed and installed according to WorkSafeBC standards. These were both repeated violations.

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**Noor Roofing Ltd. | \$2,500 | Surrey | August 4, 2023**

This firm's worksite was a new two-storey house. WorkSafeBC inspected the site and observed a worker installing shingles on the 10:12 sloped roof. The worker was wearing a fall protection harness but was not connected to a lifeline. No other form of fall protection was available, exposing the worker to a fall risk greater than 7.3 m (24 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

**Oceanwood Developments Ltd. | \$1,250 | Langford | August 1, 2023**

This firm was the prime contractor for the construction of two adjacent houses. WorkSafeBC inspected the site and observed stairways that lacked handrails and second-floor openings that lacked guardrails. The firm failed to ensure raised areas accessible to workers had guardrails installed, and failed to ensure stairs had continuous handrails on any open side of the stairway. These were both repeated violations. The firm also failed to ensure that, as prime contractor of a multiple-employer workplace, it did everything reasonably practicable to establish and maintain a system of regulatory compliance.

**Onyx Exteriors Ltd. | \$6,505.75 | Surrey | October 11, 2023**

This firm was installing siding at a three-storey townhouse complex under construction. WorkSafeBC inspected the site and observed a worker exit a mobile work platform onto a second-level balcony. The worker was wearing a fall protection harness but was not connected to a lifeline. No other form of fall protection was in place, exposing the worker to a fall risk greater than 3 m (10 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

**Phoenix Enterprises Ltd. | \$21,303.27 | Burnaby | September 14, 2023**

This firm was conducting asbestos abatement at a house undergoing renovations. WorkSafeBC inspected the worksite and observed multiple deficiencies with the firm's work procedures. Windows and other openings were not sealed, ventilation equipment was not in use, no decontamination facility had been set up, and no air samples were being collected. WorkSafeBC issued a stop-work order. The firm failed to take the necessary precautions to protect workers before allowing work that would disturb asbestos-containing materials (ACMs), a repeated violation. The firm also failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were both high-risk violations.

**Phoenix Enterprises Ltd. | \$42,606.54 | Burnaby | September 14, 2023**

This firm was conducting asbestos abatement at a house undergoing renovations. WorkSafeBC had inspected the worksite and issued a stop-work order after determining no hazardous materials inspection had been conducted. During a follow-up inspection, WorkSafeBC observed evidence that abatement work had been done in violation of the stop-work order. The firm failed to comply with a WorkSafeBC order.

**Phoenix Homes (2011) Limited | \$10,000 | Abbotsford | September 14, 2023**

This firm's worksite was a multi-storey apartment building under construction. WorkSafeBC inspected the site and observed a worker standing on top of a foundation wall. No form of fall protection was in place, exposing the worker to a fall risk of about 4 m (13 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

**Punjab Construction Ltd. | \$2,500 | Abbotsford | September 22, 2023**

This firm was framing a two-storey house. WorkSafeBC inspected the site and observed one worker on an unguarded balcony and two additional workers, one of whom was a representative of the firm, standing on components of the roof truss system. No fall protection was in place for any of the workers, exposing them to fall risks greater than 5.2 m (17 ft.). WorkSafeBC issued a stop-work order. The firm failed to ensure fall protection was used, a repeated violation, and failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were both high-risk violations.

**Quick Asbestos Environmental Ltd. | \$2,500 | Burnaby | September 1, 2023**

This firm was conducting asbestos abatement at a house that had been cross-contaminated with debris from asbestos-containing materials (ACMs) during previous abatement work done by another firm. The firm's written work procedures required that the firm clean up the exterior ACM debris before beginning work inside the property. WorkSafeBC inspected the site and observed workers preparing for interior abatement work before the exterior work had finished. The firm failed to follow the written procedures of a qualified person and to ensure workers engaged in asbestos dust and debris removal were adequately instructed and trained in the written procedures. This was a high-risk violation.

## Penalties (continued)

### **RA1 Contracting & Environmental Ltd. | \$10,000 | Victoria | July 25, 2023**

This firm was conducting asbestos abatement at a house. WorkSafeBC inspected the worksite and issued a stop-work order after observing multiple deficiencies with the firm's practices for working with asbestos-containing materials (ACMs). The firm failed to prevent the spread of asbestos dust and debris to other areas, to ensure workers were adequately instructed and trained in the correct use of required personal protective equipment, and to ensure it used acceptable practices for controlling and handling asbestos. These were repeated violations. The firm also failed to ensure that, before starting work with ACMs, windows and other openings were adequately secured to prevent the release of asbestos fibres. In addition, the firm failed to ensure workers issued respirators requiring an effective seal with the face had been fit-tested, and failed to ensure written procedures provided specific direction regarding the safe removal of asbestos dust and debris. These were all high-risk violations.

### **Rainbow Siding Ltd. | \$5,000 | Vancouver | September 28, 2023**

This firm's worksite was a three-storey house under construction. WorkSafeBC inspected the site and observed a worker on a manufactured ladder-jack scaffold system. No form of fall protection was in place, exposing the worker to a fall risk of about 4.9 m (16 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

### **Rana Siding and Gutters Ltd. | \$21,647.24 | Coquitlam | September 28, 2023**

This firm was installing gutters and downspouts at a new residential complex. WorkSafeBC inspected the worksite and observed a worker on a skirt roof. No form of fall protection was in place, exposing the worker to a fall risk up to 7.3 m (24 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

### **Recovery Roof Repair Inc. / Recovery Roofing | \$2,500 | Nanaimo | August 15, 2023**

This firm was re-roofing a two-storey house. WorkSafeBC inspected the worksite and observed five workers on the 5:12 sloped roof wearing fall protection harnesses but not connected to lifelines. No other form of fall protection was in place, exposing the workers to a fall risk of about 6.1 m (20 ft.). The firm failed to ensure fall protection was used, a high-risk violation. The firm also failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety.

### **Red Roofing Ltd. | \$1,250 | West Kelowna | August 24, 2023**

WorkSafeBC issued an order to this firm to implement fall protection procedures for its workers. After multiple follow-up communications, the firm had not provided the required documentation about how it would comply with the orders. The firm failed to comply with a WorkSafeBC order.

### **Reliance Roofing Inc. | \$2,500 | Burnaby | September 22, 2023**

This firm was roofing a new house. WorkSafeBC inspected the worksite and observed three workers, one of whom was a representative of the firm, on the roof. The workers were wearing fall protection harnesses but were not connected to lifelines. No other form of fall protection was in place, exposing the workers to a fall risk up to 10.7 m (35 ft.). WorkSafeBC issued a stop-work order. The firm failed to ensure fall protection was used, a repeated and high-risk violation.

### **Removal Remediation Services Ltd. | \$10,933.64 | Victoria | September 28, 2023**

This firm was conducting asbestos abatement at a house. WorkSafeBC inspected the worksite and observed breaches in the decontamination facility where the negative air tubing connected to the window seal. WorkSafeBC also observed a circular saw that had been used to remove vinyl flooring, an asbestos-containing material (ACM), without a HEPA attachment as required. In addition, the firm's work procedures did not provide clear direction to workers for removing ACMs. The firm failed to prevent the spread of asbestos dust and debris to other work areas, and failed to inspect the containment and decontamination facility to ensure their effectiveness was maintained. The firm also failed to ensure that its procedures for controlling and handling asbestos were acceptable to WorkSafeBC. These were all high-risk violations.

### **Rocky's Concrete, Soil Technology Inc. | \$6,659.50 | Vancouver | September 1, 2023**

This firm was conducting drilling and grout pumping work. WorkSafeBC inspected the firm's worksite and issued a stop-work order after determining that no exposure control plan for respirable crystalline silica (RCS) was in place. During a follow-up inspection, WorkSafeBC observed that work was being done in violation of the stop-work order. The firm failed to comply with a WorkSafeBC order.

### **Roofpro Consultants Ltd. | \$6,115.99 | Nanoose Bay | July 20, 2023**

WorkSafeBC inspected this firm's residential re-roofing worksite and observed workers on the sloped roof. No form of fall protection was in place, exposing the workers to a fall risk of up to 7.6 m (25 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

**Samra Bros. Roofing Ltd. | \$4,003.66 | Richmond | September 28, 2023**

This firm was re-roofing a house. WorkSafeBC inspected the site and observed four workers on the 4:12 sloped roof. No form of fall protection was in place, exposing the workers to a fall risk up to 4.6 m (15 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

**Sky Line Roofing Ltd. | \$20,000 | Burnaby | July 25, 2023**

This firm's worksite was a two-storey house under construction. WorkSafeBC inspected the site and observed three workers, one of whom was a representative of the firm, on the 4:12 sloped roof. One of the workers was wearing a fall protection harness but was not connected to a lifeline. The other two workers were wearing harnesses with lifelines connected to anchors that had not been installed per the manufacturer's instructions. No other form of fall protection was in place, exposing the workers to a fall risk of about 8.2 m (27 ft.). The firm failed to ensure fall protection was used, a high-risk violation. The firm also failed to have a written fall protection plan for the worksite. These were both repeated violations.

**Space Framing Ltd. | \$10,000 | Surrey | July 25, 2023**

This firm was framing a house. WorkSafeBC inspected the site and observed four workers, including a representative of the firm, installing sheathing on the main floor joists. No form of fall protection was in place, exposing the workers to a fall risk of about 3.4 m (11 ft.). WorkSafeBC also observed wood frame scaffolds missing cross braces and ledgers. The firm failed to ensure fall protection was used, a high-risk violation. The firm also failed to ensure work platforms were designed and installed according to WorkSafeBC standards. These were both repeated violations.

**Stoddard Contracting Ltd. | \$3,856.85 | Richmond | September 1, 2023**

This firm was conducting excavation work as part of a sewage line upgrade. WorkSafeBC inspected the worksite and observed two workers in an excavation with near vertical sides that was not shored, benched, or supported. In addition, no engineering report was available for the excavation. The firm failed to ensure that, before workers enter an excavation over 1.2 m (4 ft.) in depth, the sides of the excavation are sloped, benched, or supported as specified in writing by a professional engineer. This was a high-risk violation. The firm also failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were both repeated violations.

**Sucha Framing Ltd. | \$1,250.00 | Langford | August 24, 2023**

This firm's worksite was a townhouse complex under construction. WorkSafeBC inspected the site and observed stairs with poorly installed or missing handrails and elevated areas with insufficient guardrails. The firm failed to ensure that raised areas accessible to workers had guardrails installed, and failed to ensure stairs had continuous handrails on any open side. These were both repeated violations.

**Sun City Framing Ltd. | \$5,000 | Abbotsford | September 14, 2023**

This firm's worksite was a new two-storey house. WorkSafeBC inspected the site and observed two workers sheeting roof trusses near the leading edge of a flat lower roof. A third worker was observed in the upper roof trusses, securing trusses in place. No fall protection was in place, exposing the workers to a fall risk greater than 4.9 m (16 ft.). WorkSafeBC issued a stop-work order. The firm failed to ensure fall protection was used, a repeated and high-risk violation.

**Tiel Enterprises Ltd. / Compass Environmental Solutions | \$2,500 | West Kelowna | September 14, 2023**

This firm had issued a clearance letter for a worksite undergoing asbestos abatement, stating all hazardous materials had been removed. WorkSafeBC inspected the worksite and observed unsealed and single-lined bags of asbestos-containing materials (ACMs) inside the building. The firm failed to ensure that hazardous materials had been safely contained or removed, a repeated and high-risk violation.

**Tiger Traffic Services Ltd. | \$17,490.22 | Surrey | September 22, 2023**

Two traffic control persons (TCPs) from this firm were providing traffic control for tree-trimming activities adjacent to a public roadway. WorkSafeBC inspected the worksite and observed several deficiencies in the firm's traffic control procedures. The firm failed to ensure workers were not exposed to traffic until a traffic control risk assessment had been completed by a qualified person, a repeated violation, and failed to ensure a written traffic control plan was in place. These were both high-risk violations. In addition, the firm failed to ensure each TCP was provided with and used appropriate personal protective equipment and clothing, both repeated violations.

## Penalties (continued)

### **Universal Cover Corp. | \$4,508.36 | Sidney | July 13, 2023**

WorkSafeBC attended this firm's construction site in response to an incident where a worker fell about 3.4 m (11 ft.) from the second level of a manufactured scaffold system. The worker sustained serious injuries. WorkSafeBC's investigation determined the scaffold did not have guardrails installed and no other fall protection had been in place at the time of the incident. The firm failed to ensure fall protection was used, and failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were both high-risk violations.

### **Valerias Schneider / V&S Construction | \$2,500 | Vernon | September 15, 2020**

WorkSafeBC observed two of this firm's workers sheathing the 4:12 sloped roof of a new three-storey house. The workers, one of whom was a representative of the firm, were wearing fall protection harnesses but were not connected to lifelines. No other form of fall protection was in place, exposing the workers to a fall risk greater than 4.6 m (15 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

### **Van Isle Hazmat Inc. | \$5,027.25 | Victoria | October 11, 2023**

This firm was conducting pre-demolition asbestos abatement at a house. WorkSafeBC inspected the site and issued a stop-work order after observing multiple deficiencies with the firm's practices for handling asbestos-containing materials (ACMs). The firm failed to ensure friable ACMs were controlled to prevent the release of airborne asbestos fibres, and that doorways, windows, and other openings were secured to prevent the spread of asbestos fibres into other work areas. The firm also failed to inspect its containment and decontamination facility at least daily to ensure their effectiveness. In addition, the firm failed to ensure it used acceptable procedures for the control and handling of asbestos. These were all high-risk violations.

### **VPAC Construction Group Ltd. | \$43,359.04 | North Vancouver | October 11, 2023**

This firm was the prime contractor at a townhouse construction site. WorkSafeBC inspected the worksite and observed multiple health and safety deficiencies, including missing or improperly constructed guardrails in fall risk areas, unguarded table saws, and missing handrails on multiple stairways. WorkSafeBC also determined inspections were not being conducted effectively to identify workplace hazards. A stop-work order was issued for the worksite. As prime contractor at a multiple-employer worksite, the firm failed to establish and maintain a system of regulatory compliance. This was a repeated and high-risk violation.

### **Woodtech Kitchen Cabinets Ltd. | \$2,500 | Surrey | September 1, 2023**

WorkSafeBC attended this firm's cabinet shop in response to an incident where a worker sustained serious injuries after coming into contact with an edge banding machine while it was running. WorkSafeBC determined that the machine had not been locked out, its interlock device had been bypassed, and there were no lockout procedures in place. A stop-use order was issued for the machine. The firm failed to ensure its machinery was adequately locked out and secured against inadvertent movement that could create a risk of injury to workers. This was a high-risk violation.

## Manufacturing

### **BC Box Mfg. Ltd. | \$3,506.16 | Surrey | September 5, 2023**

WorkSafeBC attended this firm's box manufacturing facility in response to an incident. A worker fell while accessing a stacker unit platform to work on a corrugator machine, sustaining fatal injuries. WorkSafeBC's investigation determined that the raised work platform lacked adequate guardrails, and access to the platform lacked handrails. WorkSafeBC also determined that working on the corrugator machine involved additional risks such as working in high-heat conditions, and there was no evidence that a risk assessment had been conducted or an exposure control plan established. The firm failed to ensure raised work areas had guards or guardrails installed, and failed to ensure there was a safe way of entering and leaving work areas, both high-risk violations. The firm also failed to conduct a heat stress assessment and develop and implement a heat stress exposure control plan. In addition, the firm failed to ensure the health and safety of its workers, and to provide the information, instruction, training, and supervision necessary to ensure their health and safety, both high-risk violations.

### **Convertus Canada Ltd. / Orgaworld | \$20,752.70 | Surrey | September 22, 2023**

This firm operates an organic waste composting facility. WorkSafeBC inspected the site and observed compost dust, determined to be a combustible dust, accumulated on the surfaces of machinery and building structures. WorkSafeBC issued a stop-work order. The firm failed to ensure combustible dust was safely removed to prevent an accumulation that could cause a fire or explosion. This was a high-risk violation.

### **FT Synthetics Inc. | \$162,861.66 | Langley | August 8, 2023**

This firm manufactures roofing underlayment products. WorkSafeBC inspected the worksite in response to an incident. While setting up a new roll of adhesive on a laminating machine, a worker came into contact with the rotating feed rollers and was seriously injured. WorkSafeBC determined the machine did not have safeguards or other safety mechanisms in place and issued a stop-use order. The firm failed to ensure feed rolls had guards or safety devices to prevent the operator from contacting any nip points. This was a repeated and high-risk violation.

### **Sofina Foods Inc. / Aliments Sofina Inc. | \$14,632.62 | Abbotsford | October 11, 2023**

WorkSafeBC attended this firm's poultry processing plant in response to an incident. Two workers were working on an ammonia leak from a purger in a compressor room when they were splashed with an ammonia mixture. WorkSafeBC determined the purger was not shut down or de-energized while the workers addressed the leak. In addition, the firm had not followed its exposure control and response program at the time of the ammonia leak, and had conducted minimal preventive maintenance on the purger. The firm failed to ensure machinery energy sources were isolated and controlled if unexpected startup could cause injury. The firm also failed to ensure inspections and maintenance of equipment were conducted in accordance with the manufacturer's instructions. In addition, the firm failed to ensure the health and safety of all workers at its workplace. These were all high-risk violations.

### **Super-Cut Lumber Industries Ltd. | \$78,721.53 | Port Alberni | October 11, 2023**

WorkSafeBC attended this firm's sawmill in response to an incident. While attempting to remove a sliver from a running moulder, a worker was caught in the moulder's cutting head and sustained serious injuries. WorkSafeBC determined the moulder had not been locked out at the time of the incident and its guards had not been in place. The firm failed to ensure energy isolating devices were secured with locks in accordance with procedures made available to workers, a high-risk violation. The firm also failed to ensure safeguards provided for the protection of workers were not removed or rendered ineffective.

### **Swiftwood Forest Products Limited | \$14,500.52 | Maple Ridge | October 4, 2023**

WorkSafeBC inspected this firm's wood re-manufacturing plant and observed multiple safety deficiencies. The firm failed to ensure machinery was equipped with adequate safeguards to prevent workers accessing hazardous points of operation or power transmission parts. These were repeated and high-risk violations. The firm also failed to ensure gear and chain sprockets were completely enclosed and that lockout devices were secured using locks in accordance with procedures made available to all workers, both high-risk violations. In addition, the firm failed to ensure belt conveyors were guarded, to ensure safeguards were capable of effectively performing their intended function, to prevent hazardous accumulations of waste material, and to ensure lumber piles were erected plumb and level, all repeated violations.

## **Primary Resources**

### **DWF 1313 Recruitment Inc. | \$15,435.40 | Delta | July 25, 2023**

WorkSafeBC inspected this firm's worker transport vehicle in conjunction with the Commercial Vehicle Safety Enforcement (CVSE) branch. Multiple deficiencies were observed, including an exhaust leak, a worn brake pad, and other worn mechanical parts. WorkSafeBC issued a stop-use order. The firm failed to ensure that a vehicle used to transport workers was maintained in a safe manner, a repeated and high-risk violation.

### **Holbrook Dyson Logging Ltd. | \$28,871.67 | Vernon Lake | August 17, 2023**

This firm was conducting roadside clearing and brushing activities. As a worker began to fall a leaning tree, the tree split vertically (barberchaired). The trunk kicked back and struck the worker, who sustained fatal injuries. WorkSafeBC determined that the worker had not been adequately trained or certified to manually fall trees, and the high-risk falling activities had not been planned by a qualified person. The firm failed to ensure workers conducting bucking activities were qualified to do so. The firm also failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were both high-risk violations.

### **Murphy Oil Company Ltd. | \$9,956.61 | Arras | October 11, 2023**

WorkSafeBC inspected this firm's oil and gas worksite and observed workers inside an excavation that had been dug to expose a water pipeline for repairs. No written instructions from a qualified professional had been obtained for the excavation or for another excavation on site. The firm failed to ensure excavation work was done in accordance with the written instructions of a qualified professional, a high-risk violation. The firm also failed to ensure a qualified health and safety coordinator addressed hazards throughout the duration of work activities. In addition, the firm failed to ensure up-to-date first aid procedures were available at the worksite.

## Public Sector

### **1078444 B.C. Ltd. / Shack Shine Home Services | \$5,000 | Victoria | October 11, 2023**

This firm was cleaning the roof of a two-storey house. WorkSafeBC inspected the site and observed two workers, one of whom was a supervisor, on the sloped roof. No fall protection was in place, exposing the workers to a fall risk of up to 9.1 m (30 ft.). The firm failed to ensure fall protection was used, and failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were both repeated and high-risk violations.

### **B C Hydro & Power Authority | \$710,488.79 | Fort St. John | September 12, 2023**

WorkSafeBC inspected this employer's powerhouse for a hydroelectric dam construction. WorkSafeBC observed damaged ventilation equipment and deficiencies with the employer's practices to address welding fume hazards. In addition, the subcontracted firm conducting the welding work did not have an adequate exposure control plan in place for welding fumes. As prime contractor of a multiple-employer workplace, the employer failed to establish and maintain a system of regulatory compliance, a high-risk violation. The employer also failed to keep up-to-date written procedures for providing first aid at the worksite. These were both repeated violations.

### **Berk's Intertruck Ltd. | \$27,578.29 | Nanaimo | August 24, 2023**

This firm was conducting truck tanker inspections. The inspections involved entry into the tankers, which were confined spaces. WorkSafeBC inspected the firm's worksite and determined that safe work procedures for entry into confined spaces, and for the elimination of ignition sources prior to steam cleaning tanks, had not been developed by a qualified person. In addition, no written confined space entry program, entry logs, or training logs were available. This firm failed to develop written procedures specifying the means to eliminate or minimize hazards, to prepare and implement a written confined space entry program, and to have proper entry permits. The firm also failed to conduct confined space rescue drills at least annually. These were all repeated violations.

### **Horizon North Camp & Catering Inc & Dexterra Group Inc. / Horizon North Camps & Catering Partnership \$206,346.90 | Sunset Prairie | September 7, 2023**

This firm operates an industrial camp. WorkSafeBC attended the worksite in response to an incident where a worker was found deceased in their room. The cause was later determined to be due to COVID-19 complications. WorkSafeBC's investigation determined that the firm's COVID-19 procedures and policies were not being followed, including procedures for physical distancing, temperature checks, reporting symptoms, isolating, and seeking medical attention. The firm failed to implement an exposure control plan, based on a risk assessment conducted by a qualified person, that included infection control precautions. The firm also failed to provide its new workers with health and safety training and orientation specific to their workplace. In addition, the firm failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety, a repeated violation, and to ensure the health and safety of its workers. These were all high-risk violations.

### **Ideal Office Solutions Ltd. | \$12,658.76 | Fort St. John | July 25, 2023**

Workers for this firm were using a stair climber (hand truck) to move a printer down a flight of stairs. While descending, the printer tipped and fell. One of the workers was struck by the falling printer and stair climber and sustained fatal injuries. WorkSafeBC's investigation determined the firm had not conducted a risk assessment for the work and no safe work procedures were available for removal of copiers and printers or for operating stair climbers. In addition, WorkSafeBC determined the worker had not received a safety orientation and had not been trained on how to use a stair climber. The firm failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. This was a high-risk violation.

### **Janda Group Asset Management Inc. | \$10,701.76 | Williams Lake | September 15, 2023**

This firm owns a commercial building undergoing renovation. WorkSafeBC inspected the site and observed debris from asbestos-containing materials (ACMs) in several places, as well as areas with exposed ACMs. No controls were in place to prevent the spread of ACMs. A risk assessment conducted later confirmed the spread of ACMs to other areas of the building. As owner of a workplace, the firm failed to maintain the premises in a manner that ensured the health and safety of everyone in the workplace. The firm also failed to ensure an exposure control plan was administered by a properly trained person. These were both repeated and high-risk violations.

### **KM Building Maintenance Ltd. | \$22,978.98 | Delta | August 22, 2023**

WorkSafeBC inspected this firm's worker transportation vehicle in collaboration with the Commercial Vehicle Safety Enforcement branch (CVSE). Deficiencies with the vehicle were identified, including a brake contaminated with oil and a leaking hub seal. The firm failed to ensure a vehicle used to transport workers was maintained in a safe manner, a repeated and high-risk violation.

**Maccabee Tanks Ltd. | \$10,100 | Fort St. John | August 17, 2023**

WorkSafeBC inspected this firm's worksite and determined that a worker had entered a tanker (a confined space) to conduct a visual inspection. WorkSafeBC determined that no bump test for the multi-gas monitor had occurred prior to the worker entering the tank. The firm failed to ensure that each confined space test be carried out by a qualified person. This was a high-risk violation.

**Metro Vancouver Enterprises Ltd. | \$2,500 | Burnaby | July 14, 2023**

This firm's worksite was a pre-1990 house undergoing renovation. WorkSafeBC inspected the site and observed workers removing drywall and plaster, both suspected asbestos-containing materials (ACMs), without adequate protections in place. WorkSafeBC issued a stop-work order. The firm failed to ensure that, before demolition work began, a qualified person inspected the building to identify hazardous materials. The firm also failed to select appropriate respirators and to ensure that workers required to wear respirators were clean-shaven. In addition, the firm failed to ensure energy sources were isolated and controlled if unexpected energization could cause injury. Furthermore, the firm failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were all high-risk violations.

**Morwest Crane & Services Ltd. | \$16,642.42 | Kelowna | August 4, 2023**

WorkSafeBC inspected this firm's tower crane and observed there was no guardrail in the worker-accessible space between the electrical cabinets at the rear of the counter-jib. The firm failed to ensure that its tower crane met regulatory standards, a repeated and high-risk violation.

**Riteway Tree Service Ltd. | \$12,720.36 | Manning Park | October 11, 2023**

WorkSafeBC attended this firm's worksite in response to an incident. A worker had climbed a dead tree in preparation to fall it. While the worker was descending the tree, the branches used as anchors to support the worker's climbing line broke. The worker fell from the tree, sustaining serious injuries. WorkSafeBC determined the firm's climbing plan did not include a risk assessment for individual trees or information about the initial anchors to be used by climbers. The firm failed to ensure that, before a worker engaged in tree-climbing, a qualified arborist determined each tree was able to withstand the loads imposed on it, prepared a tree-climbing plan, and communicated the plan to workers. The firm also failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety, a repeated violation. These were both high-risk violations.

**Sandher Fruit Packers Ltd. | \$11,350.78 | Kelowna | August 1, 2023**

WorkSafeBC inspected this firm's fruit packing plant and observed two workers not wearing seat belts while operating forklifts. The firm failed to ensure that riders of mobile equipment wore seat belts whenever the mobile equipment was in motion. This was a high-risk violation.

**Satnam Education Society of British Columbia / Khalsa School | \$63,963.54 | Mission | August 17, 2023**

WorkSafeBC attended this firm's worksite in response to an incident. During roofing work on a new storage building, a worker from a subcontracted firm fell from the roof and sustained fatal injuries. WorkSafeBC's investigation determined that this firm had not appointed a site safety coordinator and did not have a system in place to ensure hazards were mitigated. As prime contractor of a multiple-employer workplace, the firm failed to do everything reasonable to establish and maintain a system of regulatory compliance.

**V,A,H,T Contracting Services Ltd. | \$2,500 | Burnaby | September 5, 2023**

This firm's worksite was a multi-storey residential building construction. WorkSafeBC inspected the site and observed multiple health and safety issues. A stop-work order was issued for all work above level five of the building. During a follow-up inspection, WorkSafeBC determined this firm's workers had conducted work above level five, in violation of the stop-work order. The firm failed to comply with a WorkSafeBC order.

## Trade

**Vancouver Central Bottle Depot Ltd. | \$1,250 | Vancouver | September 22, 2023**

This firm operates a recycling facility. WorkSafeBC inspected the site and issued orders related to deficiencies in the firm's safe work procedures for handling hazardous materials and its new and young worker orientation and training program. After several follow-up communications, the firm had not fully addressed the deficiencies. The firm failed to comply with a WorkSafeBC order within a reasonable period.

## Penalties (continued)

### Transportation & Warehousing

**4 U Moving Services Ltd. | \$7,500 | Richmond | September 15, 2023**

This firm operates a moving company. WorkSafeBC inspected a storage facility where two of the firm's workers were loading furniture into a shipping container that was stacked on top of another container. WorkSafeBC observed that worker access to the upper container was via the unsafe use of the elevated forks of a forklift. When contacted, a representative of the firm refused to cooperate with the inspection. The firm failed to ensure workers had a safe way of entering and leaving a work area, a high-risk violation. The firm also hindered a WorkSafeBC inspection and knowingly provided false information to an officer.



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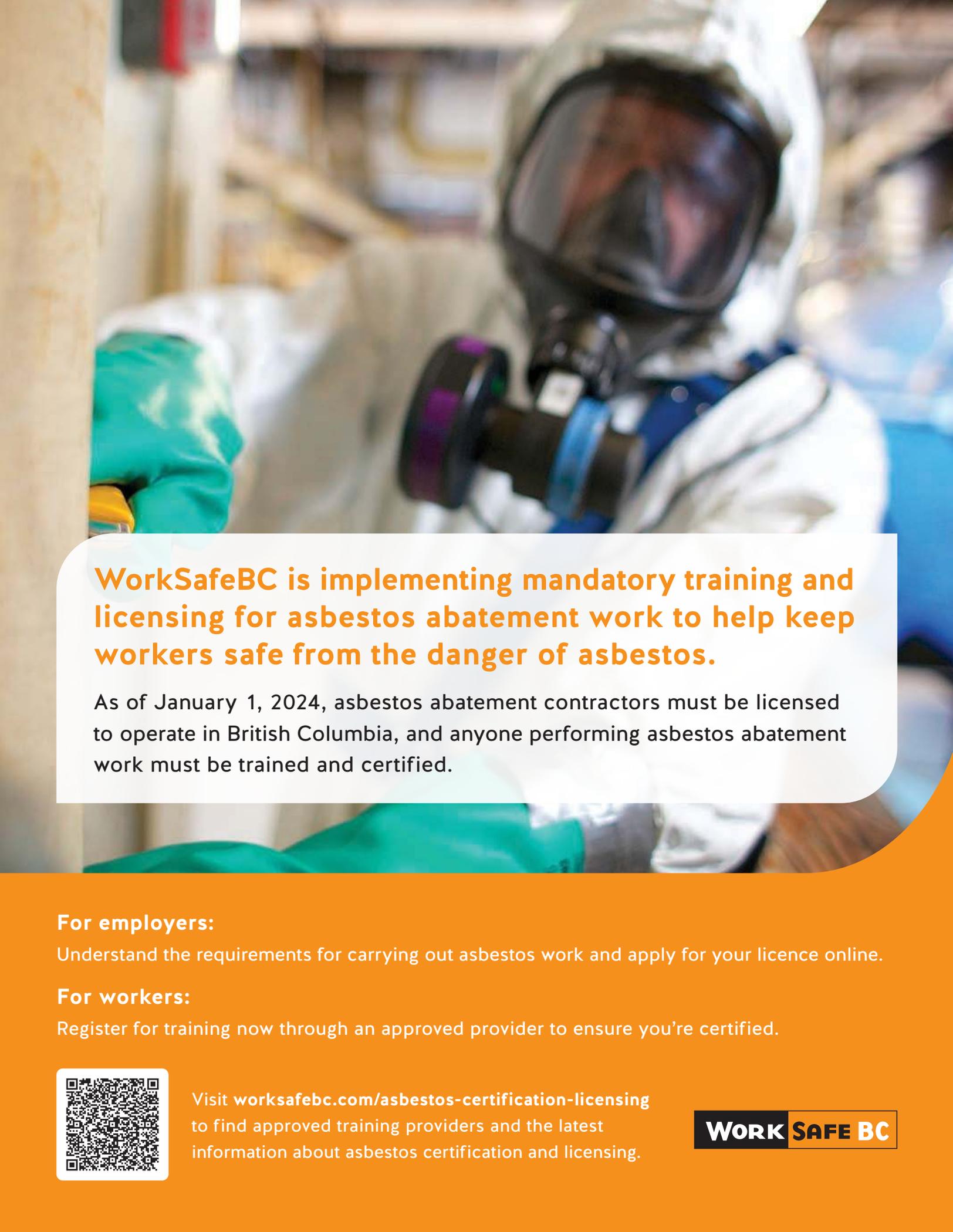
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