

November 15, 2006

Ms. Anne Burch  
Director, Prevention Policy & Regulation Review Department  
Workers' Compensation Board of British Columbia  
Policy and Research Division  
P.O. Box 5350 Station Terminal  
Vancouver, BC V6B 5L5



Dear Ms. Burch:

I am writing on behalf of the New Car Dealers of British Columbia, which represents over 340 new car and truck dealers throughout British Columbia.

We wish to go on record with our strong opposition to the proposed requirements for the extensive documentation of new or young worker training, as contained in Draft Regulations 3.25 and 3.26.

Our members spend a great deal of time and money providing safety training for our employees, especially new employees and those under age 25. We agree with the codification of training that is described in Draft Regulation 3.22 and 3.23.

This orientation and training is documented to ensure consistency and verifiability.

However, the WorkSafeBC proposal introduces a level of documentation that goes beyond reasonable. The proposal would require that the safety performance of the new or young worker be assessed and documented every two months for the first six months of the worker's job.

This Draft requirement would necessitate a series of assessments for every worker under age 25 and every new worker whenever that worker changes jobs within the dealership or whenever there is a change in the job process.

We believe that this ongoing documentation will add paperwork without increasing safety. We respectfully ask that Draft Regulations 3.25 and 3.26 be eliminated.

Yours sincerely



Glen Ringdal  
President & CEO

**Member of the Canadian Automobile Dealers Association**

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Appendix 1 - WorkSafeBC DRAFT Changes to Young Worker Training

PROPOSED AMENDMENTS FOR PART 3:

RIGHTS AND RESPONSIBILITIES IN THE OCCUPATIONAL HEALTH AND SAFETY REGULATION October 12, 2006

PART 3: RIGHTS AND RESPONSIBILITIES

YOUNG OR NEW WORKERS

Definitions 3.22 In sections 3.23 to 3.26:

"new worker" means any worker who is

- (a) new to the workplace,
- (b) returning to a workplace where the hazards in that workplace have changed during the worker's absence,
- (c) affected by a change in the hazards of a workplace, or
- (d) relocated to a new workplace if the hazards in that workplace are different from the hazards in the worker's previous workplace;

"young worker" means any worker who is under 25 years of age.

Young or new worker orientation and training 3.23 (1) An employer must ensure that every young or new worker is given health and safety orientation and training specific to that young or new worker's workplace as specified in subsections (2) and (3).

- (2) Before a young or new worker begins work in a workplace, the young or new worker must receive orientation and training respecting the following topics:
  - (a) the name and contact information for the young or new worker's supervisor;
  - (b) the employer's and young or new worker's rights and responsibilities under the *Workers Compensation Act* and this Regulation including the reporting of unsafe conditions and right to refuse to perform unsafe work;
  - (c) workplace health and safety rules;
  - (d) hazards to which the young or new worker may be exposed, including risks from robbery, assault or confrontation;
  - (e) working alone or in isolation;
  - (f) violence in the workplace;
  - (g) personal protective equipment;
  - (h) location of first aid facilities and means of summoning first aid and reporting illnesses and injuries;
  - (i) emergency procedures;
  - (j) instruction and demonstration of the young or new worker's work task or work process.

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- (3) Within two weeks or as soon as practicable after a young or new worker begins work in a workplace, the young or new worker must receive orientation and training respecting the following topics:
- (a) the employer's health and safety program;
  - (b) WHMIS information requirements set out in Part 5, as applicable to the young or new worker's workplace;
  - (c) Contact information for the occupational health and safety committee or the worker health and safety representative, as applicable to the workplace.

**Documentation 3.24 An employer must:**

- (a) keep records of all orientation and training provided under section 3.23 or 3.26,
- (b) keep records of all assessments conducted under section 3.25, and
- (c) Ensure copies of worksite risk assessments are readily available for review by workers.

**Assessing work performance 3.25 (1) As soon as practicable after providing orientation and training to a young or new worker, the employer must assess the young or new worker's performance to determine if the young or new worker has received sufficient orientation and training to perform the worker's work tasks or work processes safely.**

- (2) Every two months of the first six months of a young worker's employment with an employer, the employer must assess and document the young worker's performance to determine if the young worker is performing work tasks or work processes safely.

**Additional orientation and training 3.26 An employer must provide a young or new worker with additional orientation and training if**

- (a) an assessment under section 3.25 or workplace observation reveals that the young or new worker is not able to perform work tasks or work processes safely, or
- (b) Requested by the young or new worker.