

WorkSafe BC

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This letter is of concern on how the new late night WorkSafe regulations will affect me. To my understandings I will either have to cage off my employees or have a second employee on between the hours of 10 pm and 6 Am. If I am correct on this, this will have a huge financial impact on my business. Caging off my employee is like shutting down my operation. I have read several articles stating that a plexi glass cage hurts business by intimidating the customer and reducing the impulse buy. Just too let you know I have never had a violent incident against an employee or a robbery in the 16 ½ years I have been in business. We have an alarm system with panic button as well a DVR camera security system.

I have a small cafeteria in a Greyhound Bus Depot.- My contract states that I am open From 5:30 Am until 3 Am daily including holidays. -I only have 1 employee on during these late night and early hours. If I was to have a second employee on for these late night hours it would cost me somewhere around 2000 hours per year or about \$22000. This is about half of my yearly wage. The extra employee would not generate any extra business. Next is where am I going to find an employee. With the baby boomers retiring and combination of a strong economy causing such a huge labour shortage, I can't find employees for full time shifts let alone a 5 hour late night shift. It is an employees Market, running help wanted ads brings in little to no resumes

Some might say, work the late night shift yourself, well I have been already working my job for 50 – 65 hours a week. By me taking the late shift as well, I would only add another 35 hours a week and end up with the same money.

My small little company cannot justify or afford paying out any more. This year I have already given our more raises and paid out more overtime than I have ever had to before, just to keep my workforce. At present I am running 4 employees short or 25% of my work force.

Here is what I see as my possible scenarios

- I work my 50- 65 hours a week plus an additional 35 late night hours to keep my present earnings.
- I try to hire additional employees to cover these shifts, dropping my yearly wage to less than half of my present wage
- Close down my business. Unfortunately I have a personal guarantee on the lease and at present it would cost about \$133000 to get out of the lease.

Anyway I look at it, I don't win. If this was to happen at the end of my lease, I could at least, try to negotiate shorter business hours.

Thank you for your time.

Greg Filek
