

WorkSafe

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The process of **preventing industrial disasters** p7

Staying safe during harvest season p5

Film industry focuses on mental health p13

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B.C. film unions come together to address mental health p13

Contents

July / August 2018 | Volume 18 | Number 4

Features

5 | **Ask an officer** Staying safe during harvest season

As we head into harvest season for fruits and grapes, WorkSafeBC occupational safety officer Steven Marino talks about keeping workers safe in orchards, vineyards, and wineries.

By Gord Woodward

7 | **On the cover** The process of preventing industrial disasters

When a catastrophic incident happens, the results can be devastating. Employing process safety can help employers prevent worst-case scenarios from happening.

By Ryan Parton

Departments

4 | **From the editor**

13 | **WorkSafeBC updates**

21 | **Safety on the agenda**

26 | **Penalties**

36 | **Injunctions**

15 | **WorkSafeBC update** Supporting self-care in health care

When health care worker Anna Morris was injured in April 2016, she didn't see it coming: she was suddenly kicked by an elderly resident with whom she'd always had a good relationship. Since then, self-care and peer support have helped her to heal and help others.

By Gillian Burnett

22 | **Safety spotlight** Workers part of the family at Sparwood steel company

For Rayco Steel, the last 10 years have marked an uptake in safety from staff, and a significant reduction in injuries. The company's secret? Getting workers involved in safe work procedures and planning.

By Gail Johnson

Centre pullout

What's wrong with this photo?

A painter steps up into danger.

What was wrong

Answer key and winner of the last "What's wrong with this photo?" contest.

Engage your team in health and safety planning

Creating a comprehensive health and safety plan doesn't have to start and end in a boardroom. In this issue, we bring you stories that highlight how employee expertise can be a valuable asset for creating safer workplaces.

Our cover story looks closely at how to prevent catastrophic events, such as explosions, structural collapses, or the accidental release of hazardous chemicals. Preventing worst-case scenarios is complex and requires specific expertise. As the story shows, both external and internal experts are needed to help you understand all the risks in your workplace processes (page 7).

We also cover a family-owned company that uses a peer approach to create its health and safety program. At this steel company, workers have direct input into initiatives, such as hazard assessments and safety inspections, resulting in manuals that all staff can easily understand (page 22).

The peer approach can also be a key part of preventing violence at work for health care assistants. In the story, we learn how peer-to-peer learning can help with the aftermath of an injury and provide valuable knowledge and tips for injury prevention (page 15).

These stories and more showcase how an engaged workforce can lead to safer and healthier outcomes.



Terence Little
Editor-in-chief

WorkSafe

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Contributors



Ryan Parton

Ryan is a professional copywriter and the former B.C. regional director for the Professional Writers Association of Canada. In this issue, he covers the complex world of process safety through the oil and gas industry (page 7).



Gord Woodward

Since 1994, Gord has operated Enlightening Communications, which services clients in corporate communications and marketing, and provides entrepreneurship training. In “Ask an officer,” he speaks with occupational safety officer Steven Marino on staying safe in orchards and vineyards (page 5).



Helena Bryan

From writing about health and safety to creating documents for land treaties, Helena has a diverse history of telling B.C.’s stories. In this issue, she speaks with Rayco Steel out in Sparwood, B.C. about its safety program (page 22).



Gail Johnson

Gail is an award-winning journalist and a fitness instructor. In this issue, she looks at another kind of fitness — mental health — in the film industry (page 13).

Ask an officer

Ladders, MSIs take high toll on harvest-season workers



Steven Marino
Occupational safety officer

Region: Kelowna
Years on the job: 10

As we head into harvest season for fruits and grapes, WorkSafeBC occupational safety officer Steven Marino talks about keeping workers safe in orchards, vineyards, and wineries.

Q. What are the most common hazards for workers in these industries?

A. Injuries in the tree-fruit sector are mostly due to improper use of ladders. Workers not only fall from ladders, but they also accidentally hit others with the ladders, or get hit by falling objects when they’re near ladders. Too often, people make poor choices when using ladders: they’ll try to reposition the ladder while standing on it, or they’ll reach too far and lose balance, or they won’t use a ladder that’s high enough for their needs and will end up standing on the top two steps.

Other hazards include various musculoskeletal injuries (MSIs). In vineyards, workers can be at risk of overexertion from trying to lift or pull too much, or get strains from repetitive motion and awkward postures. While in the winery, there’s also the additional risk of potentially slippery surfaces.

Vineyards and orchards both have the hazards of people working around mobile equipment such as tractors and harvesters, and around machinery used in the packing process.

Q. What safety issue is often overlooked?

A. First aid coverage. If your workforce balloons at certain times of the year, you need to make sure your first aid capabilities are keeping up. A larger workforce could require more training, equipment, and facilities for first aid staff.

Q. What steps do I need to take to keep my crews safe?

- A.** You should perform workplace inspections and examine things that can put workers at risk. You might have a mix of experienced farmworkers, new workers, young workers, and contractors, and your operation may include picking and packing, so communication and coordination are important.

Everybody needs to be on the same page and know the hazards in the workplace. This could include activities in adjacent workplaces. For example, you need to prevent workers from having lunch in an area next to an orchard where pesticides might be sprayed at the same time. If you have difficulty communicating verbally due to language barriers, use pictograms, photos, and demonstrations — show your crew how to do things.

Training is also critical, especially in the safe use of ladders. Don't take it for granted that people know how to use them, or other tools and equipment, properly. After training, safe work procedures can break down if there is poor supervision. Supervisors should correct workers on how to choose, use, and move ladders. Ensure they're wearing the appropriate footwear, not sandals. Slow them down if they're putting themselves at risk by working too fast.

Q. As a worker, what are some things I can do to keep myself safe?

- A.** Listen to, and follow, the training on how to do your job safely. Always use equipment according to the manufacturer's instructions; don't vary from them for any reason. Remember that you have the right to refuse unsafe work. You also have a responsibility to report unsafe conditions to your supervisor, and that can include activities by your co-workers that can be hazardous to others.

Q. How do I deal with confined spaces on my vineyard?

- A.** An employer with confined spaces in the workplace must have a confined space program if workers enter them. All employers must ensure workers know where the confined spaces are. In vineyards, some examples are large hoppers, the press, and wine tanks. Make sure they're marked, and that workers understand the hazards they create. Workers should never enter a confined space unless they have the proper training and equipment to do so.

Q. Where can I get more safety information?

- A.** You'll find a library of free resources for orchards and vineyards at worksafebc.com, including the *Health and Safety for Wineries and Vineyards* guide.

AgSafe provides free, on-site training for all B.C. agriculture workplaces, and offers publications, signs, and videos in a variety of languages at agsafebc.ca.

Looking for answers to your specific health and safety questions? Send them to us at worksafemagazine@worksafebc.com, and we'll consider them for our next "Ask an officer" feature. ☺

“Always use equipment according to the manufacturer's instructions; don't vary from them for any reason.”

—Steven Marino, WorkSafeBC occupational safety officer

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On the cover



Derek Lukey checks a pressure transmitter during plant rounds at Encana.

The process of preventing industrial disasters

By Ryan Parton

When a catastrophic incident happens — such as a large-scale explosion — the results can be devastating to the employer, the workers, and the community. So how can we protect the people we care about from the worst-case scenario? Looking at safety from a process perspective could point the way.

Already in use at some larger firms across the province, such as oil and gas companies Encana and Westcoast Energy, process safety is now gaining ground in other industries through a new WorkSafeBC team and initiative. What these companies have implemented could help your business prevent events that no one should ever have to face.

What is process safety?

Process safety is a proactive form of risk assessment combined with engineering that focuses on preventing catastrophic fires, explosions, accidental chemical releases, and structural collapses, especially in facilities that use, process, and handle hazardous materials. The goal of process safety is to identify and mitigate any critical hazards at industrial workplaces, thereby preventing the occurrence of potentially catastrophic events. In January, WorkSafeBC launched a new initiative that focuses explicitly on this form of risk management.

“We’re now going beyond the idea of what is hurting you today — the day-to-day occupational hazards and exposure issues — and into the catastrophic potentials,” says Budd Phillips, manager, Prevention Field Services with WorkSafeBC and operations lead for the new Process Safety Team. “What are those big events that could go from something that seems somewhat minor and inconsequential to the point where you could have multiple fatalities?”

Applying process safety principles

Though Canada lacks explicit process safety regulations such as those found in the U.S. and elsewhere, several B.C. companies — particularly those in the oil and gas sector — are already ahead of the curve. Encana, which operates a handful of gas processing facilities and more than 1,500 well sites across northern B.C., is one such example.

Encana’s process safety strategy begins long before its facilities are even built. During the design phase of any new facility, its personnel run through an extensive HAZOP (hazard and operability) study, reviewing a wide variety of scenarios representing countless potential deviations from normal operating conditions.

“It’s really about starting to look at safety from a more technical standpoint, right from the design of a new facility through to decommissioning,” says Brad Gushlak, process safety manager for Encana.

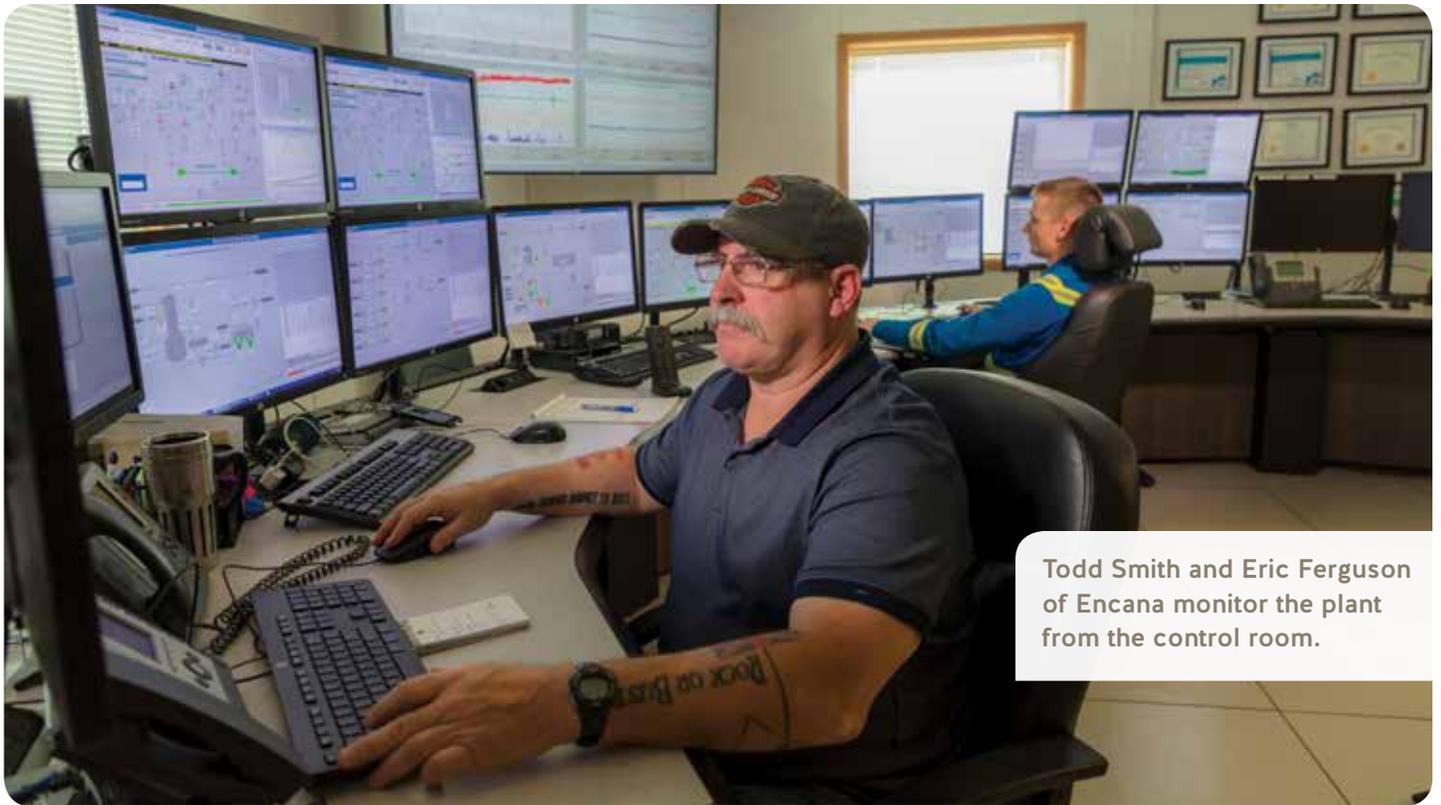
“You have to make sure that for every deviation, whether it’s high flow or low pressure on process equipment, that there’s a certain amount of safeguards in place ... We do all this work and all these checks to ensure that something doesn’t get over-pressured or over-filled, and if it does that there’s a system in place to make sure that it shuts down or is operated safely.”

Once construction of a new facility is complete, every piece of equipment undergoes another comprehensive series of tests, and a rigorous commissioning process ensures all critical systems are operating as intended before the facility is deemed operational — and that’s still just the beginning. Equipment continues to be inspected at regular intervals once the facility is up and running, and Encana requires a documented procedure for key operational tasks, along with competency tests to ensure the operator has the required skills to perform them safely.

“The same process safety principles are carried on through the life of the facility, from our major facilities right down to our simplest sites,” explains Rob Finlay, operational superintendent for Encana’s facilities and infrastructure in the Dawson Creek area. “One of the bigger ones for us is managing change. If we have to make changes to mechanical piping, a process condition, or even a temperature, that’s all evaluated. Do we have a misdirected flow? Do we have the potential for lost containment from this change?”

“Whenever you change something in your operation, you have to consider the ramifications of that change.”

—Budd Phillips, manager, Prevention Field Services, WorkSafeBC



Todd Smith and Eric Ferguson of Encana monitor the plant from the control room.

Change management, in fact, is what Budd Phillips refers to as a “cornerstone” of process safety.

“Whenever you change something in your operation, you have to consider the ramifications of that change,” he says. “Maybe you need to do maintenance on the piping that you normally run your process chemicals through. You don’t just turn the valve and allow it to happen; you make sure that when you make a change, all the system’s safeguards are in place.”

Actively managing risk

The challenge is that process safety can be difficult to prioritize among other health and safety initiatives that are quantifiably measurable in incidents or lost work days. After all, the catastrophic outcomes that process safety is designed to prevent virtually never happen.

Unfortunately, history has shown us what can happen when the bigger picture is neglected. In 1984, in what’s largely regarded as the world’s worst industrial disaster, more than 4,000 people died from a toxic gas leak at a pesticide plant in Bhopal, India. In 1989, a series of explosions at an industrial chemical facility in Texas killed 23 people and injured many more. Much closer to home, four workers died and 41 were injured in two

B.C. sawmill fires in 2012. All of these disasters, plus many more, were deemed to have been preventable.

Through the Process Safety Initiative, WorkSafeBC aims to collaborate with B.C.’s employers and provide resources to help them identify potential process hazards, implement controls to mitigate them, and create contingency plans in case something goes wrong. The Process Safety Team will initially focus on six industries: oil and gas, chemical processing, biomass energy production, pulp mills, pellet mills, and other wood processing. Fifty employers have been selected for inspection over the coming year, after which time the initiative is expected to extend beyond those initial high-priority sectors.

“We want to make this a pragmatic, valuable process,” says Gordon Harkness, a manager with WorkSafeBC’s Risk Analysis Unit and co-lead of the Process Safety Team. “Our initiative is not about giving employers more papers to fill out, or new boxes to check off. It’s about actively managing risk, and protecting the people who work for you. If you are undertaking industrial processes, you have to understand the hazards that your processes pose, and you have to implement controls and actively manage those controls.”

“A lot of industries that latch onto process safety automatically start calling around for experts ... What you need to do first is start talking to the guys who are working on the floor — they’ll tell you exactly what needs to happen.”

—Roy McKnight, manager of safety, Westcoast Energy

“A lot of it will come down to an employer’s due diligence,” adds Phillips. “Are they willing to analyze what they’re doing, how they’re doing it, and what they can do to make it safer?”

Process safety doesn’t have to be complicated

As Encana demonstrates, process safety can be a highly complex and involved process. At its most basic level, however, it boils down to a very simple concept.

“It really is about identification, assessment, and control,” says Roy McKnight, manager of safety for Westcoast Energy. “What’s the risk, what are we doing about it, and how are we controlling it? It’s not complicated.”

A subsidiary of Enbridge whose footprint in B.C. includes 16 gas processing facilities and approximately 1,100 employees, Westcoast Energy has adhered to a U.S.-style process safety program since at least 1990.

“We have our occupational health and safety programs that really focus on personal safety so that people know what to do to protect themselves,” explains McKnight. “What you do through process safety is you treat the asset itself as a thing that you also have to protect. So you reduce things like corrosion, you do better preventive maintenance, you have leak detection systems in place. It’s very simple engineering solutions that are designed into the system before you even build the plant.

“A lot of industries that latch onto process safety automatically start calling around for experts,” he adds. “What you need to do first is start talking to the guys who are working on the floor — they’ll tell you exactly what needs to happen. As an asset owner or manager you may not like what they have to say but, honestly, when you go talk to them they will walk you straight to the problem.”

McKnight describes Westcoast Energy’s “Safety Sundays,” a weekly walk through of every facility looking for indicators of potential problems and chatting with equipment operators.

“For us, it’s all about local ownership and engagement,” he says. “We sit down with plant staff and say, ‘Here’s what we’re trying to solve. We need to keep that chemical in that tank — how do we do it without hiring 10 more people and without introducing more hazards or risks?’ We’ve kept it simple and effective and — knock on wood — it’s proving to work.”

For more information about how to implement effective process safety management, visit worksafebc.com and search for “process safety.”



Eric Ferguson at Encana posts a notice to the health and safety bulletin board.



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Falls from ladders are a leading cause of injury for orchard workers.

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Actor Rukiya Bernard at the filming of the *We Can Help* video. Bernard's message is to encourage industry colleagues to utilize calltime MentalHealth.com when facing challenges with mental health or addiction.

B.C. film industry speaks up for mental health

By Helena Bryan

Workers in the B.C. film industry face demands and stressors that could impact their mental health and well-being. A recently launched website created by and for the film industry aims to remove the barriers that prevent people who face mental health and addictions challenges from getting the help they need.

From the outside, working in the film industry seems all glamour and no grind. But behind the scenes, the glamour can quickly fade to black.

The nature of the industry, with its long hours, inconsistent schedules, frequent travel, and work-hard, play-hard culture, contributes to health and safety risks such as fatigue, impairment, and overexertion. Managing these risks through proper training, orientation, and supervision is also challenging with the logistical realities of these workplaces.

"All of these challenges combine to put workers at higher risk of anxiety, depression, burnout, and addiction," says Gregg Taylor, president of FSEAP Vancouver, a national provider of employee and family assistance programs. Taylor is a clinical counsellor and

subject matter expert in mental health and addictions issues for the working group behind the website.

Taylor adds that it's not surprising that this tight-knit community has been rocked, like others in B.C. and across the country, by the opioid crisis.

Setting off alarm bells

"Many of us have worked with someone who has either died from a fentanyl overdose, or knows someone who has," says Lorrie Ward, secretary treasurer of Teamsters 155, representing film industry drivers, security, catering, animal handlers, and the marine division. Ward calls the deaths "a wake-up call" and one that spurred him into taking action.

He became a catalyst for the creation of the mental health and addictions working group, which met for the first time in May 2017.

With representatives from the five industry unions taking part, the group met every month for a year to discuss options for addressing the mental health and addictions issues facing their members.

Labour of love

The website, created by and for the film industry to

support and empower its members, launched at the end of April 2018. It's named, appropriately, calltimentalhealth.com, in reference to the call sheets created at the end of every shift, which include the next day's location and start time.

The website contains helpful resources for workers, employers, and supervisors, and links to where people from each of the five unions can get practical help. It also features a public service announcement (PSA) written and produced by working group member Enid-Raye Adams in collaboration with a team of film industry professionals.

The PSA features real people in the industry talking candidly about their experiences with mental health and addictions issues, as well as others who are inspired to share the message that help is out there. "The moment I talked about it was the moment I gave it less power," says a set decorator named Trevor in the video.

"The message is: talk about it, we can help, you're not alone, and there's no shame in this," says Adams.

Taylor is optimistic about the campaign's effectiveness. "For this kind of initiative to be successful," he says,

"your audience has to be able to see themselves in it. Otherwise, it's too easy to just say, 'Well, that's not me.' This campaign does just that. It really is amazing."

"The PSA was a labour of love," says Tom Adair, former executive director of the BC Council of Film Unions and chair of the mental health and addictions working group, "with many people volunteering their time, talent, equipment, and services. The message is, 'we're here, and we can help.'"

And this is just the beginning, Adair says: "We need to change the culture from one of avoidance to one where there's real dialogue, and where people feel safe having that dialogue. And that's a long-term proposition." ☺

"Many of us have worked with someone who has either died from a fentanyl overdose, or knows someone who has."

—**Lorrie Ward**, secretary treasurer of Teamsters 155 and member of the film industry mental health and addictions working group

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Health care assistant Anna Morris shares what she learned after being injured at work in 2016.

Peer support part of reducing injuries

By Gillian Burnett

Health care assistants are at risk of injury from acts of violence by the patients they care for. Getting these workers together to share tips, resources, and safe work procedures can add an extra layer of support beyond what they get from their employers.

When health care worker Anna Morris was injured in April 2016, she didn't see it coming: a sudden assault from an elderly resident with whom she'd always had a good relationship. With almost 20 years of experience caring for seniors, Morris was attuned to the potential for aggression, particularly among those with dementia. Nonetheless, it was a shock.

"This was a resident I had known for years," Morris says. "I had known him from before he was deep into his dementia, and I had built quite a rapport with him. I knew he had the potential to be aggressive, but I'd never had an issue."

Things changed the day she was injured: "That day, I went to assist another worker to get him up for breakfast. When I went to put his shoes on him, he rolled onto his side and gave me two swift, hard kicks."

Those kicks left a softball-sized welt on her back, and within a few hours intense pain was radiating from her hip to her neck. She began an intensive journey of chiropractic and physiotherapy treatments, followed by a gradual return to work. Four months after the incident, Morris was finally able to go back full time.

But incidents like these can have lingering effects. "It does cause you to be stressed, and the residents pick up on that," she says.

Preventing injuries through self-care

Acts of violence such as the one Morris experienced are the second most common cause of injury among health care assistants (HCAs) in B.C. These are the 32,000 front-line caregivers in homes, residential care facilities, and hospitals across the province who help dress, bathe, feed, and tend to the daily needs of those who can no longer care for themselves. Eighty-nine percent of HCAs are women, and as a group, they experience the highest number of injuries of any occupation in B.C., accounting for 6 percent of all WorkSafeBC's accepted time-loss claims in 2017.

In long-term residential care, violence accounts for about one-fifth of injuries to HCAs. But across the spectrum of health care environments, the leading

injury type is musculoskeletal; around half of all injuries are caused by overexertion, followed by slips, trips, and falls.

Health care workers routinely perform tasks that involve other people in motion, in intimate situations that require constant compassion. These demands can take not only a physical toll but an emotional and psychological toll on caregivers and their families.

“Health care assistants are really the unsung heroes of health care,” says WorkSafeBC industry specialist Heather Middleton. “They do an incredibly difficult job, and much of it is invisible to the rest of the world.”

Middleton is the former organizer behind the annual Hearts and Hands conference, which launched in 2016. She saw a need for a forum in which HCAs could come together and consolidate their connections, learn techniques to stay safe at work, and talk about some of their unique challenges. The partnership between employers, educators, and WorkSafeBC aims to put HCAs front and centre for the day, celebrating their importance and teaching them how to care for themselves and each other.

At last year’s conference, educator and advocate Elizabeth Causton gave a keynote addressing “The Challenge of Staying Healthy in Health Care.” Through her keynote, she explored ways to maintain passion and joy in the face of work that is complex, demanding, and often deeply personal.

The important question, Causton suggested, is not how to change or eliminate these challenges, but how to respond to them in a way that maximizes health and resiliency. Health care as practised in the Western world, she pointed out, is a problem-focused, solution-oriented care model in which the first and central question is almost always “What is wrong?” A better, more balanced approach would ask instead, “What is going well?” and “What is working?”

“For health care workers in particular, so many factors are beyond their control: how health care dollars are spent, staff shortages, the acuity of those they care for, family dynamics,” said Causton. “We all need to understand what we do control, and then take responsibility for changing it.”

To protect against the stress of over-involvement, she recommends knowing the difference between caring a lot and caring too much.

That message resonated with Morris, who attended Hearts and Hands for two years running. “I come back [to Elizabeth’s ideas] often to remind myself of the multiple layers of how we tend to carry so much with us,” she says. “While I’m at work I give all of myself, but the rest of the time I have to have energy for my kids, husband, and dog.”

Self-care also includes not trying to take on everything yourself. “Sometimes it’s having to wait for someone to help with a two-person job. We think, ‘Oh, I can do it just this once,’ and then that becomes ‘Oh, I can do it again today because I did it yesterday,’ and it becomes a problem.”

Preventing injuries through peer coaching

One of the ways employers are helping health care assistants is through formal peer-support programs. Morris participates in an Island Health peer-coaching program for musculoskeletal injury prevention associated with patient handling. The program targets high-force impacts, repetition, awkward or static postures, and contact stresses. Injury-reduction strategies include using equipment, checking patient risk for falls, and developing safe work procedures. But the key to the program’s success is how the information is communicated: through peers who know the job inside out.

One day a week, Morris is assigned to work throughout the building and help find better ways of handling residents. “If a situation is posing a risk, I try to help problem-solve. Or staff can email me, and I can phone our health and safety advisors.”

Her work in the peer-support program has helped her to focus on safe work procedures during her daily tasks. It’s also reminded her of the value of what she does, and the importance of stopping to reflect.

“Elizabeth really touched me with what she said at the conference. In general, we might feel underappreciated much of the time. But she said we are valued; we are appreciated. She put into perspective just how valued we are.”

Register for Hearts and Hands 2018

Sponsored by WorkSafeBC, SafeCare BC, and the BCFED Health and Safety Centre, the 2018 Hearts and Hands conferences will be held on October 3 in

Victoria and October 17 in Penticton. The events are currently open to more participants and sponsors. To find out more about the conferences, go to hcaconference.ca.

For more information on peer-to-peer learning, check out the SafeCare BC Peer Resource Network. You can find out more by visiting safecare.bc.ca and clicking on Programs. ☺

Tips for self-care in health care from Elizabeth Causton

Are you “giving yourself away”?

Over-investing emotionally can take a toll. These characteristics may indicate that you have been giving yourself away:

- Feeling depressed, forgetful, tense, irritable, nervous, negative, or resentful
- Feeling unable to finish things
- Feeling tired but unable to sleep
- Crying “for no reason”
- Lacking a sense of humour
- Being frequently sick
- Being demanding or quick to anger

- Eating too much or too little
- Withdrawing from family and friends

Focus on what you can control

- Your attitude. Do you focus on the negative or positive?
- Your boundaries. Are you able to maintain them?
- Whether or not you “give yourself away.” Are you over-investing emotionally?
- Your life outside of work. Do you have a life apart from work that you value?
- Your self-care. When and how do you engage in self-care?

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for health care assistants

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October 17 **Penticton** (Penticton Trade and Convention Centre)

To register go to: www.HCAConference.ca





Stz'uminus Community School student Clarence Thomas and 11 other students earned an honourable mention for their 2018 safety video. Here, Thomas demonstrates a saw mishap waiting to happen.

Youth speak out about health and safety for video contest

By Sarah Ripplinger

Lights. Camera. Action. Safety. That's the name of the game for contestants in the 13th annual WorkSafeBC Student Safety Video Contest.

This year, a record 30 schools from across British Columbia submitted two-minute videos about safety in the workplace for a chance to win two first-place awards each in the grades 8–10 and 11–12 categories.

"It has been awesome working with WorkSafeBC on this project over the past five to six years," comments Ryan Radford, a Grade 11–12 teacher at Walnut Grove Secondary School in Langley, B.C., who teaches video production, visual effects, and graphic design. "The creativity and varying approaches students take never cease to amaze me."

Radford sponsored the video project of Grade 12 student Ethan Eigenfeldt. His video won a \$2,500 prize, with \$1,000 going to Eigenfeldt and \$1,500 going to Walnut Grove Secondary. Ethan also won the Actsafe Aspiring Filmmaker Award — offered for the first time this year — which includes lunch with a prominent Canadian filmmaker, a behind-the-scenes tour of a

local production, and the screening of Ethan's video at a 2018 Directors Guild of Canada event.

Eigenfeldt won a grand prize last year, as well, but the soon-to-be SFU film studies student says he approached his most recent undertaking with more humour. His 2018 entry features a maladroit office worker who mistakes the "listen to your gut" lesson imparted during a safety presentation with "listen to your butt." Hilarity ensues as he haphazardly navigates the workplace listening to his "butt" instincts.

Despite the humour in the video, Eigenfeldt is serious about the safety message. "Many students don't understand their right to refuse unsafe work," remarks Eigenfeldt. "Videos can be memorable for young people, and can help them recall the safety messages conveyed."

"Video is the world youth live in. It's an effective way to get the message across."

—Robin Schooley, industry specialist, Industry and Labour Services, WorkSafeBC

This year's theme was "Listen to your gut," and it pops up throughout the winning entries and honourable mentions. Other top videos brought viewers to a Roman army before battle, starred a talking stomach puppet, and featured a human incarnation of a safety-smart gut.

All videos live in perpetuity on YouTube where they have the opportunity to reach audiences outside of peer groups and the youth demographic — Eigenfeldt's has over 1,000 views already.

"We've shown Ethan's video to junior students and adults, and they all reacted enthusiastically to the film," notes Radford. "He has created a concept that reaches all ages and types of viewers."

More diversity of views for safer youth across the province

The message of safety continues to be urgently needed, says Robin Schooley, an industry specialist for young and new workers with Industry and Labour Services at WorkSafeBC. She notes that the number of workplace injuries among the youth demographic, particularly male youth ages 15–24, remains far too high.

"Young workers are less experienced and also less likely to speak up about workplace safety, which puts them at greater risk of injury," notes Schooley.

She's encouraged by the fact that 30 percent more schools from across B.C. were involved in this year's safety video contest. "There's a growing excitement for the contest; and advances in technology have made it easier than ever to participate. Video is the world youth live in. It's an effective way to get the message across."

Stz'uminus Community School in Ladysmith, B.C., is a first-time contestant this year. Grade 10 student Clarence Thomas and 11 other students created a superhero-themed video that won them an honourable mention.

"Even though we made it funny and kind of cheesy, it was all about things that can really hurt you if you aren't safe," says Thomas. "Kids will remember the idea of a superhero running around telling people to listen to their gut."

Their sponsor teacher and school vice-principal, Cameron Park, says that one of the focuses of Stz'uminus is to prepare students for their lives post-graduation. "After reading, writing, and arithmetic,

safety is one of the most important skills high school can teach students."

The Student Safety Video Contest is sponsored by Actsafe, London Drugs, Seaspan, Technical Safety BC, and WorkSafeBC.

Watch the winning videos and honourable mentions by searching for the Student Safety Video Contest at worksafebc.com. Stay tuned for 2019 contest details coming soon. ☺



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BCAA roadside service technician Joe Sidhu and his two children are part of a new ad campaign from the Work Zone Safety Alliance.



Slow down. It could save someone's life.

By Jesse Marchand

Last year, one roadside worker died as a result of being hit by a motor vehicle and 25 were injured. Preventing people from getting hurt, or fatally injured, is the impetus behind the recurring campaign from the Work Zone Safety Alliance, which encourages drivers to slow down when they're in a work zone.

The "Cone Zone" ad campaign, which features a diverse cast of workers, makes an appeal to all drivers to see those who work on or near the road as real people who deserve to come home at the end of the day, in the same shape as they left for work.

"Working on the roadside is a very dangerous job. BCAA's roadside service technicians are out there year round and they experience it first-hand. The Cone Zone Campaign is an important way to raise awareness and help our team get home safely at the end of their shift," says Shawn Pettipas, BCAA's director, Community Engagement.

Now in its eighth year, the campaign kicked off in May with an enforcement blitz with the Vancouver police. Keeping safe around roadside workers isn't just a Vancouver concern, however.

"With the increase in road work at this time of year across the province, I can't stress enough the need for all drivers to slow down and use caution in construction zones. The people carrying out this important road work are in a vulnerable position, and they deserve our patience and full attention," says the Hon. Claire Trevena, minister of Transportation and Infrastructure.

"Road safety is a shared responsibility," notes Mark Ordeman, WorkSafeBC manager in Industry and Labour Services for occupational road safety. "Drivers need to slow down, ignore the phone, and pay attention. Employers are responsible for ensuring workers are properly trained and have the right tools and equipment to set up a safe work zone when working roadside.

"Workers need to be trained and supervised in knowing how to identify hazards and assess risks and how to follow safe work procedures. They should understand set-up and take-down regulations, wear appropriate high-visibility garments, and be encouraged to report unsafe work conditions to their supervisor."

The websites conezonebc.com and worksafebc.com/conezone have resources for drivers, employers, and workers. There are also downloadable posters you can print and put up in your lunch room. ☺

Safety on the agenda

Summer is the perfect time to start planning your fall conference trips. Check out these opportunities for creating healthier and safer workplaces.

Canadian Society of Safety Engineering (CSSE)

Professional Development Conference
September 16–19, 2018
Niagara Falls, Ontario
csse.org/site/events/conference

Hearts and Hands

Celebrate and Educate
Conference for health care assistants
October 3, 2018 in Victoria, B.C.
October 17, 2018 in Penticton, B.C.
hcaconference.ca

International Forum on Disability Management

9th International Biennial Congress
on Disability Management and Return to Work
October 14–17, 2018
Vancouver, B.C.
ifdm2018.com

WorkSafeBC

19th Annual Physician Education Conference
October 20, 2018
Victoria, B.C.
worksafebcphysicians.com

Canadian Association for Research on Work and Health (CARWH)

Research and Practice to Improve Health in a Changing World of Work
Conference
October 21–23, 2018
Vancouver, B.C.
spph.ubc.ca/carwh2018

Manufacturing Safety Alliance of BC

Make it Safe
OHS Conference and Trade Show
October 24–25, 2018
New Westminster, B.C.
makeitsafe.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.



13th annual

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WORK SAFE BC

The staff of Rayco Steel stand in front of a truck box outside their office in Sparwood, B.C.



Developing a safety program that works

By Gail Johnson

Accessing external training can be a challenge for businesses in remote communities like Sparwood, B.C. To address this, the family-owned steel fabrication and mine service company, Rayco Steel has developed its own comprehensive training programs, installed certified first aid attendants, and expanded its overall safety program in collaboration with its staff.

When general manager Brett Ray's parents opened Rayco Steel in Sparwood, B.C., it was the early '80s. That decade saw high workplace injury rates across the province, reaching a peak of almost 15 injuries per 100 workers in 1984, according to research funded by the B.C. government. Since then, injury rates have fallen in B.C., but the manufacturing industry remains high risk, reporting 5,928 time-loss claims in 2017.

The heavy industrial service and manufacturing firm, which specializes in structural steel fabrication, maintenance, and equipment upgrades, started with only six workers — today, it employs over 50.

As the firm has evolved over the years, so has its commitment to workplace safety. Within the last decade in particular, Rayco Steel has made its workers' health and safety its number one priority.

"In the late '80s and early '90s, we had a choice to make — stay a fringe company or grow into a mainstream one. We chose the latter," Ray says. "In the last 10 or 12 years, safety has become a paramount feature of our work ... I really want the people I work with to succeed, and getting hurt doesn't factor into that," he adds.

Facing challenges head-on

The services Rayco Steel provides are wide-ranging and complex. For one, it has a varied workforce, including welders and millrights, machinists, and mechanics. This creates challenges when it comes to making sure the workplace is safe for everyone who works there.

"With the multiple levels of experience needed, maintaining the proper amount of training that our workers require is an ongoing process," says Rayco Steel's health and safety manager, Scott Ferbrache.

“We have a lot of big equipment, a lot of big machinery, and a lot of high demands on our workers every day.

“Quite a while ago, we decided to make safety integral in our culture here. Now, we never miss an opportunity to push safety,” adds Ray. “We took the bull by the horns. Maturing as a company brought a fervent commitment to safety.”

So what does health and safety look like at Rayco Steel?

Since the company works in both the construction and mining sectors, it complies with both WorkSafeBC regulations and the Health, Safety and Reclamation Code for Mines in British Columbia.

Because it’s headquartered in a remote part of the province, near Fernie on the B.C.-Alberta border, accessing external training can be a challenge. So the company developed comprehensive and diverse training programs, drawing on a variety of third-party resources and in-house expertise. Rayco Steel has a number of courses, just some of which are on confined space entry, WHMIS, fall protection, forklifts, elevated work platforms, skid steer, and lockout. The team is also in the development stage of hoisting and rigging training program.

Over the last 10 years, the company has also created a formalized health and safety program and completed a Certificate of Recognition (COR), which requires having a third-party verify your program. Scott Febrache is also an external auditor for the COR program for other companies.

The power of peers

Rayco Steel’s health and safety program takes a peer-to-peer approach. This means that workers have direct input into initiatives like formal hazard assessments. In the latest program revision, workers had major input into completing several hazard assessments surveys.

Because the program has incorporated input from employees, it doesn’t read like a cookie-cutter, off-the-shelf manual; rather, content is written in plain language and directly relates to the day-in, day-out duties that people actually perform.

Having workers help develop a health and safety program, rather than telling them what one consists of, goes a long way toward building a genuine and effective safety culture.

“We wanted to have our workers involved in the development of the program so they’d have buy-in,” Ferbrache explains. “When workers help create a program, they’ve got commitment to it.”

Ray adds: “They feel part of the program rather than subject to it. It changes the dynamic.” It also helps to deal with changes that may arise. “Our health and safety program is never finalized. Our program is always undergoing review. As work changes, legislation changes, so does our program evolve,” notes Ferbrache.

Here’s another way Rayco Steel has achieved buy-in to its safety program: workers themselves take the lead in company inspections and perform walk throughs that are distinct from safety inspections done by its joint health and safety committee. Every month, a different person completes an inspection at the facility, giving supervisors and managers a fresh perspective — another set of eyes — on any safety-related items. Workers also complete daily overhead bridge crane inspection, vehicle inspection, and equipment inspection reports.

By having people see their workplace through this lens, they gain a sense of responsibility and accountability. Their active participation makes them feel valued, the impact of which can’t be stressed enough.

Utilizing the first aid attendant and services

Prior to the company doubling down on safety, workers with minor injuries often went to the hospital for treatment. WorkSafeBC occupational safety officer Jeff McKay offered guidance to help the firm establish an efficient, proactive first aid program. Now, all company lead hands have their OFA Level 1 certificates, while an OFA Level 3 first aid attendant works full time at the fabrication facility.

“Ideally, you want to prevent injuries from happening, but if they do happen, not everybody has to go to the hospital for minor cuts, scrapes, and bruises,” McKay says. “They were able to utilize a lot of what they already had in place. When you’re meeting the requirements for a safety program, why not utilize it to the best possible extent? They started recognizing that.”

The firm also realized that its first aid attendant, as well as members of the safety committee, could play a

valuable role in keeping an eye out for injury-related trends or unnecessary risk behaviours, then initiate action to overcome them.

“They address all aspects of health and safety, whether people are working off-site or on-site,” McKay says. “The company has developed its own responsibility for health and safety while also remaining extremely productive. Those two things don’t need to stand alone.”

The importance of feeling valued

Amid its successes and busy schedule, Rayco Steel also makes a point of showing worker appreciation. For instance, it hosts quarterly barbecues in conjunction with monthly safety meetings. These opportunities to get together in a relaxed setting, while still discussing statistics, projects, and schedules, drive home the safety message that the firm is always striving for.

Certainly, a strong safety program benefits a business’s bottom line. Maintaining a healthy and safe workplace, for example, could yield a reduction in WorkSafeBC premiums. And over the last decade, Rayco Steel’s incident rates and hospital visits for minor injuries have greatly decreased, further diminishing costs, notes Ray. As the company has ramped up its safety efforts, it has benefited in less tangible ways too. Workers’ level of professionalism, for example, has soared.

“If I didn’t have these individuals, I wouldn’t have a business,” Ray says. “We’re here to support each other. These guys never know what they’ll be doing from one day to the next, and they’re prepared.

“It’s all about trust,” he adds. “If I can create an environment where people can trust they’re going to have what they need when they need it, and that we’re

committed to them, it comes back to you. If they trust you and see that you trust them, it really makes for a good time.” 

Rayco Steel’s tips for a safer workplace

- 1 Develop a comprehensive training program that works for your worksite and facilities. If you are not able to get to training opportunities outside of your community, bring the training in to your staff.
- 2 Help all staff gain accountability and responsibility by involving them in your risk assessments and health and safety program. Your workers know what is working and not working with your program.
- 3 Your safety program should be in plain language and cover day-to-day activities.
- 4 Have a plan in place for dealing with injuries, from minor to severe. An in-house first aid attendant can help decrease recovery time and keep minor injuries from being a costly trip to the hospital.
- 5 Get advice. Whether you participate in a COR certification program or go another route, having a third party assess your safety program can help bring things to light that your team may miss.



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Construction

21st Century Roofers | \$6,136.88 | Burnaby | May 7, 2018

This firm was re-roofing a two-storey house. WorkSafeBC observed one of the firm's workers near the leading edge of the roof. The worker was not using a personal fall protection system and no other form of fall protection was in place, exposing the worker to a risk of falling about 6.1 to 6.7 m (20 to 22 ft.). WorkSafeBC issued a stop-work order. 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.

A G R Roofing Ltd. | \$2,500 | Burnaby | May 1, 2018

WorkSafeBC observed two of this firm's workers, both of whom were representatives of the firm, installing roofing materials on a new two-storey house. Both workers were seen wearing fall protection harnesses but not connected to lifelines. No other form of fall protection was in place, exposing the workers to a risk of falling about 6.1 m (20 ft.). The firm's failure to ensure the use of fall protection was a repeated and high-risk violation.

AS Roofing Ltd. | \$10,000 | Surrey | April 26, 2018

WorkSafeBC observed one of this firm's workers on the roof of a two-storey house under construction. The worker was wearing a fall protection harness but was not attached to available lifelines or anchors, exposing the worker to a risk of falling 6.1 m (20 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

Atlas Roofing Ltd. | \$2,500 | Richmond | April 12, 2018

This firm was roofing a two-storey house under construction. WorkSafeBC inspected the site and observed a worker of the firm applying roofing membrane to the 4:12 sloped roof. The worker was not using a personal fall protection system and no other 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 and high-risk violation.

Blue Mount Roofing Ltd. | \$2,500 | Burnaby | April 25, 2018

This firm was roofing a new two-storey house. WorkSafeBC observed one of the firm's workers handling materials on the roof at a height of about 6.1 m (20 ft.). The worker was wearing a fall protection harness but was not connected to a lifeline, and no other form of fall protection was in place. The worker was in sight of a representative of the firm who was also on the roof. The firm's failure to ensure fall protection was used was a repeated and

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. Find it easily by entering the word "penalties" into our search bar.

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.

Burrard Roofing & Drainage Inc. | \$4,505.81 | Burnaby | May 1, 2018

This firm was roofing a new two-storey house. WorkSafeBC observed one of the firm's workers on the leading edge of a 4:12 sloped roof. The worker was not using a personal fall protection system, and no other form of fall protection was in place, exposing the worker to a risk of falling about 5.5 to 6.1 m (18 to 20 ft.). The firm failed to ensure the use of fall protection, a repeated and high-risk violation.

Clearaway Removal Service Ltd. | \$3,531.18 | Vancouver | May 11, 2018

This firm had conducted asbestos abatement at a two-storey pre-1990 house, and issued a clearance letter indicating that all asbestos-containing materials (ACMs) had been removed. WorkSafeBC inspected the site after another firm had undertaken renovation work and determined that vermiculite insulation, an identified ACM, was still present. WorkSafeBC issued a stop-work order. The firm failed to safely contain or remove hazardous materials, and failed to confirm that hazardous materials were removed. These were repeated and high-risk violations.

Clearview Demolition Ltd. | \$24,783.73 | Nanaimo | April 6, 2018

This firm had conducted asbestos abatement activities for buildings on this worksite and demolition was underway. The firm was also acting as a qualified person for assessing the risks of removing hazardous materials and confirming their safe removal. WorkSafeBC's inspection found that asbestos-containing materials (ACMs) had been removed without the required safety measures and that other ACMs remained on site. WorkSafeBC issued a stop-work order. The firm's failure to have a qualified person ensure the safe containment and removal of hazardous materials was a repeated and high-risk violation. The firm also failed to identify representative samples of all hazardous materials and assess the risk associated with working in proximity to those materials, both high-risk violations. Further, the firm failed to make available on site such written reports as a hazardous materials assessment and clearance letter, a repeated violation. Finally, the firm failed to ensure its notice of project (NOP) contained all safe work procedures associated with ACM removal.

Creative Home Development Ltd. | \$2,500 | North Vancouver | March 19, 2018

This firm was excavating the foundation for a new single-family house. WorkSafeBC inspected the site and determined that two of the firm's workers, both representatives of the firm, had been operating a plate tamper inside an excavation with depths up to 4.9 m (16 ft.). They were working in close proximity to the excavation walls, some of which had near-vertical cuts and lacked shoring or supports. No written instructions from a qualified registered professional were available. WorkSafeBC issued a stop-work order. The firm's failure to ensure that the excavation was shored, sloped, benched, or supported as required prior to worker entry was a high-risk violation.

First Shot Contracting Ltd. | \$2,500 | Nanaimo | April 9, 2018

WorkSafeBC observed one of this firm's workers installing roofing materials on the roof of a house under construction. The worker was not using a personal fall protection system and no other form of fall protection was in place, exposing the worker to a fall risk of about 4.9 m (16 ft.). WorkSafeBC also observed an unsecured, non-self-supporting extension ladder used to access the roof that did not extend far enough beyond the roof's surface. The firm failed to ensure fall protection was used, a high-risk violation. The firm also failed to ensure that non-self-supporting ladders projected 1 m (3 ft.) above the upper landing and were sufficiently secured. These were both repeated violations.

Honghot Enterprises Inc. | \$2,500 | Vancouver | April 24, 2018

This firm was responsible for removing asbestos-containing materials (ACMs) at a pre-1990, two-storey house slated for demolition. WorkSafeBC inspected the site and observed that the decontamination facility did not have running water or a shower. There was also no air monitoring equipment. Two workers, one of whom was a supervisor, had

been decontaminating inside the asbestos-contaminated area, contrary to safe work practices. WorkSafeBC issued a stop-work order. The firm failed to ensure that workers who were at risk of exposure to asbestos were adequately instructed and trained in the required work procedures. This was a repeated and high-risk violation. Further, the firm failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety.

Iman Construction Ltd. | \$5,504.58 | Coquitlam | May 3, 2018

WorkSafeBC observed one of this firm's workers framing a window while standing on the skirt roof of a new two-storey house. The worker was not using a personal fall protection system, and no other form of fall protection was in place. The worker was exposed to a risk of falling about 5.5 m (18 ft.). The firm failed to ensure the use of fall protection, a repeated and high-risk violation.

Kai Lin Canada Development Ltd. | \$2,500 | Richmond | May 24, 2018

This firm was the prime contractor at a house construction site. A worker, working for a subcontracting firm, was on the second-storey roof. The worker fell about 7 m (23 ft.) through a skylight opening, sustaining serious injuries. WorkSafeBC's investigation determined that the skylight opening had been concealed by plastic membrane, but lacked a plywood cover, handrail, or other guarding. Other safety violations observed included a lack of worker orientations, regular safety meetings, first aid equipment, and a fall protection plan. As prime contractor, the firm failed to coordinate health and safety activities at its worksite, and to establish and maintain a system to ensure regulatory compliance. This was a high-risk violation.

Kenneth R. Manke / Best Price Roofing and Drainage | \$5,000 | Chilliwack | April 16, 2018

WorkSafeBC observed this firm's worker working on the leading edge of the roof of a new two-storey residential complex. The worker was not using a personal fall protection system, and no other form of fall protection was in place. The worker was exposed to a risk of falling about 6.1 m (20 ft.). The firm failed to ensure the use of fall protection, a repeated and high-risk violation.

Marty Block | \$2,500 | Saanich | April 13, 2018

WorkSafeBC inspected this site and observed two of this firm's workers framing inside a house undergoing renovation. Neither worker was using personal protective equipment. A hazardous materials survey was available but had not been posted on site. The survey indicated the presence of asbestos-containing materials (ACMs) in the house. At the time of the inspection, some of those ACMs, including furnace duct tape, mill board, and vinyl flooring, remained on site and had been disturbed. WorkSafeBC issued a stop-work order. The firm failed to ensure the safe containment or removal of ACMs prior to carrying out renovation work that could disturb ACMs. This was a high-risk violation.

Matcon Demolition Ltd. | \$6,471.51 | Kamloops | April 9, 2018

This firm was contracted to remove a pre-1990 building that had been severely damaged by fire. WorkSafeBC observed that the building had been torn down and the debris removed. WorkSafeBC determined that the firm had failed to ensure that, before beginning demolition work, a qualified person inspected the worksite to identify any hazardous materials. This was a high-risk violation.

M K Construction Ltd. | \$5,000 | Coquitlam | May 4, 2018

This firm's worksite was a two-storey house under construction. During an inspection, WorkSafeBC observed one of the firm's workers standing on a second-storey window sill, installing flashing paper to the window opening. The worker was not using a personal fall protection system and no other form of fall protection was in place, exposing the worker to a risk of falling about 4.9 m (16 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

Neels Construction Ltd. | \$2,954.61 | Chilliwack | April 6, 2018

During an inspection, WorkSafeBC observed this firm's workers installing roof trusses via boom lifts with no available written fall protection plan. WorkSafeBC also found multiple violations associated with the absence of a qualified health and safety coordinator, including inadequate first aid provisions and insufficient personal protective equipment (PPE). As prime contractor, the firm failed to do everything reasonably practicable to establish and maintain a system for ensuring compliance with the Workers Compensation Act and the Occupational Health and Safety Regulation. This was a high-risk violation. The firm's failure to have a written fall protection plan as required for work at heights greater than 7.5 m (25 ft.) was a repeated violation.

New Mode Framing Ltd. | \$10,000 | Surrey | April 23, 2018

WorkSafeBC observed three of this firm's workers, including a representative of the firm, working on the 8:12 sloped roof of a new two-storey house. None of the workers was using a personal fall protection system, and no other form of fall protection was in place. The workers were exposed to a risk of falling up to 10.7 m (35 ft.). The firm's failure to ensure the use of fall protection was a repeated and high-risk violation.

Overflow Restoration Ltd. | \$2,548.54 | Charlie Lake | May 3, 2018

This firm was conducting asbestos abatement work at a house under renovation. WorkSafeBC determined that the firm's hazardous materials survey had not been completed by a qualified person, was lacking a written report, and had not included adequate sampling of potential asbestos-containing materials (ACMs). Through its inquiries with the employer after abatement work had been completed, WorkSafeBC also determined that work had been done without an exposure control plan in place, without appropriate containment procedures, and without decontamination facilities for workers. The firm failed to ensure that, before renovation work began, qualified persons identified hazardous materials, conducted a risk assessment, and confirmed that hazardous materials were safely contained or removed. The firm also failed to provide adequate ventilation for a containment area. Further, the firm failed to ensure that workers at risk of exposure to asbestos were adequately instructed and trained in safe work procedures. These were all high-risk violations.

Peace River Hydro Partners Construction Ltd. | \$310,339.36 | Fort St. John | May 8, 2018

This firm was building a drainage tunnel at a hydro dam construction project. Work at the site involved bulk excavation, blasting, and crushing of materials, all activities that generate large amounts of silica dust. WorkSafeBC inspected the site and determined that the firm's exposure control plan was not up to date, and did not include occupational exposure testing or effective dust-suppression systems. Tunnelling operations had begun before samples of the tunnelled materials had been taken and analyzed. Subsequent sampling identified high levels of crystalline silica in the tunnelled material. In addition, the type of respirators workers were using provided insufficient protection for the level of occupational exposure. The firm failed to ensure its exposure control plan met the requirements of the Occupational Health and Safety Regulation, a high-risk violation.

Pretious Construction Ltd. | \$5,000 | Coquitlam | January 24, 2018

WorkSafeBC observed two workers, one of whom was a representative of the firm, installing roof sheathing materials on the 6:12 sloped roof of a two-storey house under construction. The representative of the firm was receiving sheets of plywood being passed up through truss openings, then passing the materials to the other worker on the roof. Neither worker was using a personal fall protection system and no other form of fall protection was in place, exposing the workers to a risk of falling 5.5 to 8.5 m (18 to 28 ft.). WorkSafeBC issued a stop-work order. The firm failed to ensure fall protection was used, a repeated and high-risk violation.

Rainstorm Roofing Ltd. | \$20,000 | Coquitlam | March 27, 2018

WorkSafeBC observed two of this firm's workers performing maintenance activities on a two-storey house. One of the workers was caulking an 8:12 sloped section of the roof. The worker was wearing a fall protection harness but was not connected to a lifeline. The other worker was cleaning debris from the gutters on another section of the roof

without the benefit of a personal fall protection system. No other form of fall protection was in place. The workers were exposed to a risk of falling 3.4 to 5.8 m (11 to 19 ft.). The firm's failure to ensure the use of fall protection was a repeated and high-risk violation.

Save On Asbestos Removal Ltd. | \$5,000 | Richmond | February 23, 2018

This firm conducted asbestos abatement at a house slated for demolition. WorkSafeBC inspected the site after the firm's qualified person had issued a post-abatement clearance letter indicating all asbestos-containing materials (ACMs) had been removed. Based on the clearance letter, another firm had begun salvaging windows in the structure. WorkSafeBC observed that drywall joint compound, an identified ACM, was still present around the edges of window openings. WorkSafeBC issued a stop-work order. The firm failed to remove all identified hazardous materials, a repeated and high-risk violation. In addition, the firm's qualified person failed to ensure that all identified hazardous materials had been removed.

Shield Roofing Inc. | \$1,250 | Chemainus | April 26, 2018

WorkSafeBC observed two of this firm's workers working on the 12:12 sloped roof of a house. Both workers were using personal fall protection systems but were wearing their harnesses in a manner that would not provide support in a fall. No other form of fall protection was in place, and no written fall protection plan had been developed. They were exposed to fall risks up to 10.7 m (35 ft.). The firm failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. This was a repeated violation.

Shuai Wang / Jia He Roofing Construction | \$2,500 | Richmond | May 24, 2018

This firm was roofing a new house. A worker on the second-storey roof fell about 7 m (23 ft.) through a skylight opening, sustaining serious injuries. WorkSafeBC's investigation determined that the worker had not been using personal fall protection equipment. In addition, the skylight opening had been concealed by plastic membrane, but lacked a plywood cover, handrail, or other guarding. Further, the worksite included work at heights of up to 7.9 m (26 ft.) but the firm had not created a written fall protection plan as required. The firm failed to ensure fall protection was used, and failed to ensure the health and safety of its workers. These were both high-risk violations.

SKS Roofing Ltd. | \$10,000 | Surrey | April 19, 2018

WorkSafeBC observed two of this firm's workers on different sections of the 4:12 to 8:12 sloped roof of a two-storey house. One of the workers was walking back and forth, talking on a cellphone, while the other worker, a supervisor, was installing shingles on the uppermost peak. Both workers were wearing fall protection harnesses but were not attached to lifelines. No other form of fall protection was in place, exposing them to a risk of falling about 6.4 to 8.8 m (21 to 29 ft.). The firm's failure to ensure the use of fall protection was a repeated and 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, a repeated violation.

Sloutweg Construction Ltd. | \$2,576.22 | Chilliwack | April 12, 2018

This firm was working on the construction of a multi-family building. WorkSafeBC observed one of the firm's workers walking across the roof toward the leading edge of the building at a height of greater than 7.6 m (25 ft.). A second worker, a representative of the firm, was on a stepladder set on an unguarded third-floor balcony at a height of about 6.1 m (20 ft.). Neither worker was using a personal fall protection system and no other form of fall protection was in place. The first worker later descended from the roof, stepping onto the top step of the stepladder, which is contrary to safe ladder use. The firm failed to ensure fall protection was used, and failed to ensure that ladders met and were used in accordance with applicable standards. These were both high-risk violations.

Space Framing Ltd. | \$5,000 | Coquitlam | January 2, 2018

This firm was framing a new house. WorkSafeBC observed one worker walking on the 4:12 sloped roof, carrying sheets of plywood sheathing. The worker was not using a personal fall protection system and no other form of fall

protection was in place, exposing the worker to fall risks of 3.7 to 4.3 m (12 to 14 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

SSB Siding & Soffits Ltd. | \$10,482.64 | Whistler | March 19, 2018

This firm was installing soffit materials at a construction site. WorkSafeBC observed the firm's worker, a representative of the firm, standing on a 61 cm (24 in.) wide elevated work platform with no guardrails. The representative was initially connected to a personal fall protection system, but was then observed detaching the fall arrest harness from its lanyard and walking along the unguarded platform. No other form of fall protection was in place, exposing the worker to a fall of about 4.6 m (15 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

Star Excavating Ltd. | \$3,400.00 | Surrey | May 23, 2018

This firm was providing demolition services at a residential worksite. A hazardous materials survey for the site conducted prior to demolition had confirmed the presence of asbestos-containing materials (ACMs) in the house. When WorkSafeBC inspected the site, the bulk of the house had been removed and a worker, a representative of the firm, was removing concrete footings. WorkSafeBC determined that this firm had provided a clearance letter to another firm hired to haul demolition debris. The letter indicated that hazardous materials had been removed, a statement that later proved to be false. The firm did not provide any evidence of the safe containment or removal of hazardous materials. The firm failed to have a qualified person inspect the building and worksite to identify hazardous materials before demolition work began. This was a high-risk violation.

Troy Jonathan Bradley / TJB Homes and Landscape | \$2,500 | Victoria | April 6, 2018

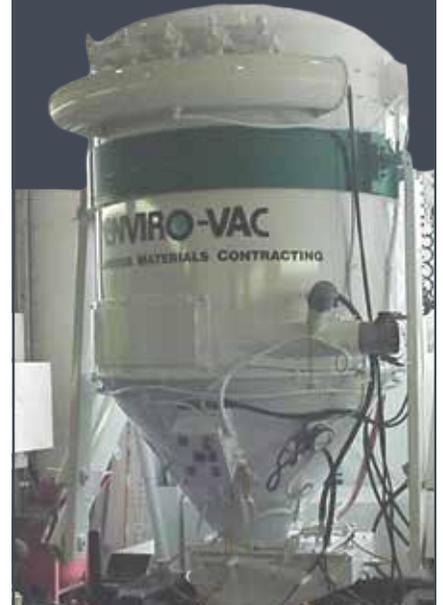
WorkSafeBC visited this site to follow up on two previous inspections. This firm's worker was standing on an interior scaffold while installing roof trusses on a two-storey house under construction. The worker was not using a personal fall protection system and no other form of fall protection was in place. The worker was in the line of sight of a representative of the firm, and was exposed to a risk of falling about 5.5 to 6.1 m (18 to 20 ft.). The firm's failure to ensure the use of fall protection was a repeated and 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, a repeated violation.

T.S. Ceron Roofing Limited | \$2,500 | Burnaby | April 13, 2018

This firm was re-roofing a two-storey house. WorkSafeBC observed two of the firm's workers shovelling gravel off the edge of the roof in the direct line of sight of a representative of the firm, who was also on the roof. The workers were not using personal fall protection systems, and no other form of fall protection was in place. The firm stated that it was using a control zone system for fall protection, but this method was not appropriate for the work being done at this worksite. The workers were exposed to a risk of falling about 5.5 m (18 ft.). The firm failed to ensure the use of fall

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protection, and failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were repeated and high-risk violations.

Victoria Drain Services Ltd. | \$2,545.55 | Esquimalt | April 23, 2018

WorkSafeBC observed this firm's worker working inside an excavation. The excavation was up to about 3.7 m (12 ft.) deep and lacked appropriate benching. In addition, previously disturbed asbestos-containing piping was present inside the excavation. The firm failed to ensure that, prior to worker entry, the excavation was sloped, benched, shored, or supported as required. The firm also failed to take the necessary precautions before allowing work that could disturb asbestos-containing materials. These were high-risk violations.

Manufacturing

Pioneer Log Homes of British Columbia Ltd. | \$84,017.66 | Williams Lake | April 18, 2018

This firm manufactures log homes. One of the firm's workers was seriously injured during the removal of scaffolding for a home being dismantled for shipment. The worker was in the process of removing a lower component from a cross-member on the scaffold when he was struck by a log post positioned directly behind him. WorkSafeBC's investigation found that prior to the incident, a log post deposited by tower crane had been left leaning in an upright position against the scaffold, without any bracing in place. The firm's failure to ensure a load on a crane was safely landed and supported before being unhooked 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. This was a repeated violation.

Primary Resources

Big Berry Logging Ltd. | \$2,500 | Port Alberni | April 26, 2018

WorkSafeBC inspected this firm's cutblock and observed evidence of unsafe falling practices. Two trees had been felled and bucked without safely removing an adjacent dangerous tree. The dangerous tree showed signs of significant rotting and having been brushed by the falling and bucking activities, thereby increasing the hazards in the work area. The dangerous tree was also leaning toward the work area in question. The firm failed to fall a dangerous tree progressively with other trees as required. The firm also failed to ensure falling and bucking activities were not undertaken in an area made hazardous by a dangerous tree. These were high-risk violations.

Crew Energy | \$5,512.44 | Fort St. John | April 26, 2018

This firm is the owner and prime contractor at an oil/gas drilling site. WorkSafeBC inspected the site and observed numerous safety violations. The drilling activity had the potential for releasing hydrogen sulfide (H₂S). The subcontractor drilling firm was not able to provide evidence of worker fit-testing for SCBA (self-contained breathing apparatus) respirators that were required for rescue work in the event of an H₂S release. In addition, the prime contractor had not provided the subcontractor with an exposure control plan for naturally occurring radioactive material (NORM) on site. A second subcontractor responsible for first aid was observed to be lacking the required equipment and procedures for this worksite. As prime contractor, the firm failed to establish and maintain a system to ensure compliance with the *Workers Compensation Act* and the Occupational Health and Safety Regulation. This was a repeated violation.

D Lind Contracting Ltd. | \$12,762.58 | Squeah | February 28, 2018

This firm's worksite was a logging cutblock. A landslide occurred at the cutblock, and one of the firm's workers was inside a logging truck that was swept down a slope. The driver was fatally injured. Shortly before the incident occurred, the firm had ceased operations at the site because of developing severe weather conditions.

WorkSafeBC's investigation determined that, although rainfall shutdown guidelines had been provided to the firm by the owner in a site plan, the firm had not been advised that periods of intense precipitation and snowmelt could cause instability on slopes, even prior to reaching shutdown guidelines. WorkSafeBC's investigation also determined that the firm did not adequately train and instruct its workers, such as through the development of safe work procedures, in how to apply the rainfall shutdown guideline information it had been provided with to accurately monitor cumulative rainfall levels at the site, nor had the firm informed the worker performing this task of the risk of landslides at this worksite. 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.

Mount Sicker Lumber Company Ltd. | \$33,787.20 | Port Alberni | April 26, 2018

This firm was the prime contractor of a forestry cutblock. WorkSafeBC conducted an inspection and determined that workers from this firm and a subcontractor's firm had performed mechanical and hand-falling activities within the danger zone of a 22 m (72 ft.) dangerous tree. The mechanical harvesting activities resulted in debris at the base of the dangerous tree, which made the work area more hazardous. Further, these work activities occurred prior to conducting an adequate risk assessment for dangerous trees. The firm failed to ensure a risk assessment was performed before workers were exposed to a dangerous tree, and failed to ensure that mechanical falling activities were conducted in a way that did not create additional hazards. These were both high-risk violations. As the prime contractor in this instance, the firm failed to ensure that all activities were planned and conducted in accordance with the Occupational Health and Safety Regulation and with safe work practices acceptable to WorkSafeBC. This was a repeated violation, based on previous violations at other locations.

Porter's Dairy Limited | \$4,670.39 | Chemainus | May 1, 2018

WorkSafeBC inspected this worksite and determined that a representative of the firm had been walking across a barn roof hauling large sheets of metal roofing without using a personal fall protection system. No other form of fall protection was in place, exposing the representative to fall risks up to about 10.4 m (34 ft.). The firm's failure to ensure the use of fall protection was a high-risk violation.

S.K.A.B. Tree Service Ltd. | \$2,500 | Port Alice | March 26, 2018

A worker from this firm, who was also a representative of the firm, felled a hemlock tree that brushed two standing balsam trees. One of the balsam trees broke off 3.4 m (11 ft.) from its base and fell backwards, striking and injuring the worker. WorkSafeBC's investigation determined that the worker had options available for removing the balsam trees before falling the hemlock tree, and for falling the hemlock tree without brushing the balsam trees. When felling a tree, the firm brushed standing trees when it could have been avoided. This was a high-risk violation.

S & S Seafood Canada Inc. | \$66,958.90 | Tofino | April 20, 2018

WorkSafeBC investigated this firm in connection with the death of three workers. A four-member crew was hake fishing on a commercial fish trawler. At the time of the incident, which occurred while the crew was retrieving the trawl, the vessel was nearly at its capacity. The retrieved trawl net was hauled onto the aft (rear) deck, which affected the trawler's stability and ability to right itself. The trawler heeled and capsized, and later sank. One of the four crew members survived and was rescued. WorkSafeBC found that the vessel had not been correctly loaded to maintain stability. The firm failed to ensure major modifications to the vessel did not adversely affect its stability, and failed to ensure the vessel was maintained in seaworthy condition. Further, the firm failed to ensure all four of the crew, who were new to their roles and/or to working on the vessel, received a health and safety orientation prior to beginning work. It also failed to provide to the crew readily accessible documentation as it pertained to vessel instability. The firm also failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were high-risk violations.

Tolko Industries Ltd. / Corporate | \$75,000.00 | Squeah | February 28, 2018

This firm was the owner of a logging cutblock. The firm entered into a timber purchase agreement, where the purchasing firm agreed to harvest the timber and become the designated prime contractor for the cutblock. The firm

did not adequately assess the purchasing contractor's qualifications to act as a prime contractor for forestry operations. The purchasing firm also did not perform its prime contractor role on site and instead designated a logging contractor to act as the prime contractor. The firm was not aware that this further designation of prime contractor responsibilities had occurred. WorkSafeBC subsequently determined this designation of prime contractor responsibilities was ineffective. The firm had also obtained a terrain stability assessment (when the cutblock was first laid out) that identified the presence of a landslide risk affecting the cutblock and recommended rainfall shutdown guidelines to manage the landslide risk. The firm conveyed the shutdown guidelines in the cutblock site plan. Although the assessment had cautioned that periods of intense precipitation and snowmelt may cause instability on slopes, even prior to reaching shutdown guidelines, this information was not conveyed in the site plan. The logging contractor, which was also conducting rainfall monitoring, did not have this information available. Shortly after the firm decided to cease operations, because of developing severe weather conditions, a landslide occurred, and a logging truck with the driver inside (working for another firm) was swept down a slope. The driver was fatally injured. As owner, the firm failed to ensure that the firm it had designated as prime contractor was qualified to be the prime contractor in respect of that workplace. The firm also failed to ensure that all activities of the forestry operation were planned and conducted in a manner consistent with the Occupational Health and Safety Regulation and with safe work practices acceptable to WorkSafeBC, a repeated violation. These were both high-risk violations.

Valiant Log Sort Limited | \$15,932.15 | Squeah | February 28, 2018

The firm was the designated prime contractor at a logging cutblock. The firm did not perform its prime contractor obligations at the site and instead purported to transfer prime contractor responsibilities to another employer. However, WorkSafeBC subsequently determined that the assignment was ineffective. A landslide occurred at the workplace and a logging truck with the driver inside (working for another firm) was swept down a slope. The driver was fatally injured. WorkSafeBC's investigation determined that a risk of landslide had been identified at the workplace but was not effectively managed. As prime contractor, the firm failed to coordinate the health and safety activities of all workers and employers at the workplace.

Public Sector

Township of Langley | \$514,991.60 | Langley | May 14, 2018

WorkSafeBC inspected three worksites where this employer's crews were conducting roadwork. Traffic control services were provided by a contracting firm, and this employer took an active role in how traffic control was provided and managed at each workplace. The employer's site supervisors were responsible for ensuring appropriate traffic control was in place. WorkSafeBC determined that the traffic control plans at each site were inadequate or were not being followed correctly. Signage, traffic delineator devices, and taper zones were absent or were not set up at the correct distances from work zones. Single traffic control persons (TCPs) were working in zones where two TCPs were required, and TCPs were working in locations without adequate escape routes. At one site, the designated traffic control supervisor was not adequately trained or certified in traffic control. The employer failed to ensure that effective traffic control was used whenever traffic could be hazardous to workers, a repeated and high-risk violation. The employer also failed to have a designated traffic control supervisor ensure that the requirements of traffic control were met.

Service Sector

BC Tree Fruits Industries Limited | \$218,430.82 | Oliver | April 4, 2018

This firm, which operates multiple locations, is being penalized as a result of health and safety violations found during two separate inspections at one of its plant locations. During the first inspection, WorkSafeBC observed two of the firm's workers working on the top of a condenser unit located on the roof of a building. The work conditions

had changed since similar tasks were last performed: permanent guardrails had been removed, but the firm had not assessed how work tasks would be affected by these changes. The workers were not supervised and had not received instructions regarding the use of fall protection for the work area and the safety procedures required prior to accessing the area. The workers were exposed to the risk of falling up to 9.8 m (32 ft.). During the second inspection, WorkSafeBC observed that the sprocket and chain guards were missing from the bin dumper and belt drives in the ammonia room were inadequately guarded. The firm failed to ensure that every gear and chain sprocket was completely enclosed, and failed to adequately guard the in-running nip points of power transmission belts. These were repeated violations, based on similar violations occurring at the firm's other locations. The firm's failure to ensure the use of fall protection was a high-risk violation.

Kicking Horse Mountain Development Corporation / GP for Kicking Horse Mountain Resort Limited Partnership | \$47,398.69 | Golden | April 16, 2018

This firm operates a ski hill. A worker was performing maintenance work on the tracking of a conveyor lift while it was in operation. The worker was caught between the conveyor belt, an idler roller, and the conveyor framework, and sustained fatal injuries. WorkSafeBC's investigation determined that the conveyor had not been de-energized or locked out at the time of the incident. The firm did not have lockout procedures in place for working on the tracking of the ski lift. This was contrary to the manufacturer's instructions for lockout procedures and training. In addition, a cover plate on the ski lift conveyor was not bolted down, as recommended by the manufacturer, at the time of the incident. An access hole through which the worker should have reached the equipment to carry out the repair had been blocked by snow and soil, so the worker gained access through the unbolted cover plate. The firm failed to ensure the health and safety of its workers, a high-risk violation.

Valencia Holdings Ltd. | \$2,500 | Campbell River | May 10, 2018

WorkSafeBC inspected a pre-1990 building where this firm was conducting renovation work. A hazardous materials assessment had not been completed for the site. The renovation work had disturbed drywall joint compound, a confirmed asbestos-containing material (ACM). The firm's failure to ensure that a qualified person identified hazardous materials before renovation work began was a high-risk violation.

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Injunctions are court orders from the Supreme Court of B.C. that require a person or business to comply with the *Workers Compensation Act*, occupational health and safety requirements, or a WorkSafeBC order. Injunctions may also restrain the person or company from carrying on work in their industry for an indefinite or limited period, or until the occurrence of a specified event.

WorkSafeBC may pursue an injunction when there are reasonable grounds to believe that a person or company has not complied, or is not likely to comply, with the Act, the Occupational Health and Safety Regulation, or an order. WorkSafeBC may pursue an injunction in addition to other remedies under the Act, such as an administrative penalty.

The injunction summaries in this section are listed alphabetically by respondent. Each summary shows details from the court order, which may include the firm name, the name of the respondent(s), the industry to which the order relates, and the directions from the court.

This edition of *WorkSafe Magazine* covers injunctions served from 2010 to 2016. To see up-to-date injunctions or to read these court orders in their entirety, visit worksafebc.com/injunctions.

Arthur Moore | May 30, 2011

On May 30, 2011, the Supreme Court of British Columbia ordered that Arthur Moore, doing business as AM Environmental, is restrained from doing business in the asbestos abatement business and the demolition or drywall removal business in British Columbia.

Pro-Seal Roofing Ltd. | June 9, 2016

On June 9, 2016, the Supreme Court of British Columbia ordered that Pro-Seal Roofing Ltd., a firm engaged in the roofing industry in British Columbia, and its principal, Amneet Singh, are restrained from continuing or committing contraventions of certain provisions of the *Workers Compensation Act* or certain provisions of the Occupational Health and Safety Regulation, and are required to comply with those provisions of the Act and Regulation in the future.

RG Roofing Ltd. | March 9, 2016

On March 9, 2016, the Supreme Court of British Columbia ordered that RG Roofing Ltd., a firm engaged in the roofing industry in British Columbia, and its principals, Rinku Gorla and Harpal Gorla, are restrained from continuing or committing contraventions of certain provisions of the Occupational Health and Safety Regulation.

Shawn Roofing Ltd. / B S Roofing Ltd. | October 13, 2016

On October 13, 2016, the Supreme Court of British Columbia ordered that Shawn Roofing Ltd. and B S Roofing Ltd., firms engaged in the roofing industry in British Columbia, and their principals, Baldev Singh Bassi and Paramjit Kaur Bassi, are restrained from continuing or committing contraventions of the *Workers Compensation Act* or the Occupational Health and Safety Regulation, and are required to comply with the Act and Regulation in the future.

Skylite Building Maintenance Ltd. / Seattle Environmental Consulting Ltd. | September 14, 2012

On September 14, 2012, the Supreme Court of British Columbia ordered that Skylite Building Maintenance Ltd. and Seattle Environmental Consulting Ltd., firms engaged in the asbestos abatement industry in British Columbia, and their principals, Mike Singh (also known as Manoj Singh) and Mohini Lata Singh, as well as an employee, Shawn Singh, are restrained from continuing or committing contraventions of the *Workers Compensation Act* or the Occupational Health and Safety Regulation.

Stewart Arnold Newstead | August 27, 2010

On August 27, 2010, the Supreme Court of British Columbia ordered that Stewart Arnold Newstead, doing business as Armour Roofing, who is engaged in the roofing industry in British Columbia, is required to comply with the *Workers Compensation Act* and the Occupational Health and Safety Regulation in the future.



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