

WorkSafe

Tools for building safer workplaces | worksafemagazine.com | November / December 2018



**Safety inside a
cannabis greenhouse** p7

**Three steps for performing
a risk assessment** p5

Disposal tips for renovation waste p11



As an employer, you have a responsibility to ensure your workers are fit and not impaired when performing work. This includes impairment from illicit or prescription drugs, alcohol, or cannabis.

To learn more about your responsibilities as an employer, visit [worksafebc.com](https://www.worksafebc.com)

WORK SAFE BC

Contents

November / December 2018 | Volume 18 | Number 6

Features

5 | Ask an officer Three steps to risk assessment

When a workplace incident or near miss happens, WorkSafeBC may investigate to identify the causes and explore other related factors. WorkSafeBC investigations officer Nigel Corduff talks about how performing risk assessments can prevent incidents at your workplace.

By Gord Woodward

7 | On the cover Inside a cannabis greenhouse

From staff orientation, to safe work procedures, to ergonomics, and beyond, employers in this emerging B.C. industry have a lot to think about when it comes to making sure their workers are protected.

By Jackie Wong

Departments

4 | From the editor

15 | Policy notes

19 | Safety on the agenda

20 | WorkSafeBC update

22 | Penalties and injunctions

11 | Safety spotlight Reno safe and waste wise

A Vancouver Island landfill covers the top things you need to know about disposing renovation or demolition materials containing asbestos.

By Kathy Eccles

17 | Safety talk Protecting your ears in cold weather

Trying to keep your ears warm and also protected from noise exposure? These tips from an audiologist can help.

By Sarah Ripplinger

Centre pullout

What's wrong with this photo?

A potentially fateful delivery.

What was wrong

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

Understanding risk assessment

Our Ask an Officer article touches on a fundamental but often misunderstood subject: risk assessments. To get to the bottom of what it really means to assess risk, we spoke with an officer from investigations (page 5). Investigations officers help assess near-miss events — occurrences with the potential for causing an injury or occupational disease. These officers can also investigate workplace incidents that result in the death or serious injury of a worker. When these incidents happen, our officers perform a risk assessment to find out how the incident happened and how it could have been prevented.

Risk assessments are a way of identifying all the dangers, risks, and hazards that could be in your workplace. They're fundamental to every health and safety program and provide the backbone to the health and safety stories we have elsewhere in this issue. From the cover story on agricultural risks in growing cannabis (page 7) to the spotlight on Hartland Landfill (page 11), these companies have taken the time to focus on risks in their workplace and correct unsafe conditions.

If you have questions about how to better address risk in the workplace, speak with your safety officer or call the Prevention Information Line at 1.888.621.SAFE.



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Editor-in-chief

WorkSafe

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WORKSAFE BC



Jackie Wong

Jackie is a writer, editor, and facilitator based in Vancouver. Her journalism on mental health, housing, and equity has been published across Canada. In this issue, she speaks with employers in the cannabis industry about how they are keeping their workplaces safe (page 7).



Sarah Ripplinger

Sarah has a passion for storytelling that turns heads, excites, and inspires. When she's not typing away or in a meeting, you might see her on a bike, at the beach, or off in the mountains somewhere. She fittingly speaks about hearing safety for heli-ski guides in our safety talk (page 17).



Kathy Eccles

Kathy is a writer and editor who has spent 18 years working in corporate communications in Vancouver. In this issue, she speaks with Hartland Landfill on Vancouver Island about proper asbestos disposal (page 11).



Marnie Douglas

Marnie is a Kelowna-based writer and communications professional. She believes that everyone has a story — this issue it's BCIT, winner of the AWMAC innovation award (page 20).

Risk assessment in 3 steps: List hazards, rate them, control them



Nigel Corduff
Investigations officer

Region: Kelowna
Years on the job: 11

Following a workplace incident or near miss (an incident that almost happened), WorkSafeBC may investigate to identify the causes and explore other related factors. WorkSafeBC investigations officer Nigel Corduff talks about how risk assessment can prevent incidents and benefit workers and employers.

Q. What is a risk assessment?

A. Risk assessments are not as complicated as people might think. They come down to a basic principle: ensuring that people don't come into contact with things that could cause them harm. A basic risk assessment is a list of the hazards in a workplace that could prevent workers from going home healthy and safe. If something is moving, or has a chemical or physical aspect to it that could be harmful to the worker, and the worker touches it or is exposed to it, you're dealing with a hazard that can put workers at risk of injury.

Q. Why is risk assessment so important?

A. Risk assessment is an integral part of incident prevention. By identifying hazards, you can change work practices or processes to keep people safer. Assessment can also make people more aware of risks and create ways to avoid or minimize them. Knowing the risk helps not just your workers but also others who may be on your jobsite, like contractors, visitors, and members of the public.

Risk assessment is also good business. It helps keep people safe and productive, which reduces injury costs and paperwork. The saddest thing is when our investigators get called in. That means someone has been exposed to an uncontrolled hazard and the worst has already happened. Failing to assess risk could change someone's life in a negative way, forever.

Q. How do I assess risk at my business?

- A.** First, look for things that could harm people and develop a list. Work with your Joint Health and Safety Committee or worker representatives. If you're a small employer, it can be as simple as walking around and taking notes during your normal workplace inspections. When making your list, always consider the worst-case scenario.

It's important to get input from people doing the work, from supervisors, and from other levels of management. They may come up with something you didn't think of. You can also look at your first aid records and near-miss reports, to see what kind of hazards your workers are facing.

Next, rate the level of risk presented by the hazard. For example, high, moderate, or low risk. There's a simple formula you can use: Risk = exposure + probability + consequences. Consider the example of a tree faller using a chainsaw. The worker can be cutting trees for hours at a time, so there's a lot of exposure. A number of fallers get injured every year, so there's definitely probability. And, the consequences of something happening to the faller can be fatal. Add those factors together and you'd rate the risk of using a chainsaw to fall trees as high.

Once the risk is assessed, you need to plan controls to eliminate or reduce the risk when there's a potential for injury. Don't just settle for one control. Try for two or three levels of redundancy.

Q. What often gets overlooked during risk assessments?

- A.** People can become accustomed to the risk so they discount the fact that an incident could happen, they don't recognize a hazard, or they don't think through all the controls they could use.

Another problem is not writing down the risk assessment. It needs to be reviewed. You can't keep it in your head because it won't protect other people if they're not aware of it.

Q. Is there a standard format for creating a risk assessment?

- A.** There are many different models. Choose one that reflects your workplace's health and safety culture. A good guideline to remember is that you have to be able to explain your risk assessment to all levels of people in your workplace, from front-line workers to the people in the executive suite. They all have to understand it.

Q. How often do I need to review my risk assessment?

- A.** This is a living document, so review it regularly — once a year at the very least and whenever conditions change in your workplace, such as a new machine or a new process, material, or worker. If you're dealing with a breakdown or other upset condition, review is essential at these times.

Q. Where can I get more information on risk assessment?

- A.** You can call on our officers and visit worksafebc.com for free resources. Your health and safety association has information too. And you can find all kinds of risk assessment tools online.

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. ☺



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On the cover

A laboratory is not a common site in agriculture. But some cannabis producers also work with pharmaceuticals.

Growing cannabis — health and safety in the industry

By Jackie Wong

Sharp shears, carbon dioxide, and bright, hot lights: These are just some of the health and safety concerns that could be present in a greenhouse. Growing cannabis is no exception. From staff orientation, to safe work procedures, to ergonomics and beyond, employers in this emerging B.C. industry have a lot to think about when it comes to making sure their workers are protected.

Today, there are approximately 125 licensed producers of cannabis in operation across the country, with 30 located in British Columbia. Cannabis producers are part of an expanding agriculture subsector that may intensify since its legalization on October 17, 2018.

“Up until now, the general public’s exposure to the cannabis industry has been to illegal operations in somebody’s basement,” says Dawn Ianson, an occupational safety officer with WorkSafeBC who inspects agricultural operations on Vancouver Island. Ianson is one of several Prevention Field Services officers at WorkSafeBC whose job includes inspecting cannabis facilities. She has a background in scientific research and development in the biotechnology sector, which is helpful for exploring the issues of health and safety surrounding cannabis production and processing.

Ianson notes that pop-culture representations of illicit drug operations fuel the perception of cannabis facilities as unhygienic, potentially unsafe environments that carry a high risk of drug exposure and worker impairment. Prevalent as these stereotypical images may be, cannabis producers — just like all employers in B.C. — need to adhere to occupational health and safety regulations in order to keep their workers safe from occupational injury and disease.

When it comes to the growing side of cannabis production, there are many things that employers need to address when it comes to creating a healthy and safe workplace. Some of the risks include:

- The general conditions of a workplace, which include workplace structures, ergonomics, and indoor air quality
- How to work safely with potentially hazardous substances, such as the carbon dioxide used to foster cannabis plant growth

- Correct use of personal protective equipment, such as protective eyewear and protective suits
- Safe use of equipment, from plant shears to sodium lights
- The need for adequate training and supervision

Addressing these risks requires a commitment from employers to properly assess the risks at the workplace and control them.

From ergonomics to supervision

Over in Nanaimo, Tilray Canada Ltd. has been producing pharmaceutical cannabis and cannabinoids since 2014. In the past four years, Tilray has developed an in-depth risk-assessment process and a comprehensive safety management system. A site safety coordinator works there full time and the company also makes good use of its joint health and safety committee for recognizing and addressing new hazards.

But protecting workers requires more attention than just high-level compliance with occupational health and safety regulations. For example, Tilray realized early on that ergonomics would be a factor for the health and safety of its workers when it came to harvesting the plants. To reduce the risk of repetitive strain injuries arising from the manual labour of de-stemming and trimming, the company has implemented engineering controls with a focus on equipment automation.

“From early 2014 until now, we’ve actually successfully eliminated all our manual de-stemming and trimming processes around the primary processing of the finished flower,” says Scott Krompocker, general manager of Tilray.

“You have an opportunity as an employer to lay the foundation for young workers. To build trust and to let them know that you take health and safety very, very seriously.”

—Dawn Ianson, WorkSafeBC
occupational safety officer



Tilray general manager Scott Krompocker and occupational health and safety coordinator Allison McKenzie give WorkSafeBC occupational safety officer Dawn Ianson a tour of their facility.

The company also requires stricter cleaning processes than one might find in other agricultural settings. Equipment needs to not only be cleaned, but also be sanitized. To make sure that their cleaning processes are effective and safe, staff members have developed a cleaning and sanitization master file and validation program.

“We work with a chemical engineer and several different suppliers to ensure that our cleaners and sanitizers are effective, but also compatible and safe for workers,” Krompocker says.

“We have strict adherence to standard operating procedures, and we focus a lot of our resources towards worker training,” Krompocker adds.

Teaching the next generation

WorkSafeBC’s Dawn Ianson notes that there are many young people working in cannabis production. “You have an opportunity as an employer to lay the foundation for young workers. To build trust and to let them know that you take health and safety very, very seriously,” she says. “And it lays the foundation for that young worker’s career.”

Krompocker emphasizes the importance of bringing new staff on board in a way that places health and safety in the driver’s seat. When Tilray first opened, they needed to get their new staff oriented to a highly structured environment, recalls Krompocker. Rather than let bad practices build up, the company wanted to address company culture “right out the gate,” he says.

“Staff needs to work collectively and collaboratively. You can’t have individuals just doing what they think is best; it has to be worked at from a systematic standpoint.”

Dealing with CO₂ and bright lights

Not far from Tilray’s headquarters in Nanaimo, Graeme Holfeld works as the general manager at Broken Coast Cannabis Limited in Duncan. He approaches health and safety at Broken Coast with a background from two different industries.

“We’re building our program in alignment with a lot of the other things I’ve seen before,” he says. “I was in biotechnology for ten years. I was in food for five years. And really, one of the big things for me when I came here was thinking, ‘I’ve been involved in health

and safety programs for the better part of 20 years now. How do we then go and apply it to the cannabis industry?”

For example, some cannabis growers pump carbon dioxide (CO₂) into grow rooms to facilitate plant growth. This is similar to what one may find in a tomato or cucumber greenhouse and precautions need to be taken. While CO₂ is harmless at low levels, at high levels it can have toxic effects on pulmonary function or can asphyxiate workers by displacing oxygen in the workspace. To make sure that the levels don't rise, the facilities use CO₂ monitors to make sure they're alerted immediately if there is a change in air quality.

Bright, hot lights are also used to nurture cannabis plants during their flowering cycle. These high-pressure sodium, metal halide, and wide-spectrum LED lights can cause cataracts, macular degeneration, and damage to the cornea. To protect themselves, workers use eye protection with a UV filter and colour-correction lenses when working near the plants.

Changing perspectives

Both Graeme Holfeld and Scott Krompocker also field

frequent questions from the public about the potential for worker impairment due to cannabis exposure.

“We get a million questions from outsiders as well as new employers like, ‘Are people going to feel the effects of THC when working in a cannabis facility? Do people have to worry about getting intoxicated or stoned, so to speak?’” Krompocker says. “And the answer to that is no.”

Cannabis can be a controversial product, notes Graeme Holfeld of Broken Coast, “but we're not really producing it in a way that's that much different than any other regulated setting,” he says.

For more information

WorkSafeBC has a number of resources for agriculture, greenhouses, nurseries, and floriculture on [worksafebc.com](https://www.worksafebc.com). Additional concerns for these industries include confined spaces, falls from elevation, safe driving, heat stress, tractors, and many more. To find more information on implementing an effective agricultural safety program, visit agsafebc.ca. 🍷



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Landfill promotes asbestos education for homeowners

Staff at Hartland Landfill meet with Corinne Lapointe, occupational hygiene officer, WorkSafeBC.

When the Capital Regional District on Vancouver Island became aware that asbestos-containing materials may have been improperly entering the waste stream at Hartland Landfill, the public facility knew its staff was at risk; breathing in asbestos fibres can cause serious health problems, such as lung diseases, and cancer. Changing policies on what the facility would accept was the first step. The next? Developing a pre-approval system supported by homeowner education.

Be “Reno Safe and Waste Wise.” That’s the message on a prevention brochure distributed by Hartland Landfill in Saanich. The brochure is part of a community outreach program to help homeowners protect themselves, and to protect Hartland staff, when handling and disposing of renovation or demolition materials containing asbestos.

Hartland Landfill was a former dump site before it was taken over by the Capital Regional District (CRD)

in 1985. Today, it’s an engineered sanitary landfill, and has become a lead innovator in the safe, effective disposal of asbestos-containing materials (ACMs).

Responding to a community health risk

An estimated 3,000 different types of building materials used prior to 1990 contain asbestos, including everything from plaster and ceiling tile to cement board and drywall joint compound.

WorkSafeBC occupational hygiene officer Corinne Lapointe explains, “The bulk of it was used after WWII, when ‘the miracle fibre’ shifted from being used in the war effort to being used in industry and homes throughout North America.”

Hand in hand with the broad use of asbestos comes a devastating statistic: Asbestos-related disease is the leading cause of occupational death in British Columbia. A recent University of Alberta study concluded that the statistic will not decline until 2040.

Lapointe stresses, “If a homeowner tears apart a wall that contains asbestos, the asbestos behaves like pollen: It’s microscopic and moves through the air.

Unprotected workers are going to be breathing in the fibres.”

The risk also applies to workers at the landfill, if they end up processing materials for disposal or recycling that contain asbestos.

Historically, Hartland Landfill provided a recycling bin for clean drywall; however, random samples of drywall in the bin tested positive for asbestos more than 70 percent of the time. As a result, Hartland Landfill removed the bin to better ensure the safety of its workers.

Chris Robins, manager, Solid Waste Operations, explains, “We looked at measures to find a solution, but there was no foolproof way to fully contain the mud dust from asbestos-containing drywall, so we stopped taking drywall for recycling.”

It might seem counterintuitive that Hartland Landfill has banned clean recyclable drywall but accepts asbestos-containing drywall and other ACMs for disposal. The difference is that the ACMs can be safely disposed of when appropriate measures are taken to contain, package, and transport the waste. This way, no employees are subjected to the risk of asbestos exposure.

Clean and contaminated waste streams are well monitored

There is a separate process for clean waste. Lapointe explains, “Before homeowners or contractors bring in hazardous demolition materials, they have to bring in a hazardous-materials survey report and confirm in writing that the homeowner or contractor responsible has safely contained or removed any asbestos-contaminated materials.” The company also audits the clean waste to make sure that undocumented materials aren’t coming in.

Large loads, over 5,500 kilograms, of uncontaminated demolition and renovation waste require a permit from the CRD before they’re accepted by the landfill as asbestos-free.

Drew Fafard, supervisor of Safety and Technical Services at Hartland, clarifies that, “Large loads come in under a permit issued once our staff have reviewed clearance letters, hazardous-materials surveys, and the age of the materials.” Piggybacking on its large-load permit system, last year Hartland began administering a strict pre-approval program for small loads of clean demolition materials.

“If a homeowner tears apart a wall that contains asbestos, the asbestos behaves like pollen: It’s microscopic and moves through the air. Unprotected workers are going to be breathing in the fibres.”

—Corinne Lapointe, WorkSafeBC occupational hygiene officer

Robins sums up the process: “Prevention of improper asbestos disposal is the program objective — the main benefit of this process is protecting the health and safety of staff by reducing the risk of exposure to asbestos.”

Asbestos-containing drywall and other ACMs are accepted at a special receiving area by appointment only. ACMs also require a laboratory analysis. Customers making appointments for properly packaged ACM disposal receive an email summarizing the disposal requirements.

Community outreach extends to building supply stores

Fafard observes that while large haulers tend to understand WorkSafeBC regulations, “for smaller residential loads, the pre-approval process is more difficult. The education is not always sinking in.”

To help, Hartland Landfill makes excellent use of the “Reno Safe and Waste Wise” brochure. Employees hand it out at the public drop-off areas and to anyone who wishes to bring in demolition waste.

In addition, staff visited home-renovation stores around southern Vancouver Island to speak about the CRD’s asbestos waste management program and hand out the brochure at renovation DIY classes. “The information was very well received,” says Athina Conner, a demolition technician who helped hand out the brochures. “In many cases, the public was entirely unaware of how to safely remove and dispose of their renovation waste.”

Inspecting and testing to protect employees from exposure

Even with stringent asbestos control plans in place, some ACMs may sneak through the system. To protect workers in the case of loads that may not be as clean as they are described to be, waste is audited. If the material is suspect, workers won't take it. Fines and customer bans are other ways of deterring improperly labelled waste.

As a precaution, Hartland Landfill also periodically audits permitted materials by taking physical samples. To date, all random audit samples have been clean.

The site also has an asbestos exposure control plan, which gets updated regularly and has an active respirator program and asbestos awareness training for staff. In 2015, Hartland hired a safety consultant to manage exposure monitoring through ambient and personal sampling to ensure the system is working and results are below safe limits for exposure to asbestos, silica, and dust.

Lapointe points to the benefits of periodic monitoring: "It informs workers that it is safe to work at that

location. Also, it provides verification that the systems are either working as intended or are in need of further development." She adds, "The level of vigilance and ongoing oversight used at Hartland helps ensure that their hazardous waste management program is working. The systems and commitment are what makes Hartland's program work so well."

With all these checks and balances, making sure that the program was effective also required "more boots on the ground," notes Fafard. Hartland has made a significant investment in human resources by increasing staff at the public bins. The new staff includes a demolition waste technician who is trained in hazardous materials identification. Bylaw-enforcement staff are also at the site to assist.

At the beginning, there were questions from staff about the new procedures, says Fafard. In the end, "our employees found out we were serious about applying the process to eliminate potential exposure to asbestos and bought into it. Now they expect nothing less; they understand the potential risks and how we are addressing them."

Renovation tips from an officer

WorkSafeBC occupational hygiene officer Corinne Lapointe has the following advice for homeowners renovating homes built prior to 1990:

- 1 Don't disturb any building materials until you have a qualified person in to assess whether hazardous materials are present.
- 2 Ensure that the person doing the assessment is qualified to do the hazardous materials assessment. And likewise, ensure that the abatement contractor is also qualified. Get references.
- 3 When the asbestos-abatement work is complete, ensure the qualified person gives you confirmation in writing that the hazardous materials have been safely contained or removed. This is more than just a piece of paper: it tells you that it's now safe for people to work there and that the risk of exposure to hazardous materials has been controlled.
- 4 If layers of renovations are planned, get a hazardous-materials survey completed for the full house. That way, you know where the hazardous materials are and don't have to have a qualified person back to repeat the process.
- 5 If additional suspect materials are encountered in the course of the renovation work — for example, as walls are opened up — then work must stop and a qualified person needs to reassess these additional materials and provide a report.

Three steps to 'Reno Safe and Waste Wise'

Taking renovation materials to a waste or recycling facility? These tips are adapted from the CRD environmental protection brochure, "Reno Safe and Waste Wise."

- 1 Plan ahead and protect yourself.** Hire a qualified professional to identify asbestos and other hazardous materials before you renovate. It's the homeowners' responsibility to hire qualified abatement contractors to safely remove and properly dispose of hazardous renovation or demolition materials.
- 2 Learn how to dispose of home renovation waste.** Check with your local landfill or recycling facility on what waste it accepts and when. Hartland Landfill only accepts properly

packaged asbestos-containing materials by appointment. Check each disposal facility's testing and acceptance requirements, including whether asbestos-free drywall is accepted for recycling.

- 3 Know what documents you will need.** If your renovation or demolition materials predate 1990, you will need a hazardous-materials survey from a qualified professional, as well as written confirmation that asbestos or other hazardous materials have been safely contained or removed. You may have to complete an online form or other paperwork as well. 📄

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WORK SAFE BC

Proposed revisions to the Act

By Lori Guiton, director,
Policy, Regulation and Research, WorkSafeBC

The B.C. government has proposed changes to the language and numbering of the *Workers Compensation Act*.

Proposed changes are intended to make the Act easier to read and understand.

What's changing?

The proposed changes include a reorganization of the Act's components, some new wording in various sections, and deletion of provisions that have been repealed or are no-longer needed.

The current Act has four parts with multiple divisions, sections, and subsections. To improve clarity, the proposed changes would rearrange the Act into eight parts. Complex provisions would be split up into individual components, creating more sections and subsections.

In some sections, the government has proposed minor wording revisions expected to modernize the language and help with clarity.

When will these changes take effect?

The proposed revised Act first needs a recommendation for approval and enforcement from a select standing committee of the B.C. legislature. If the recommendation is made, the Lieutenant Governor in Council will set a date to bring the revised Act into force. Until that date, the existing version of the Act remains in effect.

How will these changes affect you?

You may need to look in a new place in the Act to find the information you are looking for. For example, Occupational Health and Safety is Part 3 of the current Act. Under the proposed changes, all the provisions from Part 3 are captured by the newly defined term "OHS provisions" and will form a portion of Part 1 and all of Part 2. But don't worry; the Act is available online and is searchable on worksafebc.com, so you will always be able to search for keywords to help you find your way.



If the changes are approved, employers may need to update any training materials that make reference to numbered sections of the Act.

Employers will not need to make operational adjustments as no substantive changes will result to B.C.'s laws on workers' compensation, occupational health and safety, or employer assessment premiums. The current health and safety rights and obligations for employers and workers will remain in place.

Why are these changes happening?

The Act has been amended many times over the years. Each time new provisions are added or removed, it affects how the overall document is organized. Statute revisions are part of healthy legislative maintenance and the Act has not been comprehensively revised since 1996. The proposed changes seek to make specific laws easier to find and adjust wording to help employers and workers more easily read and understand the Act.

Where can you find more information?

You can review the proposed changes by searching for "Workers Compensation Act revision" on the B.C. government website at gov.bc.ca. Once you've opened the link to the page, you will have access to the proposed revisions and a table of concordance, which shows where sections of the current Act can be found in the proposed revised version. You can also review a version of the proposed changes that shows what words have been deleted and added. Go to leg.bc.ca and search for "Workers Compensation Act redline 2018." 🗨️



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**WINTER DRIVING
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Hearing protection in cold weather

By Sarah Ripplinger

Trying to keep your ears warm and also protected from noise exposure? These tips from an audiologist can help.

Cold weather can present unique challenges for hearing health and safety. Workers can be exposed to potentially hazardous noises in industries across British Columbia, from avalanche control to oil and gas, drilling, road construction, and forestry, among others. When equipment and tasks are at odds with hearing protection, workers risk permanent hearing damage and loss.

“Hearing loss occurs when hair cells in the inner ear are permanently damaged due to repeated exposure to hazardous noise, regardless of the type of noise,” says Sasha Brown, the occupational audiologist in WorkSafeBC’s Risk Analysis Unit. “Both the level or intensity of noise, and the duration or amount of time someone is exposed to noise, interact to create the hazard. This is why it is essential for employers to have a hearing conservation program and provide appropriate hearing protection equipment to workers.”

Heli-ski guides are particularly at risk of developing hearing loss because their work involves being in close

proximity to helicopters. When the mountains become frosted with snow, they help clients get into the backcountry to chase fresh powder and adventure. Along with the excitement of this line of work, comes exposure to sound levels of around 100 decibels (dBA) from the helicopters they need to work in and around for long periods of time.

What is a safe level of noise?

Noise hazards are calculated by combining the dBA — the intensity of a sound measured in decibels on a sound-level meter — with the duration of time someone is exposed to the noise, Brown explains. Noise levels that exceed 85 dBA over an eight-hour time period are hazardous and could cause noise-induced hearing loss. “Because decibels are a logarithmic scale, a three-decibel increase in noise doubles the amount of exposure.”

- 88 dBA is safe for 4 hours
- 91 dBA is safe for 2 hours
- 94 dBA is safe for 1 hour
- 97 dBA is safe for 30 minutes
- 102.4 dBA is safe for 8 minutes and 37 seconds

“Heli-ski guides face additional risks because they are required to interact with their clients and listen for signs of avalanche danger,” says Brown. “This makes it difficult for guides to wear hearing protection throughout their entire work shifts. They, therefore, need hearing protection that can be easily placed and removed at will.

“A further complication is that guides are required to wear ski helmets, and most noise-reducing earmuffs are not designed to fit around ski helmets. Guides might feel that they cannot wear both a helmet and hearing protection.”

The key, says Brown, is to understand the risks of hazardous noise exposure and protect yourself using the right hearing protection for your line of work. Heli-ski guides should use at least Class B-rated hearing protection because of the intensity and duration of noise to which they are exposed. In other industries, it may be necessary to test out different types of hearing protection to find the option that works best for you and your job.

Five tips you should know about protecting your hearing:

- 1 Know your options for hearing protection.** There is no one-size-fits-all when it comes to hearing protection. Investigate and test several different options with your employer to find the right fit for your hearing-protection and work requirements.
- 2 Get an annual hearing test.** This is an important way to gather information about whether your hearing protection is working effectively. Changes in your hearing ability could indicate a need to

make some adjustments to your hearing protection, including its style, fit, and duration of use.

- 3 Know the hazards of noise.** Noise-induced hearing loss is both permanent and preventable. It has also been linked to cognitive decline and dementia, and can lead to social isolation. Get to know the risks associated with noise exposure, including the relationship between hearing loss and sound volume and duration of exposure. And always use sound protection when working around noises that exceed 85 dBA.
- 4 Use well-fitted hearing protection.** Hearing-protection needs vary by sector. If you choose to protect your hearing with earmuffs and also work in cold temperatures, you may need to remove your toque or beanie to ensure a proper earmuff seal — a thick toque can reduce hearing protection by up to 24 dBA. If you need to wear a helmet, make sure your earmuffs and helmet are compatible and do not compromise the earmuff seal. You may also opt for semi-insert canal caps or earplugs that fit underneath toques. These should not require a specific type of helmet.
- 5 Frequently inspect your hearing protection.** Work that involves a high degree of physicality and that takes place in an outdoor setting can speed up wear and tear on hearing protection. To prevent overexposure to noise from faulty or damaged equipment, inspect your hearing protection before each use.

For more information, search for “hearing loss prevention” or “heli-ski guide” on [worksafebc.com](https://www.worksafebc.com). ☺



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Safety on the agenda

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BC Regional Health and Safety Conference

Public Service Alliance of Canada

December 15–16, 2018

Richmond, B.C.

psacbc.com/events/psac-bc-regional-health-safety-conference-0

Mid-Oregon Construction Safety Summit

Central Oregon Safety and Health Association

January 28–29, 2019

Bend, Oregon

osha.oregon.gov/conferences/Pages/index.aspx

Industrial Safety Seminar

Saskatchewan Safety Council

February 4–6, 2019

Regina, Saskatchewan

sasksafety.org/events/industrial-safety-seminar

ABC FP Forestry Conference and Annual General Meeting

Association of BC Forest Professionals

February 6–8, 2019

Kamloops, B.C.

abcfp.ca/WEB/ABC FPConference/Home/ABC FPConference

Annual Alberta Health and Safety Conference

Health & Safety Conference Society of Alberta

February 21–22, 2019

Edmonton, Alberta

hsconference.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.

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BCIT's innovative safety program nets award

By Marnie Douglas

Students in the building and construction trades are getting a good primer in health and safety thanks to a new health and safety program developed by the institute.

Two years ago, Dave Dunn was asked for ideas on how to improve the safety culture in several of the trades programs at the British Columbia Institute of Technology (BCIT).

Dunn, who was chief instructor of BCIT's joinery program at the time, hired a retired WorkSafeBC safety officer to look at three programs — joinery, carpentry, and sheet metal — and come up with recommendations. He was shocked at the results.

"I thought we were doing pretty well, and then I received a 50-page report with recommendations," explains Dunn, who is now the associate dean for Building and Construction Trades.

"It wasn't that we weren't doing a good job," says Dunn. "We wanted to take safety to the next level, we wanted the students to recognize what industry standards are when it comes to safety and what they should expect to see in the workplace, not just the classroom. We wanted to make real changes to the culture. To do that, there were some immediate actions and long-term strategies we needed to look at."

Awarded for innovation

Fast-forward to 2018, and the safety improvements have been significant. The new program even earned them the WorkSafeBC Safety Innovation Award at the Architectural Woodwork Manufacturers Association of Canada Awards. The award recognizes original programs, policies, tools, or projects in the woodworking industry that assist in reducing workplace injuries. BCIT was recognized with a plaque at a recent AWMAC gala event.

"The safety program at BCIT is impressive. There's a clear impact for students who can take the knowledge and understanding of safety in the classroom and use those skills in the workplace," says Glenda Harskamp, AWMAC executive director.

Safety program starts with signage and training

Dunn says the improvements started small, with signage posted in the shop relating to four main work procedures.

"It's visible; it's bright; it's large signage that everyone can see. From there, we posted at each machine more safe work procedures [and] detailed information about that particular piece of equipment," says Dunn.

“We’re hopeful the program can be expanded to other manufacturing sectors.”

—Jose Barranco, industry specialist,
WorkSafeBC

BCIT produced signage that includes the dos and don’ts of working in and around each machine and a detailed student-orientation booklet containing all policies and procedures at BCIT, including whom to contact, and step-by-step safe work procedures. Dunn explains that the instructors use the documentation as a guide when they’re training each student on a particular machine. Students then sign off on a safe work procedures checklist.

A bulletin board was created for the main entrance into the shop and includes safety and security procedures; first aid procedures; barricade tape in the event of an incident; occupational health and safety committee contact information and committee-meeting minutes; weekly workplace-inspection notes; and near-miss reports.

Doug Smith, a joinery instructor at BCIT and safety-committee chairperson for the workshop, says the introduction of weekly workplace inspections helps categorize all of the equipment and make it manageable, so the instructor can walk around the area and make sure everything is compliant.

“It could be as simple as sawdust accumulation, or the stairways are obstructed — anything that may pose a hazard. To have it broken down simply to one piece of paper really helps to keep things as safe as possible. It’s a very concise, but precise, way of reporting any problems,” Smith explains.

Students taught safety standards that are transferable to the workforce

Dunn says while the documentation and safety checklists are left primarily up to the instructors, the students are enthusiastic because it’s parallel to industry standards. Everything they learn in the classroom can be considered transferable when they enter the workforce.

“Plus, it’s consistent throughout, and the progress is tracked. Procedures are all documented. The documentation is really key,” he adds.

Jose Barranco, industry specialist with WorkSafeBC, says BCIT was recognized because its program can show sustainable results.

“It’s robust,” notes Barranco. “It’s in place now and can grow; it’s not something that is a ones-off or technology that needs to be implemented.”

In addition, he says, it’s a progressive safety program, meaning students learn a specific set of procedures and must show a level of competency before moving on to the next set.

“It’s sometimes difficult to do such a rigorous program in the workplace but it’s even more challenging in an academic setting. BCIT’s construction and trades program has worked hard to establish this safety program and we’re hopeful it can be expanded to other manufacturing sectors.”

Barranco says the award started four years ago as a means to find innovative solutions to issues in the woodworking industry. He’s seen a number of unique entries in the last four years — using drones to inspect roofs before workers set foot, as an example — but BCIT’s entry was both innovative and sustainable. 🏆



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Construction

0909597 B.C. Ltd. | \$2,500 | Surrey | August 21, 2018

WorkSafeBC inspected this worksite and observed a large bulk excavation around the perimeter of a commercial building under construction. The excavation walls contained near vertical cuts, with depths of up to 3.4 m (11 ft.), and the cuts along one side of the excavation had partially collapsed. WorkSafeBC observed workers being given access to a work area in direct proximity to the excavation, prior to the firm meeting the safety requirements outlined in an engineering report. These requirements included removing logs and de-watering tanks located near the opening of the excavation, completing backfilling as directed, erecting a safety perimeter, and removing all standing water from inside the excavation. WorkSafeBC issued a stop-work order. The firm failed to ensure that excavation work taking place adjacent to existing structures, and where the excavation could be subject to vibration during the construction process, adhered to written instructions from a qualified registered professional. The firm also failed to make these written instructions available on site. These were all high-risk violations.

1039044 B.C. Ltd. | \$2,500 | Langley | July 26, 2018

This firm was clearing trees on a parcel of land. When WorkSafeBC inspected the worksite, multiple trees had already been felled, bucked, and limbed. WorkSafeBC observed numerous violations and issued a stop-work order. The firm failed to ensure that sufficient holding wood was maintained when falling trees, that backcuts were higher than undercuts, and that undercuts were complete and cleared out. The firm also failed to ensure felled trees did not brush standing trees, and that workers were clear of the area within a two tree-length radius of trees being felled. Furthermore, the firm failed to ensure a risk assessment was performed before workers were exposed to dangerous trees present on the worksite. These were all high-risk violations.

1101157 Alberta Ltd. / Bluboy Development | \$2,500 | Chilliwack | August 21, 2018

This firm was framing a two-storey residential complex. WorkSafeBC observed one of the firm's workers standing on a load of plywood set onto a job-built platform. 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 of 5 m (16.25 ft.). The firm's failure to ensure the use of fall protection was a high-risk violation.

21 Siding Ltd. | \$2,500 | Delta | August 16, 2018

WorkSafeBC observed a worker, who was also a representative of this firm, installing strapping on the side of a house. The worker was standing near the unguarded edge of a 4:12 sloped section of the roof and not using

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

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

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

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

a personal fall protection system. No other form of fall protection was in place, exposing the worker to a risk of falling 4 m (13 ft.). The firm failed to ensure the use of fall protection, a repeated and high-risk violation.

A G R Roofing Ltd. | \$5,000 | Surrey | July 10, 2018

This firm was installing asphalt shingles on the roof of a new two-storey house. WorkSafeBC observed two workers, who were also representatives of the firm, on a 12:12 sloped section of the roof and later on a 6:12 sloped section. The workers were wearing fall protection harnesses but were not secured to lifelines. No other fall form of fall protection was in place, exposing the workers to fall risks of up to 7.5 m (24 ft. 8 in.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

A G R Roofing Ltd. | \$2,500 | Surrey | July 18, 2018

This firm was installing asphalt shingles on the roof of a new two-storey house. WorkSafeBC had observed the firm's workers on the roof without the use of fall protection and had issued a stop-work order for work at elevations of 3 m (10 ft.) or more. During a follow-up inspection, WorkSafeBC determined that shingles had been installed on several sections of the roof while the stop-work order was in effect. As a result, the firm had failed to comply with an order issued by WorkSafeBC.

Andreas Stander / Stander Contracting | \$2,500 | Langley | July 13, 2018

WorkSafeBC observed one of this firm's workers on the 4:12 sloped roof of a five-storey residential building under construction. The worker was observed receiving materials from a representative of the firm, and cutting plywood near the leading edge of the roof. 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. This exposed the worker to a fall risk of 19.8 m (65 ft.). The firm failed to ensure fall protection was used, a high-risk violation. The firm also failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety.

Aquaguard Roofing Ltd. | \$5,000 | Langley | August 28, 2018

This firm's worksite was a two-storey house under construction. WorkSafeBC observed one of this firm's workers near the peak of the 9:12 sloped roof, passing shingles to another worker lower down on the roof. The worker near the peak was wearing a personal fall protection harness, but was not connected to a lifeline and no personnel safety nets were in place. Toe-holds were installed on the roof but did not meet minimum size requirements. The worker was exposed to a fall risk of up to 4.6 m (15 ft.). Furthermore, the firm did not provide adequate supervision for the workplace. The firm's failure to ensure that a fall protection system was used, and failure to ensure that additional requirements for fall protection were in place for roofs with slope ratios greater than 8:12, were both high-risk violations. The firm also failed to provide its workers with the supervision necessary to ensure their health and safety. All of these were repeated violations.

Axel Steegstra / Karemar Construction | \$2,500 | Hope | August 23, 2018

This firm was framing a new house. WorkSafeBC observed one worker, who was a representative of the firm, on 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. This exposed the worker to a fall risk of about 7.6 m (25 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

Badyal Framing Ltd. | \$5,000 | Surrey | August 16, 2018

WorkSafeBC observed five of this firm's workers, one of them a representative of the firm, installing floor joists and plywood sheathing on two adjacent houses under construction. All of the workers were seen working at varying locations on the second storey of one of the buildings, including near its unguarded edge, or walking across an unguarded walkway spanning the two houses. None of the workers was using a personal fall protection system and no other form of fall protection was in place, exposing them to a risk of falling about 4 m (13 ft.). The firm's failure to ensure the use of fall protection was a high-risk violation. The firm also failed to provide its workers with

the information, instruction, training, and supervision necessary to ensure their health and safety. These were both repeated violations.

C H Framing Ltd. | \$24,000 | New Westminster | August 16, 2018

This firm was the prime contractor at the site a pre-1990 house demolition. WorkSafeBC inspected the site after demolition had taken place and observed uncontained stucco debris, a confirmed asbestos-containing material (ACM). WorkSafeBC determined that the firm had provided documentation indicating that the site was safe for demolition when it was not. The false documentation included a notice of project (NOP), clearance letter, and air sampling data. The firm failed to ensure that hazardous materials were safely contained or removed before allowing demolition work that would disturb those materials, a high-risk violation.

Comfort Development Ltd. | \$5,000 | Vancouver | August 27, 2018

This firm was the prime contractor for a house construction site. WorkSafeBC inspected the site and observed several safety violations: A worker from a subcontractor's firm was working without fall protection on the edge of an unguarded balcony. No stairs were in place to allow workers to access the basement and second-storey levels, and access to the second storey was via a non-compliant job-built ladder. In addition, unguarded window and stair openings were present throughout the building. As prime contractor, the firm failed to establish and maintain a system to ensure regulatory compliance. This was a repeated violation.

Devon Richard Knapfl / Aces Roofing | \$8,125.74 | Comox | July 31, 2018

This firm was re-roofing a two-storey house. WorkSafeBC observed two workers installing ridge caps on the sloped 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 fall risk of about 6.1 m (20 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

D&N Construction Ltd. | \$2,500 | Vancouver | August 21, 2018

This firm was framing a two-storey house. WorkSafeBC observed three of the firm's workers on the lower roof of the house. None of the workers 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 4.2 m (13 ft. 10 in.). The firm failed to ensure the use of fall protection, a high-risk violation. The firm also failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were both repeated violations.

D S K Construction Ltd. | \$2,500 | Coquitlam | July 31, 2018

This firm was framing a three-storey residential building. WorkSafeBC observed two of the firm's workers, one of whom was a representative of the firm, working at various points along a 12:12 sloped roof. The workers were standing on non-compliant toe-holds. The representative was not using a personal fall protection system, and the other worker was using a fall protection lifeline with too much slack to effectively arrest a fall. No other form of fall protection was in place, exposing the workers to fall risks of up to 8.7 m (28.5 ft.). When asked, the workers demonstrated deficiencies in their knowledge of fall protection equipment and its use. WorkSafeBC issued a stop-work order. The firm failed to ensure the use of fall protection, a high-risk violation, and failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were both repeated violations.

D S K Construction Ltd. | \$5,000 | Coquitlam | July 31, 2018

WorkSafeBC had issued an order for this firm to stop working at heights until its workers demonstrated sufficient knowledge and understanding of the use of fall protection. During a follow-up inspection, WorkSafeBC observed two workers, one of whom was a representative of the firm, working at heights of up to 10.4 m (34 ft.) without the use of fall protection, in violation of the stop-work order. The firm is being penalized for its failure to comply with a WorkSafeBC order.

Dustin Tyler O'Flynn / O'Flynn Roofing | \$2,500.00 | Kamloops | July 19, 2018

This firm was replacing the shingles on a two-storey house. WorkSafeBC observed a worker standing at the peak of the 6:12 sloped gable roof throwing shingles off the roof. The worker, who was not using a personal fall protection system, then walked along the upper peak of the roofline to a second worker, who was a representative of the firm. The representative was wearing a fall protection harness but was not connected to a lifeline. No other form of fall protection was in place, and the workers were exposed to a fall risk of up to 5.2 m (17 ft.). The firm failed to ensure fall protection was used, a high-risk violation. The firm also failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were both repeated violations.

Eagle Mount Roofing Ltd. | \$5,000 | Delta | August 16, 2018

This firm was re-roofing a house. WorkSafeBC observed three workers, one of whom was a supervisor, working on the 4:12 and 6:12 sloped sections of the roof. None of the workers was using a personal fall protection system and no other form of fall protection was in place, exposing the workers to fall risks of up to 6.7 m (22 ft.). The firm failed to ensure fall protection was used, a high-risk violation. The firm also failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. Both were repeated violations.

Edward Allan Combs / Shoreline Roofing | \$2,500 | Saanich | July 4, 2018

WorkSafeBC observed two of this firm's workers, one of whom was a supervisor, working on the roof of a building under construction. Both workers were wearing fall protection harnesses but were not connected to lifelines, and no other form of fall protection was in place, exposing the workers to fall risks of greater than 3.7 m (12 ft.). In addition, WorkSafeBC observed that worker access to the roof was via an unsecured extension ladder. The firm failed to ensure fall protection was used, a high-risk violation, and failed to ensure that non-self-supporting ladders were sufficiently secured. The firm also failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were all repeated violations.

Friendly Construction Ltd. | \$7,831.68 | Langley | August 14, 2018

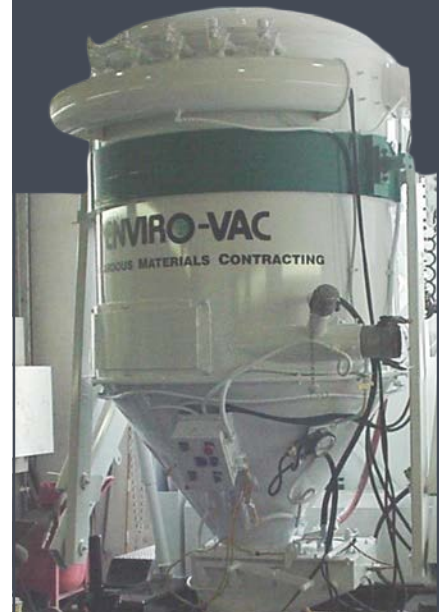
This firm was framing a new townhouse. WorkSafeBC observed one of the firm's workers nailing trusses to the third-storey exterior wall top plate. The worker was not using a personal fall protection system and no other form of fall protection was in place, exposing the worker to a fall risk of about 8.2 m (27 ft.). The firm failed to ensure fall protection was used, 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.

Gemini 525 Contracting Ltd. | \$2,500 | Vancouver | August 14, 2018

This firm was framing a new two-storey house. WorkSafeBC observed a worker, who was also a representative for the firm, standing on a

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non-compliant scaffolding system to access the upper-storey windows. 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 4.9 m (16 ft.). The firm's failure to ensure the use of fall protection was a repeated and high-risk violation.

GRG Demolition and Excavating Ltd. | \$8,887.11 | New Westminster | August 16, 2018

This firm had been hired to remove waste from a pre-1990 house demolition site. WorkSafeBC inspected the site after the house had been demolished and the waste removed. Stucco debris, a confirmed asbestos-containing material (ACM), was present at the site. WorkSafeBC determined that the firm had not obtained a hazardous materials survey or clearance documentation prior to beginning its waste removal work. The firm did not co-operate with WorkSafeBC during the inspection. The firm failed to ensure that demolition work did not disturb hazardous materials, and failed to ensure that a qualified person had sampled and identified the location of all potentially hazardous materials. These were both high-risk violations. The firm also failed to ensure that hazardous materials reports were available at the worksite, a repeated violation. Furthermore, the firm failed to facilitate an inspection under the *Workers Compensation Act*.

Harbour Point Homes Ltd. | \$2,500 | Nanaimo | June 26, 2018

This firm was building a new two-storey residence. WorkSafeBC observed one of the firm's workers, a supervisor, standing on the top plate of the second-storey wall. 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 5.5 m (18 ft.). The firm's failure to ensure the use of fall protection was a repeated and high-risk violation.

IG Roofing Ltd. | \$10,000 | Langley | August 27, 2018

This firm was roofing a three-story residential building. WorkSafeBC observed one of the firm's workers on a 9:12 sloped roof. The worker, a supervisor, was observed walking down the roof wearing a fall protection harness that was not connected to a lifeline. The worker then connected to a lifeline attached to a bracket that wasn't suitable for use as a fall protection anchor. A second worker was also observed at the unguarded edge of a wall opening wearing a fall protection harness that was not connected to a lifeline. No guardrails or other forms of fall protection were in place, exposing the workers to fall risks of up to 9.1 m (30 ft.). In addition, no fall protection plan was available. The firm failed to ensure fall protection was used, a high-risk violation, and failed to have a written fall protection plan in place. The firm also failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were all repeated violations.

Integral Exteriors Ltd. | \$7,019.82 | Kamloops | August 10, 2018

WorkSafeBC observed one of this firm's workers installing cement board siding on a two-storey house. The worker was working from an unguarded balcony and then from a trestle ladder on the balcony that positioned the worker above the handrail. 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 up to 5.4 m (17 ft. 8 in.). WorkSafeBC also determined that no procedures were in place to check on the well-being of the worker, who was working alone, and that no exposure control plan was in place to mitigate the risks of respirable crystalline silica dust produced when the cement board was cut. The firm failed to ensure fall protection was used, a high-risk violation, and failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were both repeated violations. Additionally, the firm failed to ensure guardrails or personal fall protection systems were used for work on work platforms.

JKM Framing & Co. Ltd. | \$20,000 | Delta | June 22, 2018

This firm was conducting framing activities on a new two-storey house. WorkSafeBC observed two workers, one of whom was a representative of the firm, installing sheathing on the first-storey, 5:12 sloped roof. Both workers were observed at the roof edge at times, receiving sheathing material from another worker on the ground. The workers on the roof were not using personal fall protection systems and no other form of fall protection was available, exposing

them to a risk of falling about 3.7 m (12 ft.). WorkSafeBC issued a stop-work order. The firm failed to ensure fall protection was used, a high-risk violation. Furthermore, the firm failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were both repeated violations.

Jonathon David Scheske / Top Side Roofing | \$2,500 | Nanaimo | August 16, 2018

WorkSafeBC observed three of this firm's workers, including a representative of the firm, on the roof of a two-storey house under construction. The representative and one of the workers were wearing fall protection harnesses but were not connected to lifelines, and the third worker was not using any personal fall protection equipment. No other form of fall protection was in place, exposing the workers to a fall risk of about 6.1 m (20 ft.). The firm failed to ensure fall protection was used, a high-risk violation.

Jozsef Kurucz / J Kurucz Contracting | \$2,500 | Port Alberni | July 31, 2018

WorkSafeBC observed three of this firm's workers, one of whom was a supervisor, re-roofing a commercial building. The workers were near the leading edge of the 6:12 sloped roof, removing roofing material and dumping it into a refuse bin below. The workers were wearing fall protection harnesses but were not connected to lifelines, and no other form of fall protection was in place, exposing the workers to a fall risk of about 3.7 m (12 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

JSS Framing Ltd. | \$2,500 | Whistler | August 29, 2018

This firm's worksite was a house under construction. WorkSafeBC observed two of the firm's workers applying sheathing to the roof. Neither of the workers was using a personal fall protection system. There were no other forms of fall protection in place and the workers were exposed to a risk of falling about 5.5 m (18 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

Lyle Morrow / Morrow Construction | \$2,500 | Ucluelet | June 18, 2018

This firm was building a two-storey house. WorkSafeBC observed two workers, one of whom was a representative of the firm, installing strapping for trusses on the 10:12 sloped roof. A third worker was seen accessing the trusses from the top of an unguarded scaffold. 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 fall risks up to about 5.5 m (18 ft.). The firm's failure to ensure the use of fall protection was a high-risk violation.

Marks Roofing Ltd. / SSM Roofing | \$2,500 | Langley | August 22, 2018

WorkSafeBC observed two of this firm's workers installing shingles on the 7:12 sloped roof of a three-storey house. The workers were wearing fall protection harnesses but were not attached to lifelines, and no other form of fall protection was in place, exposing them to a risk of falling about 10.7 m (35 ft.). The workers were working in the direct line of sight of a representative of the firm. The firm's failure to ensure the use of fall protection 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.

Myshak Crane and Rigging Ltd. | \$2,500 | Wonowon | June 20, 2018

This firm was hired to provide two cranes to assemble a drilling rig. WorkSafeBC investigated this worksite after the rigging failed on both cranes and two workers from another firm were injured. The investigation found that the firm had neglected to follow its own procedures relevant to critical lifts and had instead adopted another firm's inadequate lift plan and rigging. The firm failed to ensure that the crane rigging be attached only to designated lift points when hoisting a mast section, and that when a sling was applied to the sharp edge of a load, the edge be protected to prevent sling damage. Furthermore, the firm failed to include in its critical lift plan the rigging details, wind speed limitations, maximum hoist line speed, maximum crane travel speed (if applicable), load distribution, and the need for and position of signallers. These were high-risk violations.

Penalties (continued)

New Remax Framing Ltd. | \$2,500 | Abbotsford | July 9, 2018

WorkSafeBC observed one of this firm's workers on the upper roof trusses of a new house. The worker was not using a personal fall protection system and no other 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.

Nice Roofing Ltd. | \$2,500 | Chilliwack | August 13, 2018

WorkSafeBC observed two of this firm's workers installing shingles on the 5:12 sloped roof of a house under construction. The workers, one of whom was a representative of the firm, were wearing fall protection harnesses but were not connected to lifelines. No other form of fall protection was in place, exposing the workers to a fall risk of about 9.1 m (30 ft.). Furthermore, access to the roof was via an unsecured ladder, and no written fall protection plan was available. The firm failed to ensure fall protection was used, a high-risk violation, and failed to have a written fall protection plan for work at heights greater than 7.5 m (25 ft.). The firm also failed to ensure that non-self-supporting ladders were sufficiently secured. In addition, the firm failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were all repeated violations.

Otek-Contop Construction Ltd. | \$5,000 | Vancouver | July 26, 2018

This firm was framing a new laneway house. WorkSafeBC observed two of the firm's workers near the leading edge of the flat roof, preparing to install sheathing. The workers were not using personal fall protection systems and no other form of fall protection was in place, exposing the workers to a fall risk of about 4 m (13 ft.). WorkSafeBC issued a stop-work order. The firm failed to ensure fall protection was used, a repeated and high-risk violation.

Rockhard Construction Ltd. | \$2,500 | Chilliwack | August 14, 2018

WorkSafeBC observed this firm's worker applying oriented strand board (OSB) to the 9:12 sloped roof of a residential building 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 the risk of falling about 4.9 m (16 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 | Vancouver | August 23, 2018

This firm was conducting asbestos abatement for a house slated for demolition. WorkSafeBC inspected the site and observed an uncontained debris pile and open bags of debris that included texture coat material, furnace duct tape, and drywall compound. These had all been identified as asbestos-containing materials (ACMs) in the pre-demolition hazardous materials inspection report. WorkSafeBC issued a stop-work order for the site. The firm failed to safely contain or remove hazardous materials, a repeated and high-risk violation.

Save On Asbestos Removal Ltd. | \$5,000 | Surrey | August 23, 2018

This firm was conducting pre-demolition asbestos abatement for a two-storey house. WorkSafeBC inspected the site and issued a stop-work order after observing multiple violations related to the firm's abatement activities. The firm failed to ensure asbestos containing materials (ACMs) were safely controlled or removed. The firm did not abate ACMs in accordance with procedures acceptable to WorkSafeBC and failed to take all necessary precautions to protect workers. The firm also failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were all repeated and high risk violations.

Scott Allan Dahl / Nu Roof | \$2,500 | Chilliwack | July 30, 2018

WorkSafeBC observed three of this firm's workers on the roof of a building. Two of the three workers were wearing fall protection harnesses but were not connected to lifelines; the third worker was not using any personal fall protection equipment. No other form of fall protection was in place, exposing the workers to fall risks up to 8.2 m (27 ft.). The firm's failure to ensure the use of fall protection was a high-risk violation.

SGR Construction Ltd. | \$5,000 | Richmond | July 24, 2018

This firm was roofing a new two-storey house. WorkSafeBC observed a representative of the firm installing trusses while standing on the top plate of a wall. A second worker was observed standing at the top of an exterior section of the building. Neither worker was using a personal fall protection system and no other form of fall protection was in place, exposing the workers to a fall risk of 3.7 m (12 ft.). The firm failed to ensure fall protection was used, 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.

S.G. Roofing Ltd. / S G Roofing | \$2,500 | Langley | August 23, 2018

This firm was roofing a new two-storey residential building. WorkSafeBC observed one of the firm's workers on the 10:12 sloped roof. The worker was not using a personal fall protection system, and no other form of fall protection was in place. This exposed the worker to a fall risk of about 4.9 m (16 ft.). Workers were also unsure who their site supervisor was. The firm failed to ensure fall protection was used, a high-risk violation. The firm also failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were both repeated violations.

Shane Agius / Agius Roofing & Contracting | \$2,500 | Powell River | July 31, 2018

This firm was repairing the roof of a house. WorkSafeBC observed three workers laying shingles near the peak of the 5:12 sloped roof at a height of about 4.6 m (15 ft.). None of the workers was using a personal fall protection system and no other form of fall protection was in place. The firm failed to ensure fall protection was used, a high-risk violation.

Terry Johal Developments Ltd. | \$3,503.13 | Langford | August 3, 2018

WorkSafeBC observed one of this firm's workers installing sheeting on the 8:12 sloped roof of a new two-storey house. 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. This exposed 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.

Thomas John Williams / Aerial Roofing | \$11,545.08 | Victoria | August 3, 2018

This firm was installing a new roof on a multi-unit residential building. WorkSafeBC inspected the site and observed two workers on the 5:12 sloped roof. The workers were not using personal fall protection systems and no other form of fall protection was in place, exposing the workers to fall risks of 7.6 to 8.5 m (25 to 28 ft.). Another worker, who was also a supervisor, was on an adjacent roof and in visual range of the other workers. The supervisor was wearing a fall protection harness but was not connected to a lifeline, and was exposed to a risk of falling 4.3 m (14 ft.). The firm failed to ensure fall protection was used, a high-risk violation. The firm also failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. Both of these were repeated violations.

Timberland Demolition and Excavation Ltd. | \$1,750.00 | New Westminster | August 16, 2018

This firm had been hired to demolish a pre-1990 house. WorkSafeBC inspected the site after the house had been demolished and observed exterior stucco debris. Stucco had been identified in the pre-demolition hazardous materials inspection report as an asbestos-containing material (ACM), but had not been contained and removed prior to demolition. The firm failed to ensure that a qualified person had sampled and identified the location of all potentially hazardous materials. The firm also failed to ensure that demolition work did not disturb hazardous materials. These were both high-risk violations.

Vanisle Roofing Ltd. | \$2,500 | Campbell River | August 1, 2018

This firm was re-roofing a three-storey commercial building. WorkSafeBC observed three workers, one of whom was a representative of the firm, on the 6:12 sloped roof. The workers were wearing fall protection harnesses but

Penalties (continued)

were not connected to lifelines, and no other form of fall protection was in place. This exposed the workers to a fall risk of about 9.1 m (30 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

Vincent Smythe and Fern Smythe / Smythe Roofing | \$2,500 | Shawnigan Lake | July 10, 2018

This firm was roofing a new two-storey house. While installing roofing materials, one of the firm's workers slipped from a 12:12 sloped roof and fell about 4.1 m (13.5 ft.), sustaining injuries. WorkSafeBC's investigation determined that the injured worker had not been using a personal fall protection system at the time of the incident, and no other form of fall protection had been in place. In addition, the injured worker had been tasked with the duties of a supervisor but had not received adequate training in the requirements of that role. Furthermore, this worksite included work at heights of up to 8.8 m (29 ft.) and no written fall protection plan was in place. The firm failed to ensure fall protection was used, 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.

Whitewater Concrete Ltd. | \$38,186.52 | New Westminster | June 27, 2019

This firm was responsible for the operation of a tower crane at a construction worksite. The tower crane was using synthetic slings to cradle-hoist two large wooden gang panels from a flatbed truck. One of the slings slipped from under the load and the panels were dropped. During its inspection, WorkSafeBC observed the crane being used to pick up one of the panels dropped in the incident. The firm failed to ensure that a crane that had been subject to a misadventure was removed from service until a professional engineer had inspected it and certified it for safe use. Furthermore, the firm disturbed the scene of a reportable accident. Both were repeated violations.

Manufacturing

A-1 Kitchen Cabinets Ltd. | \$2,638.80 | Surrey, July 4, 2018

This firm manufactures and installs kitchen cabinets. WorkSafeBC had issued a stop-work order for the mezzanine area of the worksite and a stop-use order on a paint booth until safety violations for both were resolved. At a subsequent inspection, WorkSafeBC observed work being done in both the mezzanine area and the paint booth, in violation of the orders. The firm is being penalized for failing to comply with the *Workers Compensation Act* and applicable orders.

A-1 Kitchen Cabinets Ltd. | \$5,277.60 | Surrey | August 21, 2018

This firm manufactures and installs kitchen cabinets. WorkSafeBC had issued a stop-use order on a paint booth until safety violations were resolved. At a subsequent inspection, WorkSafeBC observed work being done in the paint booth, in violation of the order. The firm is being penalized for failing to comply with the *Workers Compensation Act* and applicable orders, a repeated violation.

Blue-O Technology Inc. | \$2,500 | Burnaby | August 28, 2018

WorkSafeBC inspected this firm's facility and determined that two of its ventilation systems for controlling airborne contaminants had not been designed, installed, and maintained using established engineering principles. WorkSafeBC issued orders to the firm about the systems. After multiple follow-up inspections, the orders remained outstanding. The firm is being penalized for failing to comply with WorkSafeBC orders within a reasonable time.

Conifex Inc. | \$191,667.77 | Fort St. James | August 14, 2018

A worker at this firm's sawmill was using a forklift to transfer rough-cut lumber from a pile to a planer. The lumber was unwrapped and stacked three loads high. The worker exited the forklift between loads to remove dunnage from the top of the next load. The load collapsed and fell forward, pinning and injuring the worker. WorkSafeBC inspected the site and determined that the lumber pile was on an unstable foundation of partially frozen soil, snow, and sawdust. Other lumber piles in the yard were observed to be similarly unstable and partially collapsing. The firm

failed to ensure that lumber piles were plumb, level, and maintained in a stable condition. This was a high-risk violation.

**Encana Services Company Ltd. | \$112,022.39 |
Farmington | July 3, 2018**

This firm was the prime contractor of a hydraulic fracturing site, and had hired another firm to provide vacuum truck services. A vacuum truck operator, working for the subcontracted firm, was seriously injured following an on-site explosion. The worker had been pressure washing and vacuuming the inside of a condensate tank. The ungrounded and unbonded equipment released static electricity, igniting flammable vapours and causing flammable gases to rapidly combust within the tank. The resulting explosion tore off the tank roof, propelling the worker several metres away. The firm's failure to eliminate or control ignition sources in the presence of flammable gases or liquids and failure to ensure vacuum trucks were adequately bonded and grounded were high-risk violations. 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 repeated violation.

**N.L. Engineered Precast Products Inc. | \$2,500 |
Kamloops | August 13, 2018**

This firm had been hired to provide and install architectural concrete panels (spandrels) at a construction site. To enable workers to realign one of the spandrels (weighing 2,949 kg or 6,500 lb.), the spandrel was resting unsecured on wooden dunnage on the forks of an industrial lift truck so that the nuts on bolts supporting the panel could be removed. Two workers entered the lifting area and were working from ladders in front of the spandrel, using pry bars to loosen it. The spandrel released onto the forks of the lift truck, deflecting the forks, then fell forward and crushed the ladders. As the workers jumped from the ladders, one of them lost balance and fell into a glass stairway railing, sustaining injuries. WorkSafeBC determined that the firm had not adequately secured the spandrel nor ensured its stability on the lift truck. In addition, the firm provided improper instruction to its workers in directing them to re-enter the lifting area. The firm failed to ensure mobile equipment was used in accordance with acceptable standards, a high-risk violation. The firm also failed to provide its workers with the instruction and supervision necessary to ensure their health and safety.



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WORK SAFE BC

N M V Lumber Limited | \$6,388.95 | Merritt | August 3, 2018

A worker at this firm's lumber mill was feeding rough lumber into a planer. The worker's arm was drawn into and became caught on a rotating shaft, and the worker sustained serious injuries. WorkSafeBC's investigation determined that the shaft was unguarded at the time of the incident. The firm failed to ensure that rotating parts exposed to contact by workers were guarded, a repeated and high-risk violation. The firm also failed to immediately notify WorkSafeBC of an incident that resulted in serious injury to a worker.

Primary Resources

0941276 B.C. Ltd. / Marlo Verbeek Contracting | \$2,500 | Sproat Lake | August 2, 2018

This firm was manually falling trees at a forestry cutblock. WorkSafeBC audited 10 stumps at the worksite and observed evidence of unsafe work practices. The firm failed to ensure that sufficient holding wood was maintained, and failed to ensure that undercuts were complete and cleared out. These were high-risk violations.

1093282 B.C. Ltd. | \$2,500 | Buttle Lake | July 31, 2018

WorkSafeBC inspected a forestry operation where this firm was hand falling. During the inspection, a tree was felled in close proximity to workers. The firm failed to ensure that workers were clear of the area within a two tree-length radius of trees being felled, a high-risk violation. The firm also failed to ensure the health and safety of all workers at its workplace.

Akita Drilling Ltd. | \$21,002.86 | Wonowon | June 20, 2018

This firm was hired to drill oil wells on a large drilling site. Two of the firm's workers were injured in an incident involving the failure of two cranes being used in tandem to assemble a drilling rig. During assembly, the rigging on one of the cranes failed, and a portion of the load swung free. Subsequently, the rigging on the other crane failed, and the full load fell, striking the two workers on the ground. WorkSafeBC's investigation found that the firm's modified lifting procedures had not been reviewed by the manufacturer or a professional engineer. The firm had also installed crane rigging components considered insufficient to bear the load, its lift plan did not take into account the effect of a swinging load, and it allowed its workers to enter the hazard area near a suspended load. The firm is being penalized for failing to ensure the installation, inspection, testing, repair, and maintenance of a piece of equipment be carried out in accordance with the manufacturer's instructions. This was a high-risk violation. The firm also failed to ensure the health and safety of its workers and any other workers at the workplace.

Dorman Contracting Ltd. | \$11,661.66 | Port Alberni | August 2, 2018

WorkSafeBC inspected this firm's forestry worksite and observed a guyline for a grapple yarder attached to a standing tree. The standing tree was in striking distance of the grapple yarder and a nearby processor, both of which had operators in the cabs. The firm failed to ensure a standing tree was not used to anchor a guyline if workers would be endangered were the tree to be pulled over, a repeated and high-risk violation.

Kel Contracting Ltd. | \$4,325.66 | Farmington | July 3, 2018

This firm provides vacuum truck services. One of the firm's workers sustained serious injuries following an on-site explosion at a hydraulic fracturing site. The worker has been pressure washing and vacuuming the inside of a condensate tank. The ungrounded and unbonded equipment released static electricity, igniting flammable vapours and causing flammable gases to combust inside the tank. The resulting explosion tore off the tank roof and propelled the worker several metres away. WorkSafeBC's investigation determined that the firm created a job-built vacuum system that was not designed to prevent static discharge. Furthermore, the firm did not properly assess risks, identify hazards, provide adequate supervision, and ensure workers followed safe work procedures and used appropriate personal protective equipment, including respiratory equipment. The firm failed to ensure that, when a flammable gas or liquid was handled, used, or stored, all ignition sources were eliminated or adequately controlled.

in the presence of flammable gas or liquid. This was a high-risk violation. The firm also failed to ensure the health and safety of its workers.

Satnam Dheenshaw & Gurmej Kaur Dheenshaw / Gobind Farms | \$2,206.67 | Central Saanich | August 21, 2018

WorkSafeBC issued an order to this firm to create a policy, procedures, and records of training for workplace bullying and harassment prevention. After multiple follow-up communications, the firm had not provided the required documentation. The firm is being penalized for failing to comply with a WorkSafeBC order.

Service Sector

C.M.L. Contracting Ltd. / Above and Beyond Tree Service | \$6,380.41 | Campbell River | May 17, 2018

This firm was hired to remove dangerous trees. WorkSafeBC observed that a recently felled 29 m (95 ft.) tree had landed in close proximity to a worker for the firm, who was acting as the ground man. The firm's failure to ensure its workers were clear of the area within a two tree-length radius of a tree being felled was a repeated and high-risk violation.

Green Graduates Exterior Cleaning Ltd. | \$2,500 | Vancouver | July 18, 2018

WorkSafeBC observed one of this firm's workers on the roof of a two-storey house, using a pressure washer near the roof edge. 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 more than 6.1 m (20 ft.). In addition, WorkSafeBC observed that worker access to the roof was via an unsecured extension ladder that did not extend the required 1 m (3 ft.) above the upper edge of the roof. The firm failed to ensure fall protection was used, a repeated and high-risk violation. The firm also failed to ensure that non-self-supporting ladders projected the required distance above the upper landing and were sufficiently secured.

Island Environmental Health & Safety Ltd. / Island EHS | \$7,537.54 | Oak Bay | July 30, 2018

WorkSafeBC inspected a workplace where this firm was performing air clearance sampling following a high-risk asbestos abatement. One of the firm's workers was observed exiting the containment with an open bag containing a half-mask respirator with filters that had not been enclosed with a cover or tape. Also, there were no viewing windows in the containment, and the firm's worker advised that if no viewing window was available, the worker

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with the sampling cassette would not be observed during the collection of occupational air samples. The firm failed to ensure that its workers who were at risk of exposure to asbestos were adequately instructed and trained in safe work procedures. Furthermore, the firm failed to conduct exposure monitoring and assessment using occupational hygiene methods acceptable to WorkSafeBC. These were both high-risk violations.

M1 World Developments Inc. | \$3,457.79 | Vancouver | July 18, 2018

One of this firm's workers was on the leading edge of the roof of a low-rise building undergoing renovation. The worker was holding a piece of aluminum flashing, which inadvertently came into contact with an energized 12.5 kV power line, and the worker received an electric shock. The worker, who was not using a personal fall protection system, fell about 10.7 m (35 ft.) to the ground, and later died. During WorkSafeBC's investigation, the firm was unable to provide any evidence that the worker had received safety orientation or training, or had been informed of the power line hazard. The firm failed to ensure that, before entering an area where a fall risk exists, workers were instructed in the fall protection system and procedures for the area. The firm also failed to remedy workplace conditions hazardous to the health and safety of its workers. These were both high-risk violations. Finally, the firm failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety.

M.C.A. Environmental Consulting Inc. | \$5,000 | Vancouver | July 12, 2018

This firm provides post-abatement inspection services for asbestos removal projects. At three of the firm's worksites, the firm had issued clearance letters indicating that all asbestos-containing materials (ACMs) had been removed. However, WorkSafeBC observed ACMs remaining at each site. The firm failed to have a qualified person ensure that ACMs were safely contained or removed. This was a repeated violation.

Pacific Ark Environmental Consulting Ltd. | \$1,250 | Vancouver | August 1, 2018

This firm had conducted a hazardous materials inspection for a house slated for demolition. WorkSafeBC observed parging cement material present in the house. This material had not been sampled by the firm during its hazardous materials inspection, and was later confirmed as an asbestos-containing material (ACM). WorkSafeBC issued a stop-work order. The firm failed to collect representative samples of potential hazardous materials, a repeated violation.

Rajpreet Singh Parmar / Aztec Maintenance | \$3,351.46 | Delta | June 29, 2018

One of this firm's workers was cleaning the roof and gutters of a two-storey house. The worker slipped while working on the 9:12 sloped roof and fell about 4.6 m (15 ft.) to the ground, sustaining injuries. WorkSafeBC's investigation determined that no form of fall protection had been in place at the time of the incident. Furthermore, the worker had been working alone with no supervision, and the firm did not have procedures in place for checking on the worker's well-being. The firm failed to ensure the use of fall protection and toe-holds for work at slopes greater than 8:12, 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 repeated violation.

Thandi Environmental Inc. | \$20,000 | Richmond | August 22, 2018

This firm conducted a hazardous materials survey of a house and adjacent buildings prior to their slated demolition. WorkSafeBC inspected the site and observed inadequate sampling of potential asbestos-containing materials (ACMs), including ceiling texture, ceiling tile, and window mastic, and no sampling of asphalt roofing shingles, another potential ACM. The firm failed to ensure the collection of representative samples of all potentially hazardous materials, a repeated violation.

Tsolum & Tsable Environmental Ltd. | \$1,647.55 | North Cowichan | August 28, 2018

This firm had prepared a hazardous materials survey report at a duplex. WorkSafeBC inspected the site and determined that insufficient samples of window putty and stucco had been collected, and that no samples

of textured wall coating had been collected. These were all potential asbestos-containing materials (ACMs). In addition, WorkSafeBC determined that the firm had used a colourmetric instant results test to check for the presence of lead paint, which was not an approved testing method. The firm failed to collect representative samples of potentially hazardous materials. The firm also failed to conduct exposure monitoring using methods acceptable to WorkSafeBC, a repeated violation.

Transportation & Warehousing

Mullen Oilfield Services LP / AAP – IJT | \$23,092.26 | Wonowon | June 20, 2018

This firm was hired to transport and assemble a drilling rig on a large drilling site. Two workers from another firm were injured on site when the rigging failed on the two cranes being used to lift portions of the rigging into place. WorkSafeBC's investigation found that the firm's critical lift plan did not identify the hazard zone around a suspended load or alert workers to this hazard. The plan also lacked strategies for mitigating the hazard. The firm's failure to provide the necessary information, instruction, training, and supervision to ensure the health and safety of its workers was a high-risk violation.

Injunctions

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.

To see up-to-date injunctions or to read these court orders in their entirety, visit [worksafebc.com/injunctions](https://www.worksafebc.com/injunctions).

3D Environmental Groups Ltd. | February 2, 2018

On February 2, 2018, the Supreme Court of British Columbia ordered that 3D Environmental Groups Ltd., a firm engaged in the asbestos abatement industry in British Columbia, and its principal, Harpreet Singh Barring, 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.

European Environmental Ltd. | January 24, 2018

On January 24, 2018, the Supreme Court of British Columbia ordered that European Environmental Ltd., a firm engaged in the asbestos abatement industry in British Columbia, and its principal, Nelson Batista, 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.

Hiltec Demolition Ltd. / 1123469 B.C. Ltd. | May 22, 2018

On May 22, 2018, the Supreme Court of British Columbia ordered that Hiltec Demolition Ltd. and 1123469 B.C. Ltd., firms engaged in the asbestos abatement industry in British Columbia, and their principals, Imran Mand, Tamish Mand, and Palwinder Mand, 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.

Khela Excavating Ltd. | February 2, 2018

On February 2, 2018, the Supreme Court of British Columbia ordered that Khela Excavating Ltd., a firm engaged in the excavating industry in British Columbia, and its principals, Sulinderpal Khela (also known as Billa Khela) and Tarlochan Khela (also known as Terry Khela), 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.

H&I Environmental Groups Ltd. | December 21, 2017

On December 21, 2017, the Supreme Court of British Columbia ordered that H&I Environmental Groups Ltd., a firm engaged in the asbestos abatement industry in British Columbia, and its principal, Iqbaljit Singh Sidhu, 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.

Michael David Williamson | December 7, 2017

On December 7, 2017, the Supreme Court of British Columbia ordered that David Michael Williamson, who is engaged in the building or home inspection industry in British Columbia, is restrained from continuing or committing contraventions of the Workers Compensation Act or the Occupational Health and Safety Regulation, and is required to comply with the Act and Regulation in the future.

MIN Environmental Services | August 28, 2018

On August 28, 2018, the Supreme Court of British Columbia ordered that MIN Environmental Services Ltd., a firm engaged in the asbestos abatement industry in British Columbia, and its principals, Eddie Beer and Karla Noemi Pasquier, are restrained from continuing or committing contraventions of the Workers Compensation Act and the Occupational Health and Safety Regulation, and are required to comply with the Act and Regulation in the future.

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