

2023/01/25-03**WORKERS' COMPENSATION BOARD
(WorkSafeBC)****RESOLUTION OF THE BOARD OF DIRECTORS****RE: Amendments to Gendered Language in the *Prevention Manual*****WHEREAS:**

Pursuant to section 319 of the *Workers Compensation Act*, R.S.B.C. 2019, c. 1 (*Act*), the Board of Directors of WorkSafeBC must set and revise as necessary the policies of the Board of Directors, including policies respecting occupational health and safety, compensation, rehabilitation and assessment;

AND WHEREAS:

The Policy, Regulation and Research Department (PRRD) developed amendments to the *Prevention Manual*, updating the text to incorporate inclusive, neutral, and bias-free language;

AND WHEREAS:

The PRRD has undertaken stakeholder consultation on this issue and has advised the Board of Directors on the results of the consultation;

THE BOARD OF DIRECTORS RESOLVES THAT:

1. The amendments to the *Prevention Manual*, as set out in Appendix 1 attached to this resolution, are approved.
2. The amendments to the *Prevention Manual* apply to all decisions made on or after March 1, 2023.
3. This resolution is effective March 1, 2023.

4. This resolution constitutes a policy decision of the Board of Directors.

I, Jeff Parr, hereby certify for and on behalf of the Board of Directors of WorkSafeBC that the above resolutions were duly passed at a meeting of the Board of Directors hosted in British Columbia on January 25, 2023.

Original signed by Jeff Parr

JEFF PARR

Chair, Board of Directors

Workers' Compensation Board

RE: Worker Duties - Wood Dust Mitigation and Control

ITEM: P2-22-2

BACKGROUND

1. Preamble

A worker has a duty to take reasonable care to protect the health and safety of themselves and other persons, and as a result, a worker has duties with regard to the hazards of combustible wood dust.

Combustible dusts are fine particles that present an explosion hazard when suspended in air under certain conditions. Combustible wood dust has resulted in catastrophic explosions with loss of life and serious injuries.

This policy provides a consistent legal framework for stakeholders, WorkSafeBC officers, and decision-makers identifying what WorkSafeBC considers reasonable steps for a worker to meet ~~his or her~~ **their** duties with respect to these hazards.

2. Explanatory Notes

Section 22(1)(a) of the *Act* requires workers to take reasonable care to protect the health and safety of other persons who may be affected by the worker's acts or omissions at work.

Section 3.10 of the *OHSR* requires a person who sees an unsafe condition or act to report it as soon as possible to a supervisor or to the employer.

This policy (P2-22-2) flows from the above sections of the *Act* and *OHSR* and addresses worker duties regarding combustible wood dust.

Two other related policies address combustible wood dust: Items P2-21-3 and P2-23-3.

3. The Act

Section 22(1), in part:

- (1) Every worker must
 - (a) take reasonable care to protect the worker's health and safety and the health and safety of other persons who may be affected by the worker's acts or omissions at work,...

4. The OHSR:

Section 3.10:

Whenever a person observes what appears to be an unsafe or harmful condition or act the person must report it as soon as possible to a supervisor or to the employer, and the person receiving the report must investigate the reported unsafe condition or act and must ensure that any necessary corrective action is taken without delay.

POLICY

A worker's obligation to take reasonable care to protect the health and safety of themselves or others includes:

- (a) reporting unsafe conditions or actions relating to combustible wood dust in the workplace to a supervisor, or to the employer, as soon as possible; and
- (b) complying with the employer's combustible wood dust management program.

EFFECTIVE DATE:	September 1, 2014
AUTHORITY:	Section 22(1)(a) of the <i>Act</i> ; Section 3.10 of the <i>OHSR</i> .
CROSS REFERENCES:	Item P2-21-3, <i>Employer Duties – Wood Dust Mitigation and Control</i> ; Item P2-23-3, <i>Supervisor Duties – Wood Dust Mitigation and Control</i> , of the <i>Prevention Manual</i> .
HISTORY:	March 1, 2023 – Changes made to modernize terminology by removing gendered language. April 6, 2020 – Housekeeping changes consequential to implementing the <i>Workers Compensation Act</i> , R.S.B.C. 2019, c. 1.
APPLICATION:	

**RE: General Duties –
Supervisors**

ITEM: P2-23-1

BACKGROUND

1. Explanatory Notes

Section 23 sets out the general duties of supervisors under the OHS provisions of the *Act*.

2. The Act

Section 23:

- (1) Every supervisor must
 - (a) ensure the health and safety of all workers under the direct supervision of the supervisor,
 - (b) be knowledgeable about the OHS provisions and those regulations applicable to the work being supervised, and
 - (c) comply with the OHS provisions, the regulations and any applicable orders.
- (2) Without limiting subsection (1), a supervisor must
 - (a) ensure that the workers under the supervisor's direct supervision
 - (i) are made aware of all known or reasonably foreseeable health or safety hazards in the area where they work, and
 - (ii) comply with the OHS provisions, the regulations and any applicable orders,
 - (b) consult and cooperate with the joint committee or worker health and safety representative for the workplace, and

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- (c) cooperate with the Board, officers of the Board and any other person carrying out a duty under the OHS provisions or the regulations.

POLICY

In determining whether Section 23 applies, the following guidelines will be considered:

- A supervisor is a person who instructs, directs and controls workers in the performance of their duties.
- A supervisor need not have the title “supervisor”. ~~He or she~~ **They** may have some other title or have no title at all.
- The supervisor will normally be appointed by an employer as such, but a person may be a supervisor without being specifically appointed by an employer if, as a matter of fact, ~~he or she~~ **they** instructs, directs and controls workers in the performance of their duties. The employer ~~himself or herself~~ **themselves** may be a supervisor.
- “Direct supervision” may take place even though a worker may be located in a different place than the supervisor or may travel to different places as part of ~~his or her~~ **their** work. Directions may be given by any communications medium.

EFFECTIVE DATE:	October 1, 1999
AUTHORITY:	Section 23 of the <i>Act</i> .
CROSS REFERENCES:	Item P2-24-1, <i>General Duties – Multiple Employer Workplaces</i> ; Item P2-25-1, <i>General Duties – Owners</i> ; Item P2-27-1, <i>General Duties – Directors and Officers of a Corporation</i> ; Item P2-29/30-1, <i>General Duties – Overlapping Obligations</i> , of the <i>Prevention Manual</i> .
HISTORY:	March 1, 2023 – Changes made to modernize terminology by removing gendered language. April 6, 2020 – Housekeeping changes consequential to implementing the <i>Workers Compensation Act</i> , R.S.B.C. 2019, c. 1. September 15, 2010 – Housekeeping changes to delete practice reference and make formatting changes.
APPLICATION:	



RE: Supervisor Duties – Wood Dust Mitigation and Control

ITEM: P2-23-3

BACKGROUND

1. Preamble

A supervisor has a duty to take all reasonable steps to ensure the health and safety of workers under their supervision, and as a result, a supervisor has duties with regard to the hazards of combustible wood dust.

Combustible dusts are fine particles that present an explosion hazard when suspended in air under certain conditions. Combustible wood dust has resulted in catastrophic explosions with loss of life and serious injuries.

This policy provides a consistent legal framework for stakeholders, WorkSafeBC officers, and decision-makers identifying what WorkSafeBC considers reasonable steps for a supervisor to meet his or her **their** duties with respect to these hazards.

2. Explanatory Notes

Section 23(1)(a) of the *Act* requires supervisors to take all reasonable steps to ensure the health and safety of workers under their supervision.

Section 3.10 of the *OHSR* requires a supervisor who receives a report of an unsafe condition or act to investigate and ensure that necessary corrective action is taken immediately.

This policy (P2-23-3), flows from the above sections of the *Act* and *OHSR* and addresses supervisor duties regarding combustible wood dust.

Two other related policies address combustible wood dust: Items P2-21-3 and P2-22-2.

3. The Act

Section 23(1), in part:

Every supervisor must

- (a) ensure the health and safety of all workers under the direct supervision of the supervisor,...



...

4. The OHSR

Section 3.9:

Unsafe or harmful conditions found in the course of an inspection must be remedied without delay.

Section 3.10:

Whenever a person observes what appears to be an unsafe or harmful condition or act the person must report it as soon as possible to a supervisor or to the employer, and the person receiving the report must investigate the reported unsafe condition or act and must ensure that any necessary corrective action is taken without delay.

POLICY

In addition to a supervisor's duties as a worker or employer, a supervisor's obligation to ensure the health and safety of workers includes:

- (a) investigating any reports received by the supervisor or inspection results identifying an unsafe condition or act relating to combustible wood dust and ensuring that necessary corrective action is taken immediately; and
- (b) complying with the employer's combustible wood dust management program.

EFFECTIVE DATE:	September 1, 2014
AUTHORITY:	Section 23(1)(a) of the <i>Act</i> ; Sections 3.9 and 3.10 of the <i>OHSR</i> .
CROSS REFERENCES:	Item P2-21-3, <i>Employer Duties - Wood Dust Mitigation and Control</i> ; Item P2-22-2, <i>Worker Duties - Wood Dust Mitigation and Control</i> , of the <i>Prevention Manual</i> .
HISTORY:	March 1, 2023 – Changes made to modernize terminology by removing gendered language. April 6, 2020 – Housekeeping changes consequential to implementing the <i>Workers Compensation Act</i> , R.S.B.C. 2019, c. 1.
APPLICATION:	

RE: General Duties –
Overlapping Obligations

ITEM: P2-29/30-1

BACKGROUND

1. Explanatory Notes

Section 29 of the *Act* describes how persons may be subject to obligations in relation to more than one role. Section 30 of the *Act* explains what can happen when more than one person is responsible for fulfilling the same obligations. This policy provides guidance on when a party with obligations under the *Act* will be held responsible for a violation of these responsibilities despite the fact that one or more other parties share the same obligations.

2. The Act

Section 29:

- (1) In this section, "**function**" means the function of employer, supplier, supervisor, owner, prime contractor or worker.
- (2) If a person has 2 or more functions under the OHS provisions in respect of one workplace, the person must meet the obligations of each function.

Section 30:

- (1) This section applies if one or more OHS provisions or provisions of the regulations impose the same obligation on more than one person.
- (2) If one of the persons subject to the obligation complies with the applicable provision, the other persons subject to the obligation are relieved of that obligation only during the time when
 - (a) simultaneous compliance by more than one person would result in unnecessary duplication of effort and expense, and
 - (b) the health and safety of persons at the workplace is not put at risk by compliance by only one person.

POLICY

The purpose of this policy is to ensure that all of the duties under the *Act* are effectively fulfilled despite the fact that multiple parties may share the same responsibilities.

All parties with duties under the *Act* may be able to affect the health and safety of persons at or near a workplace. Any and all of these parties may be cited for violations of their statutory duties regardless of whether or not another person has fulfilled ~~his or her~~ **their** statutory responsibilities.

Under section 30 of the *Act*, one person may be relieved of ~~his or her~~ **their** obligations under the OHS provisions of the *Act* or the OHS regulations if:

- another person who is subject to the same obligations complies with those obligations, and
- simultaneous compliance by more than one person would result in unnecessary duplication of effort and expense, and
- the health and safety of persons at the workplace would not be put at risk by the compliance of only one person.

The first requirement of this Limited Exemption means that persons who have the same duty under the *Act* or OHS regulations may agree amongst themselves as to who should perform it. The Board is neither bound by any agreements of this nature, nor by whether the terms of the agreement are complied with. The Board's primary concern is that the duty in question is fulfilled.

Further, even if the first requirement is satisfied, the Limited Exemption will only apply if the Board determines that the second and third requirements set out in section 30 are also satisfied. The third requirement of the Limited Exemption will not be met if performance of the occupational health and safety duty by one person leaves health and safety risks that would be eliminated by others performing their duty.



EFFECTIVE DATE:	December 1, 2004
AUTHORITY:	Sections 29 and 30 of the <i>Act</i> .
CROSS REFERENCES:	Sections 17 and 251 of the <i>Act</i> ; Part 2, Divisions 4, 12, and 13 of the <i>Act</i> ; Part 2, Divisions 4 and 12 of the <i>Prevention Manual</i> .
HISTORY:	March 1, 2023 – Changes made to modernize terminology by removing gendered language. April 6, 2020 – Housekeeping changes consequential to implementing the <i>Workers Compensation Act</i> , R.S.B.C. 2019, c.1. September 15, 2010 – Housekeeping changes to delete practice reference and make formatting changes. December 1, 2004 – Provisions of the <i>Act</i> with respect to overlapping obligations were clarified.
APPLICATION:	To all situations in which more than one party shares the same obligations under Part 3 of the <i>Act</i> or the regulations on or after December 1, 2004.

RE: Joint Committees –
Time Off Work

ITEM: P2-40-1

BACKGROUND

1. Explanatory Notes

Section 40 sets out the right of joint committee members to take time off from work for certain purposes and to be paid for that time.

2. The Act

Section 40:

- (1) A member of a joint committee is entitled to time off from work for
 - (a) the time required to attend meetings of the committee, and
 - (b) other time that is reasonably necessary to prepare for meetings of the committee and to fulfill the other functions and duties of the committee.
- (2) Time off under subsection (1) is deemed to be time worked for the employer, and the employer must pay the member for that time.

POLICY

Members of joint health and safety committees are entitled to take time off from work for the purposes set out in section 40. What constitutes “reasonably necessary” time in section 40(1)(b) will depend on the circumstances including:

- the role of the member on the committee; and
- the health and safety conditions at the workplace.

If the employer is concerned about the amount of time spent on committee activities, the employer should raise this issue with the committee through its representatives.

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If a member of the committee considers that the employer is not allowing the member the time to which ~~he or she is~~ **they are** entitled under section 40, the member may, after raising the matter with the committee and the employer, complain to the Board. The Board will investigate the matter. Depending upon its findings, the Board may:

- decide that no further action is appropriate;
- attempt to resolve the dispute; or
- make an order under section 84 requiring the employer to comply with section 40.

If the employer does not pay the worker's wages for time properly taken under section 40, a complaint can be made to the Board under section 49.

The employer has the right to manage the workplace and determine how much time workers spend on different activities. However, the employer's right is subject to the *Act* and the regulations. In dealing with matters covered by section 40, the employer must exercise the right in a manner consistent with the purpose and intent of section 40.

EFFECTIVE DATE:	October 1, 1999
AUTHORITY:	Section 40 of the <i>Act</i> .
CROSS REFERENCES:	Section 152 of the <i>Act</i> ; Item P2-38/39-1, <i>Joint Committees – Procedures and Resolving Disagreements</i> ; Item P2-47/48/49-1, <i>Prohibited Actions/Failure to Pay Wages – Scope</i> , of the <i>Prevention Manual</i> .
HISTORY:	March 1, 2023 – Changes made to modernize terminology by removing gendered language. April 6, 2020 – Housekeeping changes consequential to implementing the <i>Workers Compensation Act</i> , R.S.B.C. 2019, c. 1. September 15, 2010 – Housekeeping changes to delete practice reference and make formatting changes.
APPLICATION:	

**RE: Joint Committees –
Educational Leave**

ITEM: P2-41-1

BACKGROUND

1. Explanatory Notes

Section 41 provides for educational leave for members of joint committees. Section 41(3) requires the employer to provide the leave without loss of pay or other benefits.

2. The Act

Section 41:

- (1) Each member of a joint committee is entitled to an annual educational leave totalling 8 hours, or a longer period if prescribed by regulation, for the purposes of attending occupational health and safety training courses conducted by or with the approval of the Board.
- (2) A member of the joint committee may designate another member as being entitled to take all or part of the member's educational leave.
- (3) The employer must provide the educational leave under this section without loss of pay or other benefits and must pay for, or reimburse the worker for, the costs of the training course and the reasonable costs of attending the course.

POLICY

Members of joint health and safety committees are entitled to take time off from work to attend occupational health and safety training courses conducted by or with the approval of the Board.

Decisions as to when members will attend courses, what courses they will attend and at what time and place will normally be made as follows:

- An individual member will bring his or her **their** request to the committee.
- If the committee agrees, the committee will forward the request to the employer.

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- If the committee does not agree, or is unable to come to a decision within a reasonable time, the individual member may forward the request to the employer.
- Upon receiving a request from either the committee or the individual member, the employer will make its decision within a reasonable time. The employer will give reasons in writing where required by section 39. In making its decision, the employer must act in a manner consistent with the purpose and intent of section 41. Permission must not be unreasonably denied.

If a member of the committee considers that the employer is not allowing the member the leave to which ~~he or she is~~ **they are** entitled under section 41, the member may, after following the above process, complain to the Board. The Board will investigate the matter. Depending upon its findings, the Board may:

- decide that no further action is appropriate;
- attempt to resolve the dispute; or
- make an order under section 84 requiring the employer to comply with section 41.

If the employer does not pay a worker's wages for leave taken under section 41, a complaint can be made to the Board under section 49.

EFFECTIVE DATE:	July 1, 2003
AUTHORITY:	Section 41 of the <i>Act</i> .
CROSS REFERENCES:	Section 49 of the <i>Act</i> ; Item P2-38/39-1, <i>Joint Committees – Procedures and Resolving Disagreements</i> ; Item P2-50-1, <i>Prohibited Actions/Failure to Pay Wages</i> ; Item P2-84-1, <i>OHS Compliance Orders</i> , of the <i>Prevention Manual</i> .
HISTORY:	March 1, 2023 – Changes made to modernize terminology by removing gendered language. April 6, 2020 – Housekeeping changes consequential to implementing the <i>Workers Compensation Act</i> , R.S.B.C. 2019, c. 1. September 15, 2010 – Housekeeping changes to delete practice reference and make formatting changes. July 1, 2003 – Subsequent minor change made to correct an error in statutory citation; then section 133(3) was removed and replaced with section 133. October 1, 1999 – Item developed to implement the <i>Workers Compensation (Occupational Health and Safety) Act, 1998</i> .
APPLICATION:	

**RE: Prohibited Actions/
Failure to Pay Wages –
Investigation of Complaint**

ITEM: P2-50-1

BACKGROUND

1. Explanatory Notes

Upon receipt of a complaint, the Board must immediately inquire into the matter.

In dealing with a matter regarding prohibited action, the burden of proving there has been no such contravention is on the employer or the union, as applicable.

2. The Act

Section 50(1):

If the Board receives a complaint under section 49(3), it must immediately inquire into the matter and, if the complaint is not settled or withdrawn, must

- (a) determine whether the alleged contravention occurred, and
- (b) deliver a written statement of the Board's determination to the worker and to the employer or union, as applicable.

POLICY

When the Board receives a complaint from a worker within the time frame allowed by section 49(3), the Board will, where further information is needed, carry out an initial inquiry to establish the basic facts alleged by the worker and to determine whether, if accurate, they fall within the terms of section 49. Inquiry will also be made as to what remedy the worker is seeking.

Copies of documents supplied by the worker, as well as the results of any Board inquiry, will be provided to the employer or union against whom the complaint is made. The employer or union will then be given time to meet its onus under section 49(4) of proving that no contravention of the *Act* or regulations took place and to comment on the remedy proposed by the worker. The worker will be provided with a copy of the Board's investigation as well as any response to the complaint by the employer or union, and given an opportunity to respond.

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Further inquiries by the Board may then be made, as well as exchanges of submissions and information that may be required by the rules of natural justice. An oral hearing is not required, but may be held if the Board considers it necessary to properly decide a complaint.

The worker may withdraw a complaint at any time, settle the dispute privately with the employer or union, or pursue alternative remedies under a collective agreement.

The worker cannot pursue both a grievance under a collective agreement and a complaint to the Board regarding the same alleged prohibited action or failure to pay wages. The worker is required to elect between the two processes.

If the worker elects to pursue a grievance under a collective agreement, but the union decides not to pursue the grievance, the worker may revoke ~~his or her~~ **their** election within 30 days of the union's decision and pursue a complaint to the Board. The complaint must, however, still be made within one year of the action considered to be prohibited or within 60 days after the wages became payable.

PRACTICE

The Board will consider granting an oral hearing when:

- there is a significant issue of credibility;
- there is evidence that must be presented orally;
- the decision to be reviewed raises an issue of general significance; or
- there are other grounds for having an oral hearing.

EFFECTIVE DATE:

October 1, 1999

AUTHORITY:

Section 50(1) of the *Act*.

CROSS REFERENCES:**HISTORY:**

March 1, 2023 – Changes made to modernize terminology by removing gendered language.

April 6, 2020 – Housekeeping changes consequential to implementing the *Workers Compensation Act*, R.S.B.C. 2019, c. 1.

September 15, 2010 – Housekeeping changes to replace a reference to reviewing officer with the Board and make formatting changes.

APPLICATION:

**RE: Prohibited Actions/
Failure to Pay Wages –
Remedies**

ITEM: P2-50-2

BACKGROUND

1. Explanatory Notes

Section 50(2) sets out the remedies that the Board may order if the Board, after investigation, determines that there has been prohibited action or a failure to pay wages.

2. The Act

Section 50(2):

If the Board determines that the contravention occurred, the Board may make an order requiring one or more of the following:

- (a) that the employer or union cease the prohibited action;
- (b) that the employer reinstate the worker to that worker's former employment under the same terms and conditions under which that worker was formerly employed;
- (c) that the employer pay, by a specified date, the wages required to be paid by the OHS provisions or the regulations;
- (d) that the union reinstate the membership of the worker in the union;
- (e) that any reprimand or other references to the matter in the employer's or union's records on the worker be removed;
- (f) that the employer or the union pay the reasonable out-of-pocket expenses incurred by the worker by reason of the prohibited action;
- (g) that the employer or the union do any other thing that the Board considers necessary to secure compliance with the OHS provisions and the regulations.

POLICY

(a) Object of awarding remedies

The Board's object in exercising these powers is, as far as is practicable, to put the worker in the same position as the worker would have been if the prohibited action or the failure to pay wages had not occurred. This may involve measuring not only the worker's actual loss, but determining whether there were any measures the worker could have reasonably taken to reduce or eliminate that loss.

(b) Factors considered in awarding remedies

The factors considered in determining the worker's loss include:

- whether the worker has tried to eliminate or reduce the loss and, if the worker has not done so, whether it would have been reasonable for the worker to have tried;
- any collateral benefits the worker has received from the employer (collateral benefits from a source other than the employer, such as employment insurance and private insurance benefits, are not to be considered); and
- other circumstances affecting the worker's loss that arise independently of the worker's conduct after the prohibited action or failure to pay wages has occurred, for example, the closure of the place of employment.

(c) Explanation of Specific Remedies

Reinstatement to employment

The Board may order reinstatement to employment retroactive to when the prohibited action occurred.

Payment of wages

The Board may make orders with respect to payment of wages in a variety of circumstances. These include:

- an order for reinstatement that requires the employer to pay back wages, reinstate benefits retroactively and perform other incidental acts. The authority to do this is found in section 50(2)(b);

- an order that requires the employer to pay, by a specified date, the wages required to be paid under the OHS provisions of the *Act* or the OHS regulations. The authority to do this is found in section 50(2)(c); and
- an order that requires an employer to reimburse the loss of pay where the prohibited action involved the employer reducing the worker's pay. The authority to do this is found in section 50(2)(g).

The wages, salaries and other employment benefits covered by these provisions are those falling within the definition of "wages" in the *Employment Standards Act*. This definition does not include every payment or benefit that workers receive as a result of their employment.

Expenses

The Board has discretion to order the employer or union to pay reasonable out-of-pocket expenses incurred by the worker by reason of the prohibited action.

Since the Board carries out the initial inquiry that is necessary to establish the basic facts of the worker's complaint, the worker does not need to incur costs in making a complaint. If the worker feels that a particular inquiry is needed, ~~he or she~~ **they** can request the Board to do this.

The employer or union will meet their own costs of proving that no contravention of the *Act* took place and responding to any material supplied by the Board or arising out of the Board's inquiry.

Where a complaint is upheld, the Board will not normally make orders that the employer or union pay legal or other costs incurred by the worker in order to pursue the complaint. Similarly, where the complaint is not upheld, the Board will not normally order the worker to pay the legal and other costs of the employer or union. Such orders may be made under section 343 of the *Act* in exceptional situations. These include where there has been flagrant abuse by the employer, worker or union of their rights and responsibilities under the *Act* and regulations.

(d) Other action by the employer or union

The Board's authority to award remedies under section 50(2) extends only to prohibited action or failure to pay wages as defined by Division 6. It does not apply to other actions that may be taken by an employer or union.

(e) Other action by the Board

These remedies only apply when there has been a formal written complaint by the worker.

However, the Board may use its other enforcement powers, including an administrative penalty under section 95, to address prohibited actions or failures to pay wages, whether there has been a formal written complaint or not.

EFFECTIVE DATE:	October 1, 1999
AUTHORITY:	Section 50(2) of the <i>Act</i> .
CROSS REFERENCES:	Sections 13 [definition of “wages”] and 343 of the <i>Act</i> .
HISTORY:	<p>March 1, 2023 – Changes made to modernize terminology by removing gendered language.</p> <p>April 6, 2020 – Housekeeping changes consequential to implementing the <i>Workers Compensation Act</i>, R.S.B.C. 2019, c. 1.</p> <p>September 15, 2010 – Housekeeping changes to delete practice reference and make formatting changes.</p>
APPLICATION:	