

WorkSafe

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Research explores gender and workplace behaviour p27



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Centre Pullout

What's wrong with this photo?

Farm safety is in the spotlight.

On the front cover: Prescillia (Percy) Chua (left), occupational hygiene officer for WorkSafeBC, talks health and safety in B.C.'s craft brewing industry with Iain Hill (middle), co-owner of Strange Fellows Brewing Company, and Ken Beattie (right), executive director of the BC Craft Brewers Guild.

Early introduction to workplace health and safety

On April 28, in ceremonies around the province, workers, families, employers, and many others gathered to observe the national Day of Mourning — remembering those who lost their lives on the job. For the first time this year, the Day of Mourning was also observed at more than 100 secondary schools.

In this edition, we hear from secondary school teacher John Decaire who had the idea to participate in the Day of Mourning, when speaking to his class of grade 11 students at Cariboo Secondary School. Put together in partnership with the BC Federation of Labour, the BC Teachers' Federation, and WorkSafeBC, the Day of Mourning Project is aimed at helping create the next generation of healthy and safe workers while remembering those we have lost (see page 17).

Also in this issue, occupational safety officer Sandeep Mangat discusses the safe use and storage of pesticides (Ask an Officer, page 5), we look at the proposed changes to evaluation, training, and participation as it relates to joint committees (Policy Notes, page 14), and hear from researcher Hazel Hollingdale who, through her research, takes a closer look at gender and risk-taking in the workplace (Work Science, page 27).

We all play a part in creating healthy and safe workplaces. Engaging the youth of our province and working together, we will see continued success.



Terence Little
Editor-in-chief

WorkSafe

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Contributors



Lynn Welburn

While writing this month's cover story (see page 7), Lynn writes about the innovative approach to risk identification and how it is being applied to B.C.'s craft brewing industry.



Gail Johnson

Vancouver-based journalist Gail Johnson is the author of this month's Work Science story (see page 27) and learned more about how gender operates in risk-taking while on the job.



Heather Allen

Inspired by a 12-year-old budding scientist, Penticton-based writer Heather Allen introduces us to this year's AI Appleton Award Winner (see page 20).



Gord Woodward

Gord finds a bright spot in the Day of Mourning through the BC Schools Project (see page 17), which aims to help create the next generation of safe workers.

Ask an Officer

Pesticide training must cover handling, use, storage and disposal assessment



Sandeep Mangat
Occupational safety officer

Region: Abbotsford

Years on the job: 9

This month we talked with WorkSafeBC designated agriculture domain officer (occupational safety officer) Sandeep Mangat about pesticide use in agriculture.

Q. As an employer, what should I emphasize in my pesticide training program?

- A.** You need to educate workers about the hazards of handling pesticides and train them in the procedures to be followed for safe storage, handling, use, and disposal. Your program should also teach workers what to do in an emergency, and must be reviewed at least once a year.

Q. Many of the workers I supervise don't speak English. How do I train them?

- A.** To overcome a language barrier, try using visual media in training — videos, posters, and handouts that use illustrations rather than a lot of words. For example, we have a YouTube video on the safe storage of pesticides, visit [worksafebc.com](https://www.worksafebc.com) search, pesticide storage.

We also have safety materials that have been translated into many different languages, which are available free from [worksafebc.com](https://www.worksafebc.com) and the Farm and Ranch Safety and Health Association (www.farsha.bc.ca).

It's very important that the employer check with workers to ensure training has been understood. Employers should be regularly observing workers to make sure they are following proper handling and storage procedures.

“The biggest risk for you or your workers is the lack of personal protective equipment (PPE), or not using PPE properly.”

—Sandeep Mangat, WorkSafeBC occupational safety officer

Q. I use pesticides on a farm. What are the best ways to protect myself?

- A.** The most common route of pesticide exposure is through the skin. Inhaling pesticide spray is another way you can be exposed. Occasionally, we also see people ingesting pesticides by mistake.

The biggest risk for you or your workers is the lack of personal protective equipment (PPE), or not using PPE properly. PPE can serve as a critical barrier to the harmful effects of pesticides. Over time, pesticide exposure — even at low levels — can lead to chronic health effects.

At a minimum, workers should wear rubber boots, gloves that cover the arms (up to the elbows), and coveralls. Using the proper gloves is very important as some solvents can dissolve disposable gloves.

If you're mixing pesticides, you need an adequate respirator. Mixing and loading a pesticide may actually be more hazardous than applying it.

Q. What are some of the more commonly overlooked safety precautions when using pesticides?

- A.** Sometimes workers become complacent because they have worked with the pesticide for so long they don't read the container labels. Following the instructions on the label reduces the level of risk.

One thing we don't see often enough are warning signs indicating spraying is taking place in an area, or has taken place. Many workers are put at risk by entering an area without knowing a pesticide has been sprayed.

There's also an issue with work clothes. Don't take them home and throw them in with your family's

clothing — that's how cross-contamination happens. Wash work clothes separately with warm water and triple rinse them. Most pesticide residue degrades with repeated rinsing.

Q. We store our pesticides in a locked shed. How do we make it even safer?

- A.** The problem with storage is that there's a cocktail of different chemicals in there. If not well-ventilated, the area can be very dangerous. Make sure there's a minimum of six air vents, use exhaust fans, and wait a few minutes after opening the door before entering to give the air time to circulate.

Never mix pesticide concentrates in the storage area. Always do that outside.

Another problem with storage areas is that people will often store gear there. Pesticide storage should be for pesticides only.

Q. Where can I get more information on pesticide safety?

- A.** Our worksafebc.com website has various resources, including the *Standard Practices for Pesticide Applicators* booklet, visit worksafebc.com, search pesticide safety.

The Canadian Centre for Occupational Health and Safety has many fact sheets on pesticides, including one that explains how to work with them safely (http://www.ccohs.ca/oshanswers/chemicals/pesticides/working_safely.html).

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

Alek Egi, Kwantlen Polytechnic University Brewing and Brewery Operations Diploma instructor, demonstrates the removal of spent grain from the lauter tun.

Staying healthy and safe in B.C.'s burgeoning craft brewing industry

By Lynn Welburn

To keep workers healthy and safe on the job, WorkSafeBC works with partners to stay abreast of workplace hazards and risks — including in new and growing industries.

Canada's craft brewing industry has rapidly expanded over the past five years, with the number of licensed breweries growing almost 80 percent between 2009 and 2014. In 2014, there were 520 licensed breweries, with about one-fifth of them located in British Columbia (B.C.) and Yukon. Since 2009, the number of breweries in B.C. has more than doubled.

Canada has a lengthy history in beer-making; over the past decade the number of craft breweries has grown rapidly across the country increasing from 90 licensed breweries in 2004 to 520 in 2014. As the industry has grown, so has the need for better health and safety information, protocols, and innovations to better protect industry workers. Across B.C., annual total injuries show a rising trend, with a large number attributed to overexertion. From January 2010 to June 2015, 437 orders were cited, with 190 related to occupational hygiene concerns. Common concerns have included chemicals, confined spaces, and carbon dioxide.

Identifying risks, being proactive about health and safety

The health and safety needs of growing industries like craft brewing is just one of the issues being evaluated by WorkSafeBC's Risk Analysis Unit, more commonly known as the RAU. Director Vincent Russell says his department is "doing something no one else in North America is doing, evolving an approach to prevention with a broader vision — looking at new industries, processes, and products, scanning the horizon for indicators of risk."

To identify and assess new risks, the RAU gathers input from internal and external stakeholders, trawls the Internet, reviews news stories of incidents and prevention initiatives in other countries, and runs automated web-based searches seeking information that fits the unit's proactive mandate. The RAU also explores the less obvious, says manager Jordie Jacobs. "Beyond looking at information about things that have happened, we look at factors potentially influencing levels of risk, and near misses — things that

haven't happened, but could," says Jacobs. "These are things people don't always recognize because they aren't always tangible. Sometimes employers and workers can be skating near the threshold of a risk and not realize it."

Those who work directly on the front lines, namely the WorkSafeBC prevention officers who conduct worksite inspections, often identify potential hazards that can impact worker health and safety before incidents happen. This was the case when occupational hygiene officer Prescillia (Percy) Chua noted several risks within the craft brewing industry, including the potential risks associated with carbon dioxide (CO₂) exposure and confined spaces in craft brewing facilities. Chua's love of the food and beverage industry and keen interest in how things are made prompted her to look more closely at some craft breweries and their practices.

"Sometimes employers and workers can be skating near the threshold of a risk and not realize it."

—Jordie Jacobs, manager of the WorkSafeBC Risk Analysis Unit



WorkSafeBC occupational hygiene officer Percy Chua (left) and Strange Fellows brewing assistant Sebastien Bard review the keg cleaning process.

Strange Fellows brewer, Ray Tjerkstra uses personal protection equipment while working with chemicals used in the brewing process.



When she dug a little deeper, she started noticing some similar issues among even the smallest of operations.

“I saw a few common health and safety concerns, so I talked with other hygiene officers about what they were seeing. We were seeing the same things, so I took these concerns to the RAU,” says Chua. The result was the release of two risk advisories from the RAU to industry in November, 2015. See sidebar page 12.

Chua says many brewers may know CO₂ and confined spaces are dangerous, but sometimes it takes working with prevention officers to determine the best ways to minimize risk. “They know brewing and we know health and safety. By partnering with industry, by working together, we’re getting a mainly positive response.”

Chua believes everyone is on the same page. “None of us want to see the loss of life we saw a number of years ago in the wine industry,” she says, referring to workers who lost their lives on the job when they were overcome by exposure to high carbon dioxide levels in wine vats — creating confined spaces that proved deadly. From 2001 to 2010, WorkSafeBC statistics show a total of 17 deaths across all industries, as a result of confined-space incidents. “We need to be proactive, not reactive,” she says.

Brewers on board

Iain Hill, owner and co-founder of Vancouver’s Strange Fellows Brewing, agrees. That’s why his facility includes constant CO₂ monitoring — with alarms inside and outside buildings — as well as other safety precautions always at work. That said, Hill, an industry



veteran with more than 20 years' experience in the B.C. craft beer industry, knows worker health and safety doesn't start and end with constant CO2 monitoring.

"It seems to me some of our big hazards are chemicals, like caustic soda, and eye safety is one risk I take very seriously," says Hill. "We have eye wash stations and showers, and the guys have to wear safety gear. In a place like this, people are always on the move and moving fast — almost running. The boots we wear were designed for fish plants, so they have bottoms like suction cups that prevent slipping, which is also a really big risk."

In and of itself, the industry's sheer pace of growth could be a risk factor.

"There has been such incredible growth in such a short time," says Ken Beattie, executive director of the

BC Craft Brewers Guild. "Delivering education to all those who are new in the industry is a key point. Working with WorkSafeBC, our goal is to add value to what they're doing — because we have a wide reach."

Of the more than 110 craft breweries and brew pubs in the province, over 80 are members of the guild, says Beattie. As a result, the guild is able to get information out to breweries across the province quickly and effectively. This extends to getting representatives from 30 or 35 Lower Mainland breweries together in one room, he says.

Adds Beattie, "We want this industry to do it right, and we're looking for partners like WorkSafeBC to facilitate training and education programs. We're looking for ways to get the best information to the most members as quickly as possible."

“Delivering education to all those who are new in the industry is a key point. Working with WorkSafeBC, our goal is to add value to what they’re doing — because we have a wide reach.”

—Ken Beattie, executive director of the BC Craft Brewers Guild

Classroom learning

In conjunction with the industry’s efforts and those of WorkSafeBC’s officers and Risk Analysis Unit, hands-on learning is another means of educating a cadre of new industry workers.

Kwantlen Polytechnic University (KPU) offers a two-year Brewing and Brewery Operations Diploma program. One of only three programs in Canada, and the only brewing diploma program of its kind in B.C., it allows students to study the science, production, and business of brewing. The program’s curriculum is developed in consultation with the BC Craft Brewers Guild and brewmasters from across the province.

Health and safety is woven throughout the various courses and teaching. Instructor Alek Egi says the students spend two days a week at the university’s on-site brewery, “so we cover a lot of health and safety practices.” There, students learn first-hand about the processes and equipment that will help them stay healthy and safe in the classroom — and ultimately on the job. “Safety is very important. We don’t want anyone hurt,” says Egi. Just as they will be doing at work in any brewery in B.C. or elsewhere, KPU students wear steel-toed, non-slip boots, ear protection, safety glasses or goggles, face shields to protect them from chemicals, and long-sleeve shirts, long pants, and heat-resistant gloves to keep them safe from hot surfaces.

Like the industry it serves, the Brewing and Brewery Operations Diploma program aims to stay as current as possible. As such, Egi says the new emphasis on CO₂ and confined spaces (see related sidebar) means both subjects are likely to feature prominently in the coming year’s curriculum.

It all adds up

While protocols and information will never be enough to keep workplaces like craft breweries completely incident-free, thanks to committed stakeholders, WorkSafeBC officers, and WorkSafeBC’s RAU team, the craft brewing industry is poised to continue growing while working with the industry to help protect its workers from risks they may face on the job — creating healthier and safer environments for this booming B.C. industry.

“Craft brewing is a relatively new industry, but it’s growing fast and it’s definitely easier to get change happening early rather than later,” says Chua. In other words, “It’s easier to mould a safety culture in the beginning than try to change things once they’re entrenched.” ☺



Craft brewing veteran Iain Hill (left) discusses the growth of the industry with Ken Beattie, executive director of the BC Craft Brewers Guild.

A backgrounder on risk advisories about CO2 and confined spaces

As part of its proactive approach to preventing worker injuries and deaths, WorkSafeBC's Risk Analysis Unit (RAU) works to identify potential risks before harm occurs, identifying specific categories of risk, including catastrophic risks, emerging risks, risks that are difficult to detect, slow acting harms, and others that may not be fully evident in claims data. Through this innovative approach, the RAU aims to prevent worker injuries and deaths. Some of these risks can be identified in new and growing industries, such as the province's craft brewing industry.

By looking at the craft brewing industry both inside and outside of B.C., the RAU identified two potential risks: confined spaces and carbon dioxide exposure.

WorkSafeBC subsequently issued educational advisories on both subjects.

Both the fermentation and bottling processes involve using or producing CO₂, which can lead to headaches, dizziness, unconsciousness, and even death on exposure.

In environments where CO₂ use or production is high, oxygen-depleted spaces can be especially hazardous to workers attempting to enter confined spaces for cleaning or other activities.

The advisories outline the risks and ways to reduce them while offering further resources for workers and management.

Find out more at worksafebc.com, search risk advisories.

- **WorkSafeBC Risk Advisory** —
Confined spaces in craft brewing
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WORK SAFE BC

Changes proposed for joint committees

By Gord Woodward

Proposed amendments to the Occupational Health and Safety (OHS) Regulation would affect joint health and safety committees. The proposals have been subject to one round of public consultation. Additional feedback will be sought at public hearings, expected to take place in fall 2016.

The proposed changes affect the following:

- Evaluation of a joint committee's work
- Training for new joint committee members and new worker health and safety representatives
- Participation in employer incident investigations

Following the public hearings, WorkSafeBC's Board of Directors will consider feedback to the proposed changes.

Why are these proposed changes being considered?

Amendments to the Regulation are a result of provincial government legislation (Bill 35) and recommendations made from coroners' inquests into explosions at two B.C. sawmills.

How will the proposed changes affect evaluation of a committee's work?

The legal requirements for joint committees are in Sections 125–140 of the *Workers Compensation Act* [the Act] (Division 4), and the Regulation.

If approved, a new section (3.26) would be added to the Regulation requiring that employers ensure each of their joint committees is evaluated annually. The evaluation would be completed by:

- (a) the committee co-chairs or their designates, or
- (b) the employer or someone the employer hires (with input from the co-chairs or their designates).

Section 3.26(3) proposes a minimum list of topics the evaluation must include.

How would this affect you?

The proposed evaluation is intended to improve the effectiveness of joint committees by ensuring their work is reviewed each year. The evaluation will help joint committees ensure that they are in compliance, and to identify ways that the committees can increase their effectiveness.

To assist, in consultation with internal and external stakeholders, WorkSafeBC is preparing an optional evaluation tool. Once we have the necessary feedback, it will be posted online. If the proposed Regulation change is approved, you will have the choice of using it or any other evaluation tool that meets the basic Regulation requirements.

How would the proposed changes affect training for committee members?

If approved, a new section of the Regulation (3.27) would require that new joint committee members and worker health and safety representatives receive at least eight hours of instruction and training in their new roles. This training would need to be completed as soon as possible and no more than six months after the person was selected.

The new requirement would not apply to anyone who previously sat on a committee or acted as a representative and had already received the instruction and training, as long as it was less than two years after the individual left the committee or stopped being a representative.

How would this affect you?

The proposal requires that employers provide mandatory initial training *in addition* to the eight hours

of educational leave committee members and worker representatives are entitled to annually under section 135 of the Act.

To help, we offer downloadable and printable training materials at worksafebc.com.

How would the proposed changes affect employer incident investigations?

If approved, a new section of the Regulation (3.28) would clarify the meaning of “participation” for worker and employer representatives with respect to their participation in employer preliminary and full investigations, by expanding the list of what “participation” includes. This includes assisting persons carrying out the investigation with:

- Gathering information
- Analyzing the information collected
- Identifying any corrective actions necessary to prevent similar incidents from happening again

How would this affect you?

The proposed new activities are *in addition* to existing requirements under section 174(1.1) of the Act. Worker and employer representatives will continue participating by viewing the incident scene with those conducting the investigation and providing advice.

Please note that section 174(1.1) of the Act and the proposed section 3.28 of the Regulation provide examples of what participation includes but does not limit the broad meaning of “participation” for worker and employer representatives in employer investigations.

We are developing an OHS Guideline to more fully explain participation and its importance to workplace health and safety. Once proposed changes are approved, this Guideline will be available at worksafebc.com.

Where can you get more information?

You can review a discussion paper on these proposed joint committee changes and get information on how to provide feedback on worksafebc.com when the proposals are released for public hearing later this year. ☺



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WORK SAFE BC



John Decaire (left) and Al Cornes are helping to teach the next generation of workers the importance of health and safety on the job.

Health and safety starts in the classroom

By Gord Woodward

A new project in B.C. high schools aims to help create the next generation of healthy and safe workers.

This spring, more than 100 secondaries around the province this spring joined the Day of Mourning BC Schools Project.

Designed for students who are, or soon will be, young workers, the project ties in to the national Day of Mourning, which remembers Canadians who have died on the job and promotes health and safety rights in the workplace.

“Young workers are a critical demographic,” explains Scott McCloy, WorkSafeBC’s director of government, community, and media relations. “Our research tells us

that young workers and new workers are far more vulnerable in the workplace than other workers.”

How vulnerable? Well, an average of 27 young workers have time-loss injuries every day in B.C. And an average of seven young workers are permanently disabled every week.

That’s where the schools project comes in.

“We’re hoping to get those numbers as low as possible,” says project manager Al Cornes, secretary-treasurer for the BC Labour Heritage Center.

The project provides a teachable moment for secondary students, he says. “We’re hoping that kids will gain a more serious appreciation of their first job, and their rights as workers.”

“We’re hoping that kids will gain a more serious appreciation of their first job, and their rights as workers.”

—Al Cornes, secretary-treasurer for the BC Labour Heritage Centre

To get that message across, the project this year provided high schools with scripts, posters, postcards, and a video for students. Leading up to the April 28 Day of Mourning, participating schools were encouraged to make daily announcements about workplace safety. And on the day of observance, principals were encouraged to address students and lead a moment of silence.

All materials were designed specifically for young workers, prominently featuring their peers. “Young people identify and empathize with other young people,” explains John Decaire, a teacher at Cariboo Secondary in Burnaby.

Decaire is the one who first came up with the idea for the project. The idea hit him one day when he asked his Grade 11 students how many of them had jobs. “Half the class raised their hands,” he recalls. “That was eye-opening for me.”

His “aha” moment was further shaped by knowing that all B.C. high school students need 30 hours of work experience to graduate. Inevitably, then, all of his students would be in the workplace at some point while cracking the books — and in need of education about health and safety.

Inspired by the annual Day of Mourning — “it should be right up there with Remembrance Day,”

he says — Decaire approached the BC Labour Heritage Centre with his idea.

It was an easy sell. “We see it as an extension of work we already have under way in schools,” says Cornes.


The project quickly became a partnership between the centre, WorkSafeBC, the BC Federation of Labour, and the BC Teachers’ Federation. The BC School Trustees Association and the Principals and Vice Principals Association also provided support.

Decaire piloted the project in his school last year, and then it was rolled out in more than 100 secondaries this spring.

The response? “In my school, it’s been all positive from staff and students,” he says.

It’s gone so well, in fact, that Decaire sees the project expanding down the road. “I’d like to see a modified version for elementary schools,” he says, since young people can legally enter B.C. workplaces at age 12.

WorkSafeBC’s McCloy also sees the project growing in the years ahead.

“Our goal for the future is to reach every high school in the province,” he says. “Ultimately, WorkSafeBC is trying to create a generation of safe workers.” 



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Budding scientist Zofka Svec is this year's AI Appleton WorkSafe Award recipient.

2016 AI Appleton Award Winner

By Heather Allen

Zofka Svec, a 12-year-old budding scientist from Victoria, B.C., has found a new way to disinfect hospitals. Svec's science project, showcased at the 2016 Vancouver Island Regional Science Fair, demonstrated that a solution of hydrogen peroxide could be an effective disinfectant for hard-to-kill bacteria.

It was more than curiosity that led to Svec's interest in fighting bacterial infections. A few years ago her mother contracted *Clostridium difficile* (C. difficile) while in hospital, a superbug that causes diarrhea and other serious intestinal conditions.

"I wanted to help others like my mom because I found out this was a really big problem in hospitals," says Svec. In fact, according to the Public Health Agency of

Canada, C. difficile is one of the most common infections found in hospitals and long-term care facilities.

Svec's project, *Hydrogen Peroxide as a Sporocidal Disinfectant for C. Difficile*, took eight months to complete, and won this year's AI Appleton WorkSafe Award. This award, created in memory of AI Appleton, a long-serving WorkSafeBC Prevention manager, is given to a student in grades 7-12 whose project best demonstrates creativity and innovation in workplace injury and disease prevention, and occupational hygiene.

"One of the considerations in selecting Zofka's project to win the AI Appleton Award was that she created her project with the objective of finding the most effective way of controlling a biohazard that affected her personally," explains Ray Merriman, judge and WorkSafeBC occupational hygiene officer.

C. difficile is a particularly dangerous bacterium because its endospores can survive many disinfectants and extreme heat. Patients are at high risk of infection because the bacteria can be transferred by simply touching a doorknob or other infected surface, then touching one's nose or mouth.

For her science project, Svec studied the effectiveness of seven different disinfectants, including different strengths of ethanol, diluted hydrogen peroxide, quaternary ammonium salt, a thyme oil derivative, and bleach. "I thought bleach would work best because that's what is currently used at hospitals," says Svec.

She was surprised by her results, which indicated a 30 percent hydrogen peroxide solution delivered the best results. In fact, diluted hydrogen peroxide was 98 percent effective on *Bacillus subtilis*, the bacteria Svec used in her experiments (which is similar yet safer to handle than *C. difficile*). "I was hoping to find something different, so that was really cool."

Svec studied the effects of disinfectants on a hard surface, but more research is needed before hospitals could consider switching to this sporicidal disinfectant. "Hydrogen peroxide is a powerful oxidizer that can create a fire hazard when high concentrations contact combustible materials, like fabric," explains Merriman.

Svec is more closely exploring the use of hydrogen peroxide, and is already being mentored for her next science project. Her mother, Barbara Svec, encourages her daughter to pursue her passion for science no matter what topic she tackles. "I've always been

"Zofka's project was the winner because she showed a level of understanding that this could have a big potential impact in health care."

—Ray Merriman, judge and WorkSafeBC occupational hygiene officer

shocked at Zofka's knowledge and perception of things in so many different fields. Science has always been her thing."

At this year's regional science fair held at the University of Victoria, 151 young scientists presented 126 different projects. Merriman found that 14 of these projects clearly demonstrated the principles of occupational hygiene. "Zofka's project was the winner because she showed a level of understanding that this could have a big potential impact in health care."

Svec, in grade 7 at Maria Montessori Academy in Victoria, plans on a career in virology, immunology, and disease prevention.

"I want to help people around me live healthy lives," she says. "To prevent further lives lost is a big component of virology, and that's what I want to do with my life — stop the spread of disease." ☺



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Winner

Office safety



Doug Schur, safety coordinator for Seaspan Ferries Corporation in Delta, B.C., is the winner of the March/April “What’s wrong with the photo?” contest.

Work space

- General housekeeping of the area is cluttered creating many tripping hazards
- Electrical cords laying on the ground and out of container
- Oily rag should be properly contained or disposed of
- Heavy objects stacked and hanging off the shelf where they could fall on the worker
- Portable heater placed around combustibles creates a fire hazard

- Fire extinguisher should be properly mounted
- Cart left in walkway/workspace creating obstruction and tripping hazard
- Spray bottles lack proper labeling
- Coffee pot has been left where it can fall onto the worker
- Brooms creating tripping hazard
- Worker’s reflective vest does not appear to have proper reflective material

Worker ergonomics

- Poor posture while sitting
- Improper desk height
- Placement of computer and mouse causing poor posture
- Office chair resting on wood, creates tripping or tipping hazard ☹️



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

To reduce the risk of injury:

- Train workers in ladder safety
- Choose the right type of ladder for the job
- Develop and follow safe work procedures



WorkSafeBC's director of Corporate Communications, Terence Little, presents the new website to stakeholders.

Welcome to the new worksafebc.com

By Heather Allen

The new WorkSafeBC website (worksafebc.com) which launched in June, is user-centred and easy to understand. It offers many new features, making it quicker and easier to find content and resources, including from mobile devices.

The project which has been in the works for some time, focused on engaging our four main user groups — workers, employers, health and safety professionals, and health care providers. Figuring out how to make navigation simple for this broad user group was a big challenge. “Our distinct audiences do business with us in very different ways,” explains Terence Little, WorkSafeBC director of Corporate Communications. “We had the opportunity engage with each one of these audience groups to identify their needs.”

The project team created multiple ways to access information while still maintaining a clean design. For example, right on the homepage, a person can click the “I am a...” button to access information best suited to their needs. “It’s much easier for users to decide what action to take from the homepage, providing streamlined access to information for multiple audiences.”

WorkSafeBC’s website receives between 1 to 2 million page views per month and contains thousands of documents, so it was important to spend time ensuring visitors to the site could find the information they need.

During the redesign process, WorkSafeBC invited stakeholders from each of the major audience groups to test the new website. “We ended up making many adjustments, knowing that even small changes can make a big difference to a site’s usability,” explains Little.

In addition to reducing visual clutter and improving navigation, search tools on the new website are much improved. Users can now perform a global search of everything on the website, or they can search for forms and resources. Users can also filter their topics, just as they would when searching by brand or by size on a shopping site. Improved page headers feature frequently asked questions, and footers contain more links and key content.

Because the site has been reorganized, links to pages on the old website will no longer work. As a result, regular users of WorkSafeBC's website will need to update links, bookmarks, and other references on printed documents. Please note that the URLs of online applications (any URL beginning with online.worksafebc.com) will still work.



A new worksafebc.com

We are redesigning our website to serve you better, with many new features to make it easier to find the content and resources you need.

If you have any outdated bookmarks, you will have to update them. To find out more, visit worksafebc.com.

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on worksafebc.com > about us > shared data

WORK SAFE BC

Researcher Hazel Hollingdale takes an in-depth look at risk-taking in typically male-dominated work environments.

Gender and risky workplace behaviour

By Gail Johnson

When she began her studies in sociology, graduate student Hazel Hollingdale focused on the relationship between gender and work culture. Gender is a term that describes the cultural and social meanings attached to men's and women's roles, and how people understand, manage, and project their masculine and feminine characteristics.

There has been a great deal of research on gender as it relates to risk-taking behaviour. However, few studies have looked more closely at the way gender operates in risk-taking behaviour at work, or what employers can do to enhance workplace health and safety as it intersects with gender.

Hollingdale found herself intrigued when she heard friends in male-dominated, “macho-type” jobs talking about taking serious risks at work. Wanting to learn more, her curiosity led her further into the topic when she began her master's research. In 2011, in support of her work, she received a Research Training Award from WorkSafeBC.

Specifically, Hollingdale examined why risk-taking happens in typically male-dominated, high-hazard work environments. Stemming from that exploration, she developed recommendations aimed at helping employers boost occupational safety.

“I had lots of friends who worked in ironwork or as electricians, and would constantly hear these stories about the risks they'd take during work that were totally unsafe,” she says. “I'd ask, ‘Why are you doing this? Why aren't you wearing your insulated gloves?’”

The responses surprised her, and included, “‘You look like you're not competent enough to do a job. If you're putting on safety equipment, you don't know what you're doing.’ It was all guys saying that.”

Digging deeper into “macho” tendencies

Hollingdale wasn't satisfied with trite assumptions, such as, “men have testosterone; they just take more risks.”

To get a better understanding of why men might not follow safe practices on the job, she partnered with a large B.C. firm employing a variety of tradespeople.

“Policy around safety needs to be collaborative. Individuals in an organization who really know what it’s like to be up on that ladder 40 feet in the air, and whether it’s realistic to be carrying 80 pounds of equipment, must be involved in policy development.”

—Hazel Hollingdale, UBC graduate student and WorkSafeBC Research Training Award recipient

The company had a primarily unionized workforce and an apparently strong corporate dedication to safety, with regular departmental health and safety meetings, routine safety training, a culture that encouraged workers to report “near misses,” and other safety-related policies and procedures. Yet, its occupational health and safety efforts were less successful than anticipated, averaging 169 reported health and safety incidents every year — and one serious safety incident or death every six months.

Hollingdale analyzed 10 years of the firm’s accident reports, focusing on nearly 800 cases involving power line technicians, cable splicers, and electricians — inherently dangerous occupations often perceived as “male” work.

She discovered the company recognized those occupational groups had what they called a “cowboy culture,” marked by solo work, displays of courage, and disregard for authority — all hallmarks, she says, of stereotypical “masculine” roles. Yet, those circumstances were not factored into the conclusions or recommendations of the company’s internal investigations of severe work-related injuries or deaths.

“When doing analysis of accidents or coming up with policy, you must take social interaction into account,” says Hollingdale. “You need to have an understanding of how people behave. There are interventions you can put into place to change how people behave for safety, including men.”

Hollingdale, currently working on her Ph.D. at the University of British Columbia (UBC), believes people behave in relation to one another. So, when workplaces are male-dominated and involve high-risk work, they often have an organizational culture that leads workers to take more risks. Interventions, she contends, should focus on changing the organizational culture in

thoughtful and intentional ways.

So how do employers do that?

She says understanding a workplace’s culture is an essential place to start.

“Organizational culture is a living, breathing thing,” Hollingdale says. “It’s made up of you and your priorities, and all the individuals and their priorities within your organization. Ideally you want those priorities to align so they’re not competing. You want everybody on the same page. If that’s the case, then you have a really successful base from which to implement any policy.”

3D approach to OHS

There are three concrete ways employers can shift their organizational culture — even a “cowboy” culture — to encourage safety and discourage risk-taking:

- **Create collectivist goals** — “In male-dominated, male-type workplaces, you need to reorient individuals so the goals in mind are collectivist, not individual,” says Hollingdale. It’s not everybody out for themselves and their own safety; you need respect between workers, and to invest in instilling that respect toward your workers. Then, you can have mutual respect and a collectivist culture that provides the base for safe behaviour. To foster that, it’s important to provide opportunities for people to socialize during work time. “People start looking out, not just for their own safety but for their friends’ safety,” she explains. “Whoever’s with you is not just your co-worker, but someone you care about.”
- **Redefine competency** — Competency is often rewarded in the workplace, but creating a successful safety-oriented workplace is more effective when employers provide incentives for workers who make an effort to improve. “Focus on rewarding willingness

to learn,” she says. “Cultivate a focus on improving rather than proving competency, so you’re always looking to learn and improve competency around safety and safe behaviour.” Leaders can play a role by demonstrating how to improve safety. Mentoring can also be effective, matching up new workers with someone more senior who models safe behaviour right from the start. “It will be a normal thing for that new individual,” Hollingdale says. She suggests strategically appointing or promoting workers who have modelled a dedication to safe behaviour to leadership roles. That can further reinforce safer behaviour throughout the organization.

- **Get workers involved in policy-making** — “Policy around safety needs to be collaborative,” Hollingdale says. “Individuals in an organization who really know what it’s like to be up on that ladder 40 feet in the air, and whether it’s realistic to be carrying 80 pounds of

equipment, must be involved in policy development. Otherwise, you’re not going to create the best policy, nor have buy-in on individual level.”

To date, Hollingdale has presented her findings at several conferences. She hopes her work can act as a bridge between academic research and workplace reality.

WorkSafeBC supports the translation of knowledge into practice.

“Our Research Training Awards funding stream was designed to foster development of occupational health and safety research expertise in B.C.,” says WorkSafeBC director of Research Services Lori Guiton. “Hazel’s work is a great example of research that has direct applicability in the workplace. Her efforts to share her research with employers are a key step in translating knowledge into practice. By supporting the training of students like Hazel, we are contributing to the future of occupational health and safety research.”



Safety Training Courses

The BC Construction Safety Alliance (BCCSA) offers a variety of Safety Training courses which provide supervisors, workers, owners and safety personnel with the skills necessary to:

- Mitigate site hazards
- Prevent workplace injuries, illness and disease
- Improve safety culture
- Ensure that everyone on the work site takes the steps needed to stay safe and healthy

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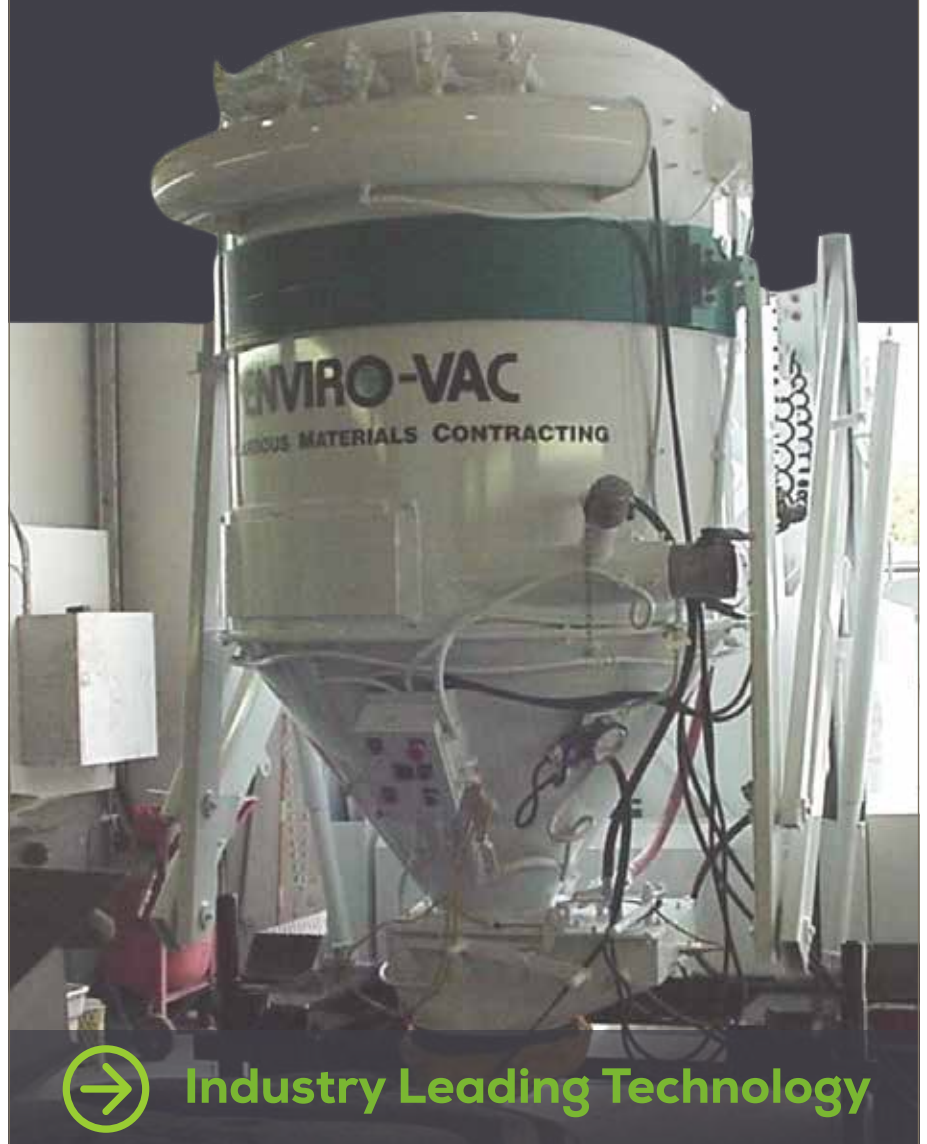
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Construction

1002024 B.C. Ltd. / Dual Kloot Construction | \$6,862.15 | Chilliwack | December 3, 2015

This firm's crew was building a dairy barn. WorkSafeBC observed two of the firm's workers on the roof of the barn. The workers were not using personal fall protection systems and no other form of fall protection was in place. They were exposed to a risk of falling 4 to 5.5 m (14 to 16 ft.). A representative of the firm was on site but had not ensured that fall protection was used. This was a repeated and high-risk violation.

1031903 B.C. Ltd. | \$2,500 | Victoria | November 18, 2015

WorkSafeBC inspected a jobsite where this firm was renovating a pre-1990 house. WorkSafeBC observed potentially asbestos-containing debris from concrete pipe, exterior stucco, vinyl sheet flooring, mastic sealant, and gypsum/plaster wall treatments. The firm failed to ensure that a hazmat survey was properly conducted by a qualified person before it began the renovation work. This was a high-risk violation.

3D Environmental Groups Ltd. | \$4,544.76 | Surrey | October 21, 2015

This firm was hired by a developer to perform asbestos abatement on a pre-1990 house slated for demolition. The firm issued a clearance letter for the property stating that all asbestos-containing materials (ACMs) had been removed. WorkSafeBC's inspection of the property found ACMs still present in the form of vermiculite insulation in the attic and adjoining areas. The firm committed two repeated violations: it failed to safely remove hazardous materials from the house, and it failed to have a qualified person confirm in writing that the materials had been removed.

A2Z Roofing Ltd. | \$2,500 | New Westminster | December 16, 2015

WorkSafeBC observed two of this firm's workers (one of them a representative of the firm) standing near the edge of the roof of a two-storey house under construction. Although both workers were wearing fall protection harnesses, they were not connected to lifelines. No guardrails were in place. The roof slope varied from moderate to extremely steep (14:12). The workers were exposed to a risk of falling about 8 m (25 ft.). The firm representative could not produce proof of any fall-protection training for one of the workers. The firm failed to ensure that a fall protection system was used, a repeated and high-risk violation. It also failed to provide its workers with the information, instruction, training, and supervision needed to ensure their health and safety, a repeated violation.

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.

Abby Framing Ltd. | \$2,500 | Mission | November 13, 2015

WorkSafeBC observed a representative of this firm on the garage roof of a two-storey house under construction. He was not using a personal fall protection system, nor was any other form of fall protection in place. He was exposed to a risk of falling 5 m (16 ft.). Also, unguarded window and floor openings inside the house posed a fall hazard. The firm failed to ensure that fall protection was used, a repeated and high-risk violation. It also failed to cover or guard openings in areas accessible to workers, a repeated violation.

Advantage Roofing Ltd. | \$6,110.55 | Blind Bay | November 13, 2015

WorkSafeBC observed five of this firm's workers (including a supervisor) re-roofing a house. The workers were on the roof without personal fall protection systems or any other form of fall protection. They were exposed to a risk of falling 2.5 to 5 m (8 to 16 ft.). The firm failed to ensure that fall protection was used. It also failed to provide its workers with the supervision needed to ensure their health and safety. These were repeated and high-risk violations.

All Roofing & Repairs Ltd. | \$2,500 | Maple Ridge | October 20, 2015

WorkSafeBC observed three of this firm's workers re-roofing a bungalow. None of them were using personal fall protection systems. One of the workers was at the edge of the roof, exposed to a risk of falling just over 3 m (10 ft.). A representative of the firm was on site. The firm's failure to ensure that fall protection was used was a repeated and high-risk violation.

All Season Plaster & Stucco Ltd. | \$4,363.28 | Maple Ridge | January 11, 2016

This firm allowed two of its workers to use non-compliant job-built scaffolding to perform work on the exterior of three houses up to a height of 6 m (20 ft.). The scaffolding had only a top rail in place. The workers were not using personal fall protection systems. The firm failed to ensure that fall protection was used, a repeated and high-risk violation.

BDC Bull Dozer Construction Ltd. | \$13,563.38 | Kamloops | December 21, 2015

WorkSafeBC inspected a construction site where this firm's workers were building a hotel complex. The inspection found multiple violations of safety requirements, including those related to handrails on stairs, illumination levels, and storage of hazardous substances. The firm lacked records of pre-trip inspections of mobile equipment, contravening the requirement to ensure that equipment is used in accordance with the manufacturer's instructions. Supervisors on site had not received any health and safety training, a violation of the requirement to provide workers with the training needed to ensure their health and safety. Finally, the firm submitted an incident investigation that was conducted by two management employees without a worker representative present. Some of the violations were repeated and high-risk.

Bella Terra Vineyards Ltd. | \$2,500 | Oliver | November 13, 2015

WorkSafeBC inspected a site where this firm had made an excavation of varying depths, about 4 to 5 m (14 to 17 ft.). One side of the excavation was adjacent to and at some points underneath an existing building. The firm had caused its workers to enter the excavation, including the area under the building. The steep sides of the excavation were not sloped, benched, or shored and had not been assessed by a professional engineer. The soil along the perimeter consisted of loose sand and rock, and it was sloughing into the work zone in spots. This was a high-risk violation.

Big Bear Construction Service Ltd. | \$2,500 | North Vancouver | November 4, 2015

This firm was responsible for overseeing the excavation of a lot where a new house was to be built. The excavation was 1.4 to 2.6 m (4.5 to 8.5 ft.) deep. About 25 to 30 cm (10 to 12 in.) of groundwater had accumulated along its east and west sides, causing minor sloughing at the base. The firm's worker had entered the deepest end of the excavation. The sides of the excavation were not sloped, benched, or shored and had not been assessed by a professional engineer. This was a high-risk violation.

Bragg Construction Ltd. | \$9,281.35 | Prince George | December 16, 2015

This firm's worker was installing floor joists for the first floor of a house under construction. A joist attachment gave way and the worker fell 3.2 m (10.5 ft.) through an unguarded opening onto the gravel basement floor below. He sustained serious injuries. WorkSafeBC's investigation found that even though fall protection equipment had been available on site, the worker had not been using a personal fall protection system. The firm failed to ensure that fall protection was used for a location where a fall of 3 m (10 ft.) or more could take place. This was a repeated and high-risk violation.

Bray Enterprises Ltd. | \$16,424.27 | Langley | December 16, 2015

WorkSafeBC inspected a residential construction site where this firm had caused its worker to enter an excavation 2 m (6.5 ft.) deep. The excavation had not been assessed by a professional engineer and its sides were not sloped, benched, or shored. This was a high-risk violation.

Bronag Contracting Ltd. | \$7,558.90 | Salmon Arm | October 9, 2015

This firm's workers were installing siding on a new three-storey assisted living complex. Workers had conducted work from a second-floor balcony without any form of fall protection, exposed to a risk of falling 3.7 m (12 ft.). A scaffold system 5 m (16 ft.) high had been set up incorrectly — it was not attached to the building, was not plumb, and had improper sole plates. Finally, a worker was cutting fibrous cement board with a chop saw but lacked respiratory protection, exposing him to silica dust. The fall protection and scaffold set-up infractions were high-risk violations.

Brookbank Builders Inc. | \$4,932.48 | Chilliwack | December 31, 2015

This firm's crew was building a dairy barn. WorkSafeBC inspected the worksite and observed three of the firm's workers working at the edge of the roof. None of the workers were using personal fall protection gear, nor was any other form of fall protection in place. They were exposed to a risk of falling at least 5 m (16 ft.). The firm failed to ensure that fall protection was used, a repeated and high-risk violation.

Comfort Development Ltd. | \$4,742.40 | Vancouver | December 12, 2015

WorkSafeBC inspected a worksite where this firm was the prime contractor for the construction of a two-storey house. A worker was working at heights greater than 3 m (10 ft.) and was not using a fall protection system; a site-specific fall protection plan had not been developed at the site; handrails were missing on two sets of stairs; and an access ramp was not the required minimum width. The prime contractor had not done everything reasonably practicable to establish and maintain a system for ensuring compliance with the *Workers Compensation Act* and the *Occupational Health and Safety Regulation* at the site. This was a repeated violation.

Deborah Martin & James Allen Martin / B C West Roofing & Contracting | \$7,500 | Aldergrove | November 19, 2015

WorkSafeBC observed two of this firm's workers re-roofing a split-level house. Neither worker was using a personal fall protection system and no other form of fall protection was in place. They were exposed to a risk of falling as much as 9 m (30 ft.). A representative of the firm was on site. The firm failed to ensure that fall protection was used, a repeated and high-risk violation.

Devon Richard Knapfl / Aces Roofing | \$10,943.70 | Courtenay | January 11, 2016

WorkSafeBC observed this firm's workers on the roof of a two-storey townhouse complex. They were not using personal fall protection systems, and no other form of fall protection was in place. Both workers were exposed to a risk of falling at least 6 m (20 ft.). One of the workers was a supervisor. The firm failed to ensure that fall protection was used, a repeated and high-risk violation.

Don B. Morris / Morris Roofing | \$5,000 | Prince George | December 7, 2015

This firm's workers, including a supervisor, were re-roofing a house and its attached carport. WorkSafeBC observed two of the workers on the carport roof and the supervisor on the roof of the house. They were not using personal fall protection systems, nor was any other type of fall protection in place. They were exposed to a risk of falling anywhere from 3 to 4 m (10 to 14 ft.). Also, the jobsite lacked a first aid kit and attendant. The firm failed to ensure that fall protection was used and failed to provide adequate first aid supplies and services. These were repeated violations, and the lack of fall protection was a high-risk violation.

Edward Lee Roetman / Roetman Management | \$2,500 | Nanaimo | December 22, 2015

WorkSafeBC observed two of this firm's workers (including a representative of the firm) on the roof of a two-storey house under construction. Neither of the workers was using personal fall protection systems and no other form of fall protection was in place. They were working near the edge of the roof, exposed to a risk of falling 6 m (19 ft.). The firm failed to ensure that fall protection was used, a repeated and high-risk violation.

Eneldo's Construction Ltd. / Eneldos Construction | \$3,761.88 | Fort St. John | January 19, 2016

WorkSafeBC observed two of this firm's workers (one of them a supervisor) shingling the roof of a one-storey, multi-residential complex. Neither worker was using a personal fall protection system, nor was any other form of fall protection in place. They were exposed to a risk of falling about 3.4 m (11 ft.). The firm failed to ensure that fall protection was used, a repeated and high-risk violation.

Penalties (continued)

European Environmental Ltd. | \$30,000 | Vancouver | January 14, 2016

This firm was conducting asbestos abatement measures at a house that was due for demolition. The firm issued a clearance letter for the property stating that all asbestos-containing materials (ACMs) had been removed. WorkSafeBC's inspection of the property found vermiculite (a potential ACM) on bulkheads over windows, on wall top plates, in plaster debris, and on top of remaining ceiling material in the attic. The firm failed to ensure that hazardous materials were safely removed from the worksite and that their removal was confirmed in writing by a qualified person. These were repeated and high-risk violations.

Fair Trade Work Ltd. / FairTradeWorks | \$9,099.48 | Vancouver | November 20, 2015

WorkSafeBC inspected a worksite renovation of a pre-1990 house. The firm failed to ensure that a qualified person inspected the house and the worksite to identify hazardous materials before the renovation work began. When a hazmat survey was made available to WorkSafeBC, it showed that material from the area disturbed by the renovation work contained asbestos. The firm's failure to have a qualified person identify hazardous materials before the work began was a high-risk violation.

G P Home Developments Limited | \$1,000 | Maple Ridge | January 8, 2016

WorkSafeBC inspected a worksite where this firm was the prime contractor for the construction of three, three-level houses. Officers found several violations of workplace health and safety requirements. A subcontractor's workers had been unprotected from a fall hazard of as much as 6 m (20 ft.) while on non-compliant scaffolding. The firm had left the worksite unsupervised. As prime contractor, the firm failed to do everything reasonably practicable to establish and maintain a system for ensuring compliance with the *Workers Compensation Act* and the *Occupational Health and Safety Regulation* at the site. This was a repeated violation.

Glenn Van De Weteringe Buys | \$2,500 | Sechelt | December 10, 2015

WorkSafeBC observed a representative of this firm and one of its workers standing on a plank supported by a ladder-jack system, applying siding to a new house. The ladder-jack system was set up on a steep, rocky hillside that sloped down away from the house. Neither the firm representative nor the worker was using a personal fall protection system, nor was any other form of fall protection in place. They were exposed to a risk of falling at least 3 m (10 ft.). The firm's failure to ensure that fall protection was used was a high-risk violation.

Gotter Did Contracting Ltd. | \$5,604.55 | Quesnel | November 16, 2015

WorkSafeBC inspected a jobsite where this firm's crew was re-shingling a bungalow. Four of the firm's workers were on the roof without personal fall protection systems. No other form of fall protection was in place. The workers were exposed to a risk of falling about 3.4 to 3.8 m (11 to 12.5 ft.). None of the crew possessed Level 1 first aid certification as required, and the first aid kit on site lacked the three blankets needed. A truck-mounted crane was in use but neither the worker operating it nor any other worker present had the appropriate crane operator certificate. These were all repeated violations and the firm's failure to ensure the use of fall protection was also a high-risk violation.

Graham A. Johnson / Lakeview Homes | \$2,500 | Sicamous | December 17, 2015

WorkSafeBC observed two of this firm's workers (including a representative of the firm) sheathing the roof of a two-storey house under construction. Neither worker was using a personal fall protection system. The workers were exposed to a risk of falling about 9 m (30 ft.). The firm failed to ensure that fall protection was used, a high-risk violation.

Greenway Environmental Inc. | \$1,000 | West Vancouver @ November 19, 2015

WorkSafeBC inspected a site where a pre-1990 house had been demolished. The inspection found that the firm had contravened regulations on demolition by issuing an incomplete and inaccurate hazmat survey. A further survey of the demolition debris found four samples of drywall mud and vinyl tile that contained chrysotile asbestos. This was a repeated violation.

H&I Environmental Groups Ltd. | \$2,658 | Maple Ridge | December 2, 2015

This firm was conducting asbestos abatement measures at a house that was due for demolition. The firm issued a clearance letter for the property stating that all asbestos-containing materials (ACMs) had been removed. It then had its workers remove drywall and other materials from the interior. WorkSafeBC's inspection of the property found vinyl sheet flooring still intact in the house. The hazardous materials survey for the house identified this flooring as containing asbestos. The firm started demolition activities without ensuring that hazardous materials were safely removed first and that their removal was confirmed in writing by a qualified person. These were repeated violations.

H&I Environmental Groups Ltd. | \$2,658 | Surrey | January 12, 2016

WorkSafeBC inspected a pre-1990 house where this firm had been hired to conduct hazardous materials abatement, including drywall removal. The hazardous materials survey provided by the firm stated that the only asbestos-containing materials (ACMs) in the house was the furnace duct tape. The survey reported on too few representative samples compared to what was required. Further, it did not clearly specify the location and identity of the samples that were taken. A third-party hazmat survey confirmed the presence of ACMs. The firm failed to have available at the jobsite a hazmat survey properly conducted by a qualified person. This was a repeated and high-risk violation.

Halcyon Traffic Control Ltd. | \$1,633.41 | New Westminster | December 15, 2015

WorkSafeBC observed this firm's workers (traffic control persons) at its worksite failing to use chin straps with their hard hats. WorkSafeBC ordered the firm on January 30, 2015, to submit a Notice of Compliance related to this infraction. As of August 27, 2015, the firm had not complied with the order. The firm is being penalized for its failure to comply with WorkSafeBC orders.

Hardev Singh Bhandal / Finewood Renovations | \$2,500 | Richmond | December 17, 2015

This firm's crew was installing fascia board on the roofline of a two-storey house under construction. WorkSafeBC observed two of the firm's workers standing among the unsheathed roof trusses, on a narrow wall plate, leaning over the edge of the second-storey walls. The workers were not using personal fall protection systems and no other form of fall protection was in place. They were exposed to a risk of falling about 6 m (19 ft.). The firm's failure to ensure that fall protection was used was a repeated and high-risk violation.

Hawk Ridge Contracting Ltd. | \$14,109.56 | Salmon Arm | November 23, 2015

WorkSafeBC inspected a multi-residential construction site where this firm was the prime contractor and found that the firm had violated fall protection requirements. Two workers were on the roof of a covered entranceway. They were not using personal fall protection systems, nor was any other form of fall protection in place. They were exposed to a risk of falling 5 m (16 ft.). The firm's failure to ensure that fall protection was used was a high-risk violation.

HG Trucking Ltd. | \$1,000 | Burnaby | January 4, 2016

WorkSafeBC inspected a jobsite where this firm had demolished a house. The firm failed to have a qualified person ensure and confirm in writing that hazardous materials identified at the site had been safely removed before it began demolition work. This was a repeated violation.

HG Trucking Ltd. | \$6,500 | Surrey | January 6, 2016

WorkSafeBC inspected a jobsite where this firm was demolishing a house and an outbuilding. The firm failed to have available at the worksite a written hazmat survey. It also failed to have a qualified person ensure and confirm in writing that hazardous materials identified at the site had been safely removed before it began demolition work. Finally, the firm failed to provide its workers with the information, instruction, training, and supervision needed to ensure their own and other workers' health and safety.

Ideal Roofing Ltd. | \$2,500 | Vancouver | December 18, 2015

This firm's worker, who was also a representative of the firm, fell about 4.5 m (15 ft.) from an unguarded roof area on a house. The worker had been working on the upper roof of the house, but then descended to the lower roof without personal fall protection equipment. The firm's failure to ensure that fall protection was used was a repeated and high-risk violation.

Innovative Roofing & Waterproofing Inc. | \$2,500 | Chilliwack | November 25, 2015

Two of this firm's workers — including a representative of the firm — were installing shingles on the roof of a two-storey house under construction. Neither worker was using a personal fall protection system and no other form of fall protection was in place. The workers were exposed to a risk of falling 4 to 9 m (14 to 30 ft.). The firm failed to ensure that fall protection was used, a repeated and high-risk violation.

Jared Bernhard Brokop / Brokop Roofing | \$2,500 | Oak Bay | December 11, 2015

WorkSafeBC observed two of this firm's workers on the roof of a house that was being renovated. The workers were not using personal fall protection systems and no other form of fall protection was in place. They were exposed to a risk of falling 6 m (20 ft.). A representative of the firm was on the roof with the workers. The firm failed to ensure that fall protection was used, a repeated and high-risk violation. It also failed to provide its workers with the information, instruction, training, and supervision needed to ensure their health and safety.

K2 Roofing Ltd. / K2 Roofing | \$18,815.15 | North Vancouver | October 19, 2015

WorkSafeBC observed three of this firm's workers re-roofing a two-storey commercial building. Two of them were on the roof, both working near the edge. One of these workers was wearing a fall protection harness but was not connected to a lifeline, exposing the worker to a risk of falling 9 m (30 ft.). The third worker was on an extension ladder propped against the roof's edge. He was also not using a fall protection system. The firm's failure to ensure that fall protection was used was a repeated and high-risk violation.

Kaile Enterprises Ltd. | \$5,000 | Abbotsford | November 18, 2015

This firm was framing a new two-storey house. WorkSafeBC observed two of the firm's workers (including a representative of the firm) standing on the 15 cm (6 in.) wide top plate of a second-storey wall, installing roof trusses. Neither worker was using a personal fall protection system and no other form of fall protection was in place. They were exposed to a risk of falling about 5.5 m (18 ft.). The firm failed to ensure that fall protection was used, a repeated and high-risk violation.

Karl Woodason / Summit Roofing Ltd. | \$2,500 | Courtenay | December 16, 2015

This firm's crew was roofing a house with a roof slope of approximately 5:12. One of the workers was not using a personal fall protection system, and no other form of fall protection was in place. As a result, the worker was exposed to a risk of falling 4 m (14 ft.). No supervisor was on site. The firm's failure to ensure that fall protection was used was a repeated and high-risk violation.

Khurban Ricardo Mukari & Khurban Ali Mukari / Urban Concrete | \$2,500 | Richmond | December 11, 2015

WorkSafeBC inspected a jobsite where this firm's workers had felled trees about 15 m (50 ft.) tall. One tree had been partially cut and left standing overnight. WorkSafeBC's investigation found that the firm had contravened numerous safety requirements for manual tree falling. The firm allowed workers other than the faller to enter the active falling area, failing to ensure that they stayed a minimum of two tree-lengths away from the tree being felled. Standing stumps 1.2 m (4 ft.) tall obstructed the falling activity, blocking potential safe escape routes for the faller. The uncertified faller did not use the required backcuts, undercuts, and wedges. Finally, the firm failed to alert workers and others to the hazard of the partially cut tree. These were all high-risk violations.

Kirat Framing Ltd. | \$2,500 | New Westminster | October 19, 2015

This firm's workers were framing a two-storey house. WorkSafeBC observed two of the firm's workers (including a representative of the firm) positioned among the trusses of the entrance-porch roof. They were not using personal fall protection systems. They were exposed to a risk of falling 3.7 to 5.5 m (12 ft. to 17 ft.). The firm's failure to ensure that fall protection was used was a repeated and high-risk violation.

Koome Construction (Victoria) Ltd./ Koome Construction | \$2,000 | Saanich | October 13, 2015

WorkSafeBC inspected a residential construction site where this firm's workers had entered an excavation of 2 to 2.5 m (7 to 8 ft.). The sides of the excavation were not sloped, benched, or shored and had not been assessed by a professional engineer. This was a repeated and high-risk violation.

Mandair Siding , Soffits & Sundeck Ltd. | \$1,000 | Burnaby | December 2, 2015

WorkSafeBC inspected this firm's jobsite and saw one of its workers on a plank supported by a ladder-jack system, exposed to a risk of falling about 5.5 m (18 ft.). The firm was ordered to submit a written Notice of Compliance to indicate how it had achieved compliance with its duty to inform, instruct, and train its workers in fall protection and to supervise them when working at heights. The firm is being penalized for failing to comply with this requirement.

Matt Gordon Roofing and Custom Sheet Metal Ltd. | \$12,639.35 | Surrey | January 19, 2016

This firm's workers, one of them a supervisor, were installing metal material on the roof of a two-storey house. A worker slipped and fell 10.6 m (35 ft.) from the unguarded edge of the roof, sustaining serious injuries. The worker was wearing a fall protection harness but was not connected to a lifeline; no lifeline or anchor was available on site. The worker had not received a workplace orientation or training in the use of fall protection. The firm failed to ensure that fall protection was used, a repeated and high-risk violation. The firm also failed overall to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety.

Newbility Contracting Ltd. | \$1,000 | West Vancouver | October 29, 2015

This firm issued a clearance letter that incorrectly stated that all asbestos-containing materials (ACMs) had been removed from a house slated for demolition. When WorkSafeBC inspected the jobsite, it found asbestos-containing waste in the basement of the house. The firm repeatedly violated the requirement to ensure that any hazardous materials found on a worksite are safely removed before demolition begins.

Nu-Vue Exteriors Ltd. | \$8,857.03 | Kamloops | October 30, 2015

WorkSafeBC observed two of this firm's workers on the second-floor balcony of an apartment building. The balcony railing had been removed and the workers were not using personal fall protection systems. They were working near the edge of the balcony, exposed to a risk of falling about 4.5 to 5 m (15 to 16 ft.). The firm failed to ensure that fall protection was used, a repeated and high-risk violation.

Pamia Construction Ltd. | \$5,000 | Surrey | December 31, 2015

WorkSafeBC observed two of this firm's workers on the roof of a two-storey house under construction. Neither worker was using a personal fall protection system, nor was any other form of fall protection in place. The workers were exposed to a risk of falling about 8.3 m (27 ft.). The firm's failure to ensure that fall protection was used was a repeated and high-risk violation.

Partners Framing & Construction Ltd. | \$2,500 | Coquitlam | November 27, 2015

WorkSafeBC observed two of this firm's workers (including a representative of the firm) standing among the roof trusses of a two-storey house under construction. Neither worker was using a personal fall protection system. They were exposed to a risk of falling at least 3.7 m (12 ft.) to the interior level below or 6 m (20 ft.) on the exterior. Also, a ladder providing access to the roof trusses was too short, leaving it unsecured and requiring the workers to use its top two steps. And the firm had not provided a stairway from the basement level to the first storey of the house. The failure to ensure that fall protection was used, as well as the failure to provide adequate ladder and stairway access to elevated levels of the house, was a repeated and high-risk violation.

Pro-Seal Roofing Ltd. | \$30,000 | Maple Ridge | October 21, 2015

WorkSafeBC inspected a jobsite where this firm's workers were roofing three new houses. Two workers (including a supervisor) were on the roof of one of the houses. Neither was using a personal fall protection system and no other form of fall protection was in place. They were exposed to a risk of falling as much as 7.5 m (25 ft.). Two other workers were on the roof of the house next door. They were connected to lifelines, but the lifelines were fastened to the same anchor point. In addition, as installed, the anchor exposed the workers to the risk of swinging against nearby structures if they fell. The firm failed to ensure that fall protection was used as required. It also failed to provide its workers with the information, instruction, training, and supervision needed to ensure their health and safety. These were repeated and high-risk violations.

Pro-Seal Roofing Ltd. | \$60,000 | Richmond | October 28, 2015

WorkSafeBC observed a representative of this firm and one of its workers on the multi-level roof of a two-storey house under construction. They were not using personal fall protection systems and no other form of fall protection was in place. They were exposed to a risk of falling 7.3 to 7.5 m (24 to 25 ft.). The firm's failure to ensure that fall protection was used was a repeated and high-risk violation.

RBI Construction Group Inc. | \$2,500 | Kamloops | December 1, 2015

This firm was the prime contractor at a site where a hotel was being built. WorkSafeBC inspected the site and found multiple violations of safety requirements, including those related to high-visibility apparel, fall protection, and illumination levels and handrails on stairs. These were high-risk violations. The firm failed to ensure that the activities of employers and workers relating to occupational health and safety were coordinated at the site. It also failed to do everything reasonably practicable to establish and maintain a system for ensuring compliance with the *Workers Compensation Act* and the *Occupational Health and Safety Regulation*. These were repeated violations.

RG Roofing Ltd. | \$5,000 | Coquitlam | November 23, 2015

This firm's crew was re-roofing a two-storey house. WorkSafeBC observed four of the firm's workers (including a representative of the firm) on the roof without personal fall protection systems. No other form of fall protection was in place. The workers were exposed to a risk of falling as much as 6 m (20 ft.). The firm's failure to ensure that fall protection was used was a repeated and high-risk violation. The firm also failed repeatedly to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety in carrying out their work.

Penalties (continued)

S & G Framing Ltd. | \$2,500 | Mission | November 24, 2015

This firm's workers were framing a two-storey house when WorkSafeBC saw two of its workers standing among the roof trusses. One of them was a representative of the firm. Neither was using a personal fall protection system. They were exposed to a risk of falling about 8 m (26 ft.). Also, no stairway to the second floor had been built. The firm failed to ensure that fall protection was used and to provide stairs to the second level. These were repeated and high-risk violations.

S & G Framing Ltd. | \$5,000 | Abbotsford | December 15, 2015

WorkSafeBC observed this firm's worker standing on the top plate of a wall, sheathing roof trusses on a two-storey house under construction. The worker was not using a personal fall protection system, and no guardrails were in place. He was exposed to a risk of falling about 6.4 m (21 ft.). Also, no fall protection plan was available on site, and stairways on site lacked handrails. The firm committed four repeated and high-risk safety violations: it did not ensure that a fall protection plan was in place for a location where a fall of 7.5 m (25 ft.) or more could occur; it did not ensure that fall protection was used; it did not ensure guardrails were used; and it did not provide handrails on the stairways.

S & H Vinyl Siding Ltd. | \$2,500 | Surrey | November 12, 2015

This firm was applying trim and siding to a new three-storey house. WorkSafeBC observed a representative of the firm and the firm's worker on a second-storey balcony. They were working near the unguarded edge of the balcony and were not using personal fall protection systems. This exposed them to a risk of falling about 6 m (20 ft.). The firm's failure to ensure that fall protection was used at this site was a repeated and high-risk violation.

Sandhu & Brar Construction Ltd. | \$1,117.22 | Surrey | November 3, 2015

This firm was framing two neighbouring multi-storey houses. WorkSafeBC inspected the site and found that openings inside the houses, for basement stairs, and outside, for exterior concrete stairwells, were not covered or guarded as required. Workers at the jobsite were exposed to a risk of falling 2.75 m (9 ft.). The firm's failure to guard the openings was a repeated violation.

Seattle Environmental Consulting Ltd. | \$130,180.80 | Vancouver/Surrey/Richmond/Burnaby | December 4, 2015

This firm conducted hazardous materials surveys at a number of locations in the Lower Mainland where houses were scheduled for demolition. WorkSafeBC inspected the jobsites and found the surveys were deficient. WorkSafeBC found the firm failed to conduct workplace exposure monitoring and assessment using acceptable occupational hygiene methods. WorkSafeBC also found the firm had contravened substance-specific requirements for asbestos: it failed to provide workers with procedures which included task-specific work direction; failed to have a qualified person set out written procedures for the safe removal of asbestos dust and debris from the work area; and failed to ensure all asbestos waste was placed into sealed containers labelled as containing asbestos.

Seattle Environmental Consulting Ltd. | \$2,625 | Richmond | December 7, 2015

This firm was removing asbestos-containing materials (ACMs) from a house scheduled for demolition. WorkSafeBC inspected the site and found three of the firm's workers inside the house. During the inspection, WorkSafeBC observed the following contraventions: the negative-air unit for the containment area was incorrectly set up and the clean room was contaminated with ACMs; one worker lacked a proper respirator; the workers were not following proper decontamination procedures when leaving the containment area; and the workers were using moderate-risk procedures for what was actually high-risk work. The inspection found the firm failed to ensure procedures acceptable to WorkSafeBC were used for controlling and handling asbestos. This was a repeated and high-risk violation that may have exposed the firm's own workers and other workers to asbestos.

Seattle Environmental Consulting Ltd. | \$130,180.80 | Richmond/Maple Ridge | December 7, 2015

WorkSafeBC inspected six worksites in the Lower Mainland where houses due for demolition had been partly or fully demolished. This firm (and in one case, a related firm, Skylite Building Maintenance Ltd.) had issued clearance letters for each site stating all asbestos-containing materials (ACMs) had been safely disposed of prior to the start of demolition. The inspections found ACMs were still present in each case and that the firm's representative issued the clearance letters despite the fact he knew or ought to have known ACMs remained at the site. The inspections also indicated other failings: the firm handled asbestos without using procedures acceptable to WorkSafeBC; it failed to ensure hazardous materials at the sites were safely removed before demolition began; and it knowingly provided a WorkSafeBC officer with false information. Finally, WorkSafeBC determined the firm failed to ensure its workers complied with the *Workers Compensation Act* and the *Occupational Health and Safety Regulation*. These were all repeated violations.

Seattle Environmental Consulting Ltd. | \$16,272.60 | Vancouver/Richmond/Surrey/North Vancouver | December 7, 2015

At seven Lower Mainland jobsites where houses were scheduled for demolition, this firm performed hazardous materials surveys and provided clearance letters stating hazardous materials had been safely removed before demolition began. WorkSafeBC inspected the jobsites and found deficiencies in the hazmat surveys and clearance letters issued by the firm. WorkSafeBC ordered the firm in each case to meet specific criteria before issuing any more such documents and to submit compliance reports. WorkSafeBC found the firm did not meet these criteria; therefore, it is being penalized for repeated failure to comply with WorkSafeBC orders, a violation of the *Workers Compensation Act*.

Shawn Vanderveen & Ryan Dewolde / Falcon Crest Contracting | \$3,884 | Langley | November 18, 2015

This firm's crew was building a large dairy barn. WorkSafeBC inspected the worksite and observed two of the firm's workers standing among the roof trusses. They were not using personal fall protection gear, nor was any other form of fall protection in place. They were exposed to a risk of falling about 5.5 m (18 ft.). Another worker was in a boom lift without any form of fall protection. Further, the complex design of the roof required three different shapes of trusses along its 107 m (350 ft.) length. The firm had erected the trusses the day before but had not permanently braced them at that time as required by the manufacturer's instructions and the Occupational Health and Safety Regulation. The firm's failure to ensure that fall protection was used was a repeated and high-risk violation. Its failure to brace the trusses was a high-risk violation.

SKS Roofing Ltd. | \$15,000 | Burnaby | December 2, 2015

WorkSafeBC observed this firm's worker (also a representative of the firm) on the roof of a two-storey house. He was not using a personal fall protection system and no other form of fall protection was in place. He was exposed to a risk of falling about 6.5 to 7.3 m (22 to 24 ft.). The firm failed to ensure that a fall protection system was used. This was a repeated and high-risk violation.

South-West Roof Restoration Inc. / South West Roofing Restoration | \$7,689.78 | Ladysmith | December 16, 2015

This firm's crew was power washing the roof of a three-storey lodge. WorkSafeBC observed four of the firm's workers (including a firm representative, who was supervising the work) on the roof. None of the workers were using personal fall protection systems and no other form of fall protection was in place. They were exposed to a risk of falling more than 6 m (20 ft.). The firm failed to ensure that fall protection was used, a repeated and high-risk violation.

SSB Siding & Soffits Ltd. | \$3,441.33 | Squamish | October 16, 2015

This firm's workers were applying siding to a new three-storey house. WorkSafeBC observed two of the workers at the edge of an unguarded portion of a third-storey sundeck. They were not using personal fall protection systems. The sundeck had makeshift guardrails but they only extended around part of it. Also, their top rails were inadequately secured and they lacked mid-rails. The workers were exposed to a risk of falling about 5.5 m (18 ft.). The firm's failure to ensure that fall protection was used was a repeated and high-risk violation.

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WORK SAFE BC

Penalties (continued)

Surjit Singh Sandhu / IPS Professional Roofing Services | \$2,500 | Osoyoos | October 28, 2015

WorkSafeBC observed this firm's worker applying strapping to the garage roof of a house under construction. The worker was not using a personal fall protection system and no other form of fall protection was in place. He was exposed to a risk of falling about 3.4 m (11.5 ft.). A representative of the firm was on site. The firm's failure to ensure that fall protection was used was a repeated and high-risk violation.

Thor's Hammer Roofing Inc. / Thor's Hammer Roofing | \$2,500 | Prince George | October 20, 2015

WorkSafeBC observed three of this firm's workers, including a representative of the firm, re-roofing a two-storey townhouse. None of the workers were using personal fall protection systems and no other form of fall protection was in place, exposing them to a risk of falling 5.5 m (18 ft.). The firm's failure to ensure that fall protection was used was a repeated and high-risk violation.

Thunder Holdings Ltd. / Weatherby's Roofing and Sheet Metal | \$7,245.30 | Williams Lake | November 25, 2015

WorkSafeBC observed three of this firm's workers on the roof of a house unloading heavy packages of shingles that a boom truck was delivering. The workers were not using personal fall protection systems, nor was any other form of fall protection in place. They were exposed to a risk of falling more than 3 m (10 ft.). The firm failed to ensure that fall protection was used, a repeated and high-risk violation.

Toms Roofing Ltd. | \$5,000 | Richmond | October 28, 2015

WorkSafeBC observed two of this firm's workers on the roof of a three-storey commercial building. Neither worker was using a personal fall protection system and no other form of fall protection was in place. The workers were exposed to a risk of falling about 7.5 m (25 ft.). Also, no fall protection plan was in place as required for work where a fall of 7.5 m (25 ft.) or more could occur. The firm's failures to ensure that fall protection was used and to provide a fall protection plan were repeated and high-risk violations.

Toor Construction Ltd. | \$6,763.88 | Richmond | November 25, 2015

This firm's crew was installing gutters on a new two-storey house. WorkSafeBC observed two crew members working 5 to 5.5 m (17 to 18 ft.) above ground without personal fall protection systems. One was standing on the roof and the other on an aluminum work bench and on scaffolding. A supervisor for the firm was on site. The firm failed to ensure that fall protection was used, a repeated and high-risk violation.

Topsong Construction Ltd. | \$6,500 | Richmond | December 10, 2015

WorkSafeBC observed this firm's worker (also a representative of the firm) installing underlay on the roof of a two-storey house. The worker was not using a personal fall protection system and no other form of fall protection was in place. He was exposed to a risk of falling about 5 m (17 ft.). The firm committed a repeated and high-risk violation by failing to ensure that fall protection was used.

Trevor James Rekdal / James Thor Construction | \$2,500 | Maple Ridge | October 26, 2015

WorkSafeBC observed this firm's worker sheathing the roof of a three-storey townhouse complex. The worker was not using a personal fall protection system and no other form of fall protection was in place. He was exposed to a risk of falling 7 m (23 ft.). The firm failed to ensure that fall protection was used, a high-risk violation.

Upper Roofing Ltd. | \$7,500 | Richmond | November 3, 2015

At a site where a two-storey house was being built, WorkSafeBC saw two of this firm's workers installing flashing on a second-storey deck while standing on the first-floor roof. One of the workers was a representative of the firm. Neither was using a personal fall protection system; no other form of fall protection was in place. The workers were exposed to a risk of falling 3.4 m (11 ft.). The firm failed to ensure that fall protection was used, a repeated and high-risk violation.

Vista Plus Contracting Inc. | \$14,391.10 | West Kelowna | October 13, 2015

This firm was re-roofing a three-storey chalet-style house. WorkSafeBC observed four of the firm's workers on the multi-level roof, which ranged in slope from 7:12 to 12:12. None of the workers were using personal fall protection systems and no other form of fall protection was in place. The workers were exposed to a risk of falling 7.5 to 10.6 m (25 to 35 ft.). The firm did not instruct its workers in a fall protection system for the work area and in the procedures to be followed. The firm also failed to ensure that fall protection was used. These were repeated and high-risk violations.

West Demolition Services Ltd. | \$2,500 | Burnaby | January 8, 2016

WorkSafeBC inspected a residential construction site where this firm had caused its worker to enter an excavation, parts of which were more than 1.2 m (4 ft.) deep. The excavation had not been assessed by a professional engineer and its sides were not sloped, benched, or shored. The firm's failure to adhere to the sloping and shoring requirements of the Occupational Health and Safety Regulation was a high-risk violation.

Manufacturing

0904329 B.C. Ltd. / DBA Pacific Timber / Sheraton Sawmill | \$14,058.28 | Burns Lake | November 4, 2015

WorkSafeBC was conducting an inspection of this firm's sawmill when it observed hazardous accumulations of combustible dust on surfaces and fixtures in various work areas. Dust was in direct contact with potential ignition sources. During subsequent cleaning, two workers used compressed air to clean the affected areas, without appropriate procedures or controls in place. The firm's failure to control and remove hazardous accumulations of combustible dust was a repeated and high-risk violation.

Brink Forest Products Ltd. | \$14,133.56 | Prince George | December 14, 2015

WorkSafeBC inspected this firm's sawmill and found that a shaker drive belt assembly and make-up station feed rolls lacked safeguarding, exposing workers to contact with hazardous power transmission parts and points of operation. As well, workers exposed to the hazard of mobile equipment (indoors and out) were not wearing high-visibility apparel. WorkSafeBC also found hazardous accumulations of combustible dust on and around a motor in the mill. These were all repeated contraventions.

Brink Forest Products Ltd. | \$137,546.93 | Prince George | December 16, 2015

WorkSafeBC inspected this firm's sawmill and observed hazardous accumulations of combustible dust on almost all horizontal surfaces and fixtures in the chipper room. Dust was in direct contact with potential ignition sources. The firm's failure to control and remove hazardous accumulations of combustible dust was a repeated and high-risk violation.

Cambie Cedar Products Ltd. | \$8,800 | Sicamous | December 14, 2015

WorkSafeBC inspected this firm's sawmill and observed hazardous accumulations of combustible dust on surfaces and fixtures in various work areas. Dust was in direct contact with potential ignition sources. The firm's failure to control and remove hazardous accumulations of combustible dust was a repeated violation. Because the firm lacked an effective combustible dust management program for its facility, the firm also failed in general to ensure the health and safety of its workers and others at its workplace.

Cambie Cedar Products Ltd. | \$11,000 | Sicamous | December 14, 2015

WorkSafeBC inspected this firm's sawmill and found that several pieces of machinery lacked the required safeguarding. Workers were exposed to a risk of contact with circular saw blades, rotating nip points, drive belts, and conveyor rotation shafts and couplings. The firm contravened safeguarding requirements to protect workers from contact with hazardous power transmission parts and points of operation. This was a repeated and high-risk violation.

Cambie Cedar Products Ltd. | \$8,966.88 | Sicamous | December 14, 2015

A representative of this firm obstructed WorkSafeBC officers when they tried to inspect the firm's sawmill. This was a violation of the firm's obligations under the *Workers Compensation Act* to not hinder, obstruct, or interfere with an officer in the performance of his or her duties.

Carrier Lumber Ltd. | \$30,000 | Prince George | January 6, 2016

WorkSafeBC inspected this firm's sawmill and observed hazardous accumulations of combustible dust in several areas of the mill. WorkSafeBC found that the firm's cleanup program was missing areas that it should have included and that the program was not being adhered to properly. The firm failed to ensure the health and safety of its own and other workers at its workplace. This was a repeated violation.

East Fraser Fiber Co. Ltd. | \$67,769.10 | Mackenzie | December 16, 2015

Two of this firm's workers were trying to realign a conveyor belt under a piece of machinery that was shut down but not locked out. The firm had no written procedures for lockout of the equipment and the guard on the tailspool of another conveyor belt at the plant had been removed. The firm failed to ensure that energy-isolating devices on equipment that was shut down for maintenance had been locked out as required. It also failed to ensure that equipment was fitted with adequate safeguards. These were repeated and high-risk violations.

East Fraser Fiber Co. Ltd. | \$67,769.10 | Mackenzie | January 25, 2016

WorkSafeBC inspected this firm's sawmill and observed hazardous accumulations of combustible dust on surfaces and fixtures in the lower level of the chipper room. Dust accumulations were in direct contact with potential ignition sources. The firm's failure to control and remove hazardous accumulations of combustible dust was a repeated and high-risk violation.

Penalties (continued)

Hi-Tech Acrylic Products Inc. | \$12,323.48 | New Westminster | November 13, 2015

This firm manufactures bathtubs. WorkSafeBC found that the firm was allowing workers to spray styrene-based resin onto bathtubs in a general work area. The area lacked controls to protect workers against the toxicity hazard and against fire and explosion hazards. The firm failed to design, install, and maintain a ventilation system for controlling airborne contaminants in its workplace. It also contravened restrictions on work with resins by allowing workers to spray such products in a general work area that lacked effective fire, explosion, and toxicity controls.

S & W Forest Products Ltd. | \$5,857.91 | Maple Ridge | October 13, 2015

WorkSafeBC inspected this firm's sawmill and found there was ineffective or missing safeguarding on several pieces of equipment and machinery. There were no equipment-specific lockout procedures available for most of the equipment and machinery that required such procedures. The inspection also revealed an open deck that was more than 1.2 m (4 ft.) above grade and did not have guards or guardrails on two sides. In addition, a lift truck was missing a seatbelt, had cracked front and rear windshields, and was missing a fuel tank cap.

Service Sector

0997515 B.C. Ltd. / Heartland Restaurant | \$2,500 | Cache Creek | November 30, 2015

WorkSafeBC ordered this firm on October 1, 2014, to ensure that new and young workers at its restaurant were given health and safety orientation and training specific to the workplace. The firm was also ordered to submit to WorkSafeBC a Notice of Compliance with this order. As of September 14, 2015, the firm had not complied with these orders. The firm is being penalized for its failure to comply with WorkSafeBC orders.

Morwest Crane & Services Ltd. | \$1,000 | Delta | December 7, 2015

This firm leased a crane to another firm. WorkSafeBC inspected the crane at the worksite and found numerous deficiencies with the crane and its required documentation. WorkSafeBC ordered the crane out of service. As the crane supplier, the firm was required to ensure that its equipment was safe when used according to the instructions it provided, and to ensure that its equipment complied with the *Workers Compensation Act* and the *Occupational Health and Safety Regulation*. The firm's failure to do so was a repeated violation.

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Patara Holdings Ltd. / Canada's Best Value Inn Valemount | \$5,974.95 | Fort Nelson | December 9, 2015

WorkSafeBC inspected a jobsite where this firm was renovating five motel buildings. The interior of each building had already been partly demolished. WorkSafeBC saw evidence that potentially asbestos-containing materials (ACMs) had been disturbed by the renovation work. No hazardous materials survey was available. The officer issued a stop-work order. A subsequent hazmat survey confirmed the presence of chrysotile asbestos at the site. The firm failed to ensure that a hazmat survey was properly conducted by a qualified person before it began the renovation work. This high-risk violation exposed workers to excessive levels of asbestos fibres.

Thandi Environmental Inc. | \$2,500 | Surrey | November 5, 2015

This firm performed a hazardous materials survey on a house that was due to be demolished. The survey did not identify any asbestos-containing materials (ACMs). The owner of the house hired a worker to remove walls, ceilings, and cupboards. WorkSafeBC inspected the site and noted that the laboratory analysis of the samples indicated the presence of ACMs. The firm failed to monitor and assess workplace exposure to ACMs using occupational hygiene methods acceptable to WorkSafeBC. This was a repeated and high-risk violation.

Thandi Environmental Inc. | \$5,000 | Surrey | January 12, 2016

WorkSafeBC inspected a pre-1990 house where this firm had conducted a hazardous materials survey. The interior of the house had already been partly demolished. The hazardous materials survey stated that the only ACM in the house was the furnace duct tape. The survey reported on too few representative samples compared to what was required. Further, it did not clearly specify the location and identity of the samples that were taken. The firm failed to adhere to requirements for identifying hazardous materials. This was a repeated and high-risk violation.

Westgate Resorts Ltd. / Red Coach Inn | \$32,359.05 | 100 Mile House | January 25, 2016

This firm repeatedly failed to hold monthly occupational health and safety meetings; to give new workers specific health and safety orientation and training; to conduct an annual emergency drill; and to conduct a risk assessment for violence in the workplace. The firm also repeatedly failed to offer hepatitis B vaccinations to workers at risk of occupational exposure to the virus. Nor did it have a written exposure control plan in place for workers who may be exposed to biological agents at work. Further, it lacked a written lockout procedure for energy-isolating devices. Finally, the firm violated the *Workers Compensation Act* by failing to provide workers with adequate information, instruction, training, and supervision and by failing to provide WorkSafeBC with a compliance report meeting specified requirements.

Trade

Global Sales and Appraisals Inc. | \$2,500 | Houston | January 22, 2016

This firm was demolishing a defunct sawmill for salvage. The firm's worker slipped and fell 5 m (16 ft.) from a raised deck. He sustained serious injuries. WorkSafeBC's investigation found that the firm had failed to co-ordinate and plan the demolition work safely — despite numerous fall hazards of 3 m (10 ft.) or more throughout the mill, the firm had not installed guardrails or ensured that some other form of fall protection was used for work in such areas. The firm failed overall to ensure the health and safety of its own and other workers at its workplace. This was a high-risk violation.

Transportation and Warehousing

Dennis Murphy Trucking, Inc. | \$10,558.45 | Richmond | November 16, 2015

This firm's worker was operating a wheeled loader on a barge. Unbeknownst to the loader operator, another worker walked onto the barge and was struck by the loader and dragged, sustaining serious injuries. WorkSafeBC investigated the incident and found that neither the backup alarm nor the horn of the loader was working. The firm contravened requirements for operating mobile equipment: it did not implement safe work procedures to ensure that pedestrian workers and the loader operator could communicate effectively to avoid collisions. The firm also failed to ensure the health and safety of its workers. These were high-risk violations.

Westbridge Systems Ltd. | \$7,107.38 | Delta | December 23, 2015

This firm's worker was sorting debris out of a large pile of wood chips when a wheeled loader backed over him. He sustained fatal injuries. WorkSafeBC's investigation found that much of the time, two loaders were operating in the tight confines of the workplace, along with two workers on foot, and that the loader operators and the other workers communicated only verbally or by hand signals. Noise levels at the workplace were above WorkSafeBC 8-hour noise exposure limits. The firm lacked safe work procedures for operating the loaders with a restricted view and for working on foot around the loaders. The firm had not performed a risk assessment for the work. Also, the firm had not provided its workers with the training and supervision needed to ensure their health and safety. This firm failed to ensure the health and safety of workers at its workplace.

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