

# WorkSafe

Tools for building safer workplaces | [worksafemagazine.com](http://worksafemagazine.com) | September / October 2018



**Kelowna roofing firm takes safety** to the next level p7

**Managing fatigue in the workplace** p14

**Vancouver brewery gives young workers a voice** p18



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**WORK SAFE BC**



# Contents

September / October 2018 | Volume 18 | Number 5

## Features

### 5 | **Ask an officer** Steep slope logging

Mechanized harvesting on a steep slope requires tethering and traction. In this issue, WorkSafeBC occupational safety officer Ray Harpur shares his tips on logging safely using mechanized equipment.

By Gord Woodward

### 7 | **On the cover** The Roof Doctor is in

A Kelowna roofing company makes a 180-degree turn toward better health and safety — and a more productive business.

By Helena Bryan

## Departments

### 4 | **From the editor**

### 11 | **WorkSafeBC updates**

### 20 | **Safety on the agenda**

### 27 | **Penalties**

### 36 | **Injunctions**

### 22 | **Safety talk** Safe driving starts with company culture

Calls, texts, and emails don't belong on the road. These tips can help you create safe work practices that encourage your workers to focus on safe driving.

By Jesse Marchand

### 25 | **Policy notes** Changes to the Act for mental health

This May, the *Workers Compensation Act* was amended to add a mental disorder presumption for workers in eligible occupations who are exposed to one or more traumatic events. We break down what those changes mean for mental health claims.

By Lori Guiton

## Centre pullout

### **What's wrong with this photo?**

Setting up a sorry-looking scaffold.

### **What was wrong**

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

### Creating a two-way dialogue

In our cover story, we feature a roofing company that once received back-to-back administrative penalties for inadequate fall protection. Today, that company is not only thriving financially, but is taking ownership of health and safety to the next level. The firm's leadership didn't get there alone. During their journey, they sought out information, took seminars, and listened to health and safety experts about how to make a positive change.

Throughout this issue, we bring you other stories that highlight how communication can improve your business. We have some tips from a recent talk at the University of British Columbia Okanagan Campus that highlight how employers can encourage respect in the workplace and prevent bullying and harassment (page 11). Even fatigue can be reduced by employers working with and listening to their employees, as ergonomist Mike Harnett presents in our story from the WorkSafeBC Fatigue Risk Management Symposium in June (page 14). We also feature a local brewery that's opening up communication with its staff by giving new and young workers a voice (page 18).

If you want to create a safer and more productive workplace, you aren't alone. From taking seminars, to speaking with your safety officer, to checking in with your staff on what's happening on the ground floor, there are lots of opportunities to learn and improve. It could take your business to the next level too.



**Terence Little**  
Editor-in-chief

# WorkSafe

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### Gord Woodward

Since 1994, Gord has operated Enlightening Communications, which services clients in corporate communications and marketing. He spoke with Ray Harpur about working with tethered equipment in forestry (right) and with the Truck Loggers Association (page 16) about its 40-year history.



### Helena Bryan

From writing about health and safety to creating documents for land treaties, Helena has a diverse history of telling B.C.'s stories. In our cover story, she looks into a roofing company that went from penalty-producer to safety advocate (page 7).



### Marnie Douglas

Can kindness stop bullying in its tracks? In this issue, Marnie, a communications strategist, writer, and screenwriter, aims to find out (page 11).



### Sarah Ripplinger

Sarah is a contract writer, journalist, editor, and marketing communication specialist from Vancouver, B.C. She spoke with speakers at WorkSafeBC's Ergonomics Forum about the ways employers can help reduce workplace fatigue (page 14).

# Anchoring on steep slopes key to protecting workers



**Ray Harpur**  
Occupational safety officer

**Region:** Prince George  
**Years on the job:** 28

WorkSafeBC's 2018–2020 Forestry High Risk Strategy includes a focus on mechanized harvesting. Mechanized harvesting has unique risks that need to be addressed to create a safe workspace. In this edition, occupational safety officer Ray Harpur talks about keeping workers safe during steep slope logging.

## Q. What are some of the common hazards to look for on steep slopes?

**A.** When I'm visiting a worksite, I always ask employers how steep the ground is, how stable it is, and how they are going to rescue a worker in an emergency.

I talk a lot about anchoring — how does this piece of equipment get tethered? The anchor has to be able to handle the weight it is assigned. Most equipment rollovers are caused by an initial loss of traction resulting in an uncontrolled gain in momentum. The anchor and tethering need to be able to support these forces.

I always recommend that supervisors walk the blocks and tell the operators about things that pose machine stability risks. Look for short drops, cliffs, gullies, and those kinds of things. A lot of harvesting is done in the dark and operators need to know where things are.

## Q. What are some of the key considerations in a steep slope hazard-assessment plan?

**A.** The considerations that apply to traditional equipment also apply to tethered equipment. The assessment must be completed by a qualified person, work procedures have to be site-specific, and you need to have a pre-work meeting to brief operators on those procedures.

You also need to assess your machinery for the terrain. Make sure your machines are suited for the pitches and slopes. A rubber-tired machine, for example, can only take a 35 percent slope. Don't go over the manufacturers' recommendations or bad things can happen.

If you can't adequately control the stability risks, designate and map the area as a "no go" zone.

Employers should make sure to pull out the manufacturer's manual and review it. There are quite a few different manufacturers and they all have different safe work procedures.

Finally, emergency escape has to be part of the plan. How are you going to get a worker out of there? Make sure your secondary access door can be opened if the machine rolls over, and that it can be opened without a tool.

**Q. As a machine operator, what kinds of safety precautions should I take to protect myself?**

- A.** Do you wear your seatbelt every time? Have you secured everything in the cab? If you have an accident, loose items can hit you. Where do you keep your thermos, for example? That thing can be a missile.

When you're getting out of the cab, or moving around assessing the equipment, always use three points of contact. Steel can be slippery when it's wet or cold. Make sure the laces are done up on your footwear to help prevent slips, trips, and falls.

Where you park the equipment is important. Think about gravity if you park on a hill. The machine could roll if you don't set the brake or use a chock block. Don't get out of a machine if it's not stable. Stay put and call for assistance.

**Q. What tips can you provide for maintenance, repairs, and lockout?**

- A.** Lots of maintenance jobs require lockout, and I've handled two very serious incidents related to inadequate lockout. You have to explain to workers what lockout entails. Every time operators move from equipment to equipment, the lockout systems can change.

Avoid doing maintenance and making repairs while the machine is on a steep slope. Move it to a stable location first. If that's not possible, lower the boom, blade, or attachments, and release loads if it's safe to do so, to increase stability. Look for hazards like debris or partially cut trees. Engage and confirm lockout procedures, then only make the repairs necessary to allow you to move the machine to a flat site.

Always make sure tracks and rails are tight, and check the tilt-cab mechanism. You've also got to check the tieback ropes.

**Q. What safety hazards often get overlooked?**

- A.** One of the most dangerous things that every forestry worker does is drive to work. Read and follow the road signs. Check your channel. Call the given kilometre and wait for the answers before you charge ahead. And always drive to the posted speeds and conditions of the road.

**Q. Where can I get more information on steep slope harvesting safety?**

- A.** BC Forest Safety Council ([bcforestsafes.org](http://bcforestsafes.org)) has a resource package that includes a risk assessment and site pre-work form, safe work practices, and information on planning and operational responsibilities. It also includes a steep slope logging checklist developed by WorkSafeBC.

[Worksafebc.com](http://worksafebc.com) has free resources too, including hazard alerts and handbooks.

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

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On the cover

Roof Doctor safety officer Matthew Pitts and WorkSafeBC occupational safety officer Lindy Monahan talk site safety.



# Kelowna roofing firm takes safety to new heights

By Helena Bryan

You wouldn't call Howard Pfefferle a diplomat — he's the kind of guy who says exactly what's on his mind, whether it's hard to hear or not — but he is an ambassador of sorts.

As the owner and general manager of the Kelowna-based Roof Doctor, Pfefferle once approached health and safety as an afterthought. Today, he sees health and safety as central to good business. It's a change in approach he likes to share. After all, over the past few years, Pfefferle, along with his son Travis, has taken Roof Doctor from being a company with serious health and safety challenges to an industry leader — all while increasing productivity.

## No shortage of challenges

Most roofing companies are small and have tight budgets. Roof Doctor is no different, with 35 employees, including installers, sales and office staff, and subcontractors. Roofing workers tend to be seasonal, which also means new, and often young, employees every year.

Often, there are multiple jobsites to supervise: Roof Doctor completes from 500 to 600 jobs each year. And the work itself is high risk. Being just three metres (10 ft.) off the ground presents a high risk for injury. In 2017, five workers in general construction died from falls from elevation.

## Starts with commitment

It's hard to believe now, but a little more than five years ago, the company received two separate inspection notices on the same day for being in violation of fall protection regulations. Both notices said the infractions "were repeated and high-risk violations." These led to hefty fines, but Pfefferle says it wasn't the fines that spurred on his efforts.

Rather, it was WorkSafeBC Prevention Field Services supervisor Dale Alcock and occupational safety officer Lindy Monahan, who spent a lot of time with him opening his eyes to the benefits of a good safety program.

"When I first inspected Roof Doctor in 2009, they didn't have much of a health and safety program in place at all," says Monahan. "But over the next few years, we made multiple on-site visits to consult with and educate the management team and staff.

"After Howard and his crew attended the 2010 roofing conference, 'Putting the Roof on Injuries' — organized by WorkSafeBC and hosted by Okanagan College — Howard's desire was fully ignited. He began making significant changes to his health and safety program." In 2016, Pfefferle paid for his entire staff to attend the Fall Prevention Workshop at Okanagan College.

Pfefferle agrees with Monahan's take on his change of heart. "The Prevention officers made me realize I had their full support. One day, the light went on. I saw that if I could make my workers safer, I could also make Roof Doctor one of the best roofing companies in the area."

## Training, supervision, enforcement

Over the next few years, Pfefferle would implement a health and safety program that goes well beyond compliance and is now a shining example in the roofing sector.

First off, every worker — including sales personnel, subcontractors and their employees, and Pfefferle himself — is required to take a full-day fall protection course paid for by the company. And they must re-certify every three years.

"We give everyone a 30-day window," says Pfefferle. "If they don't take the course within that window, they don't work for me."



Dennis Johnson from the Roof Doctor using three points of contact.





Victor Barnes, Dennis Johnson, Jordan Johnson, and Mike Francis kicking and flattening rolls to prepare for torch seams.

Roof Doctor also pays for every employee to get Level 1 first aid training. And the company provides each installer with a fully-equipped first aid kit, which they must take with them to every jobsite.

Pfefferle has done the math. “We invest \$300 per employee for both the fall protection and first aid courses,” he says. “That investment is well worth it, even if an employee leaves, because the alternative is a potential injury or worse and that is much more costly — in both human and financial terms.”

To ensure his employees are applying what they’ve learned in training on the job, the company has an internal penalty system for unsafe behaviour. “The first violation goes on record,” Pfefferle says. “The second leads to a fine. If there’s a third, they’re gone.”

**“If the desire is there, any small business can do what Roof Doctor has done.”**

—Dale Alcock, WorkSafeBC Field Prevention Services supervisor

Pfefferle has also hired a full-time safety compliance officer whose job is to visit every Roof Doctor jobsite, unannounced, multiple times a day. Outfitted with a Roof Doctor vehicle with the company logo and the words “Site Safety” on the sides and rear, the compliance officer checks to make sure installers are properly tied off, first aid kits are fully stocked, and all the gear is in safe working order. And the company documents everything.

The company is also currently enrolled in the Certificate of Recognition Program, which is awarded to employers with health and safety programs that exceed regulatory requirements.

“Roof Doctor’s program goes way beyond cosmetic compliance,” says Alcock. “This is an employer who has taken ownership of health and safety. The company trains and supervises for safety and it can demonstrate that. It’s called due diligence and it’s a defence against injuries and penalties.”

### The competitive edge

There’s also a competitive advantage to managing health and safety, says Pfefferle. “There are no more shutdowns. And we’re not spending money on

defending ourselves against penalties. Instead, we're spending those savings on making the company better. We've had lots of clients who've said they chose us because of our elevated safety program."

Alcock says that roofers typically tell him that the Regulation is asking for the impossible. "Roof Doctor has proven that it's not," he says. "Their example proves that it's possible to protect workers — and do good business. If the desire is there, any small business can do what Roof Doctor has done." 🍷

**"One day, the light went on.  
I saw that if I could make my  
workers safer, I could also make  
Roof Doctor one of the best  
roofing companies in the area."**

—Howard Pfefferle, owner and general manager,  
Roof Doctor, Kelowna, B.C.



Mike Francis recording temperatures using  
an infrared thermometer.



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The cure for bullying is kindness, says Dr. John-Tyler Binfet. One of the ways Binfet spreads kindness is through BARK (Building Academic Retention through K9s), a program that brings students and therapy dogs together in an effort to reduce stress.

# Building respectful workplaces

By Marnie Douglas

It may seem like a simple thing, but kindness is key when it comes to tackling bullying and harassment in the workplace, says Dr. John-Tyler Binfet, associate professor in the Faculty of Education at the University of British Columbia, Okanagan Campus (UBCO).

There is a growing emphasis on kindness and mental well-being at work, to the point where anti-bullying initiatives are being replaced in favour of promoting more pro-social behaviour, he says. Binfet was one of several speakers at a recent Building Respectful Workplaces seminar at UBCO.

“Increasingly, there is less tolerance in the workplace for the office bully. There is evidence to suggest that workplace productivity is enhanced when employees feel socially and emotionally supported at work,” he explains. Co-workers simply being nice to each other and “being intentionally kind” goes a long way toward having a harmonious workplace, which in turn leads to greater job satisfaction for everyone involved.

And Binfet says, “Being kind isn’t just a nice gesture — there’s science behind it.”

## A shift in mentality

His research shows that being kind has a number of positive benefits to both the individual receiving and the individual initiating the kindness, including a reduction in stress, positive interpersonal relationships, and even “the helper’s high.” And changing behaviour to the positive, rather than just combating the negative, can have better results. Traditional anti-bullying programs focus on the negative actions, but when people consciously change their thoughts and actions through kindness and compassion, it fosters the positive behaviour that’s expected and naturally rewarded with friendship.

The good feelings that we experience when being kind are produced by a rush of endorphins that create a lasting sense of pride, well-being, social connection, and trust. These feelings are contagious, encouraging kind behaviour by the giver and receiver.

“Acts of kindness help us form connections with others, an increase in which is a strong factor in increasing happiness,” he adds. “I would urge you to reconsider the role that being intentionally kind might play in your personal and professional life.”

**“We think we know each other’s intent, but we don’t.  
That’s why respectful communication is so important.”**

—Karen Bowen, ManagerKnowHow Consulting Group

He notes that stress is also contagious so it’s important to create workplace conditions that are positive. Small acts, such as greeting people in the hallways, offering coffee to colleagues, or even an anonymous thank you card, can create behavioral change and show there is no place for bullying in a workplace grounded in kind words and kind acts.

“Intentional acts of kindness boost workplace cohesion,” he adds.

### **Bullying is a systemic problem**

Trudi Rondou, Program Development and Services senior manager at WorkSafeBC, also spoke at the seminar, saying workplace bullying is more than simple interpersonal conflict — it’s a systemic problem that arises from a poor workplace culture. So creating and maintaining a positive workplace culture is key to preventing bullying in the first place.

How managers communicate issues in the workplace is also important. A manager discussing performance issues with a staff member may be uncomfortable, but it’s not harassment.

“Managing staff reasonably and appropriately, differences of opinion, constructive feedback — these are not issues of harassment,” says Rondou. “It is not our role at WorkSafeBC to get into workplace management, but rather we ensure that employers have policies in place and are following them,” she explains.

### **Keeping the lines of communication open**

Karen Bowen, with ManagerKnowHow Consulting Group, agreed that healthy communication is integral to business. “Often at the heart of conflict is a lack of respectful communication,” she says. She notes that there are three components to face-to-face communication, including body language (55%), tone (38%), and words (7%). In other words, how you communicate is vastly more important than what you say.

“It is not what you say, but how you say it,” she says, offering an example of how asking a co-worker an incomplete question or a question without context or clarity can create fear and be perceived as bullying. On the other hand, good questions are a valuable tool and create cohesion and build relationships.

When communicating in the workplace, it’s important to remember that if our body language and tone convey anger or frustration, sarcasm, or distraction, it will influence how others hear what we say and how they interpret our message. A misinterpretation will muddle the message or lead to a massive misunderstanding. Misunderstandings in our workplace can then create a hostile work environment.


“We think we know each other’s intent, but we don’t. That’s why respectful communication is so important,” Bowen adds. ☺

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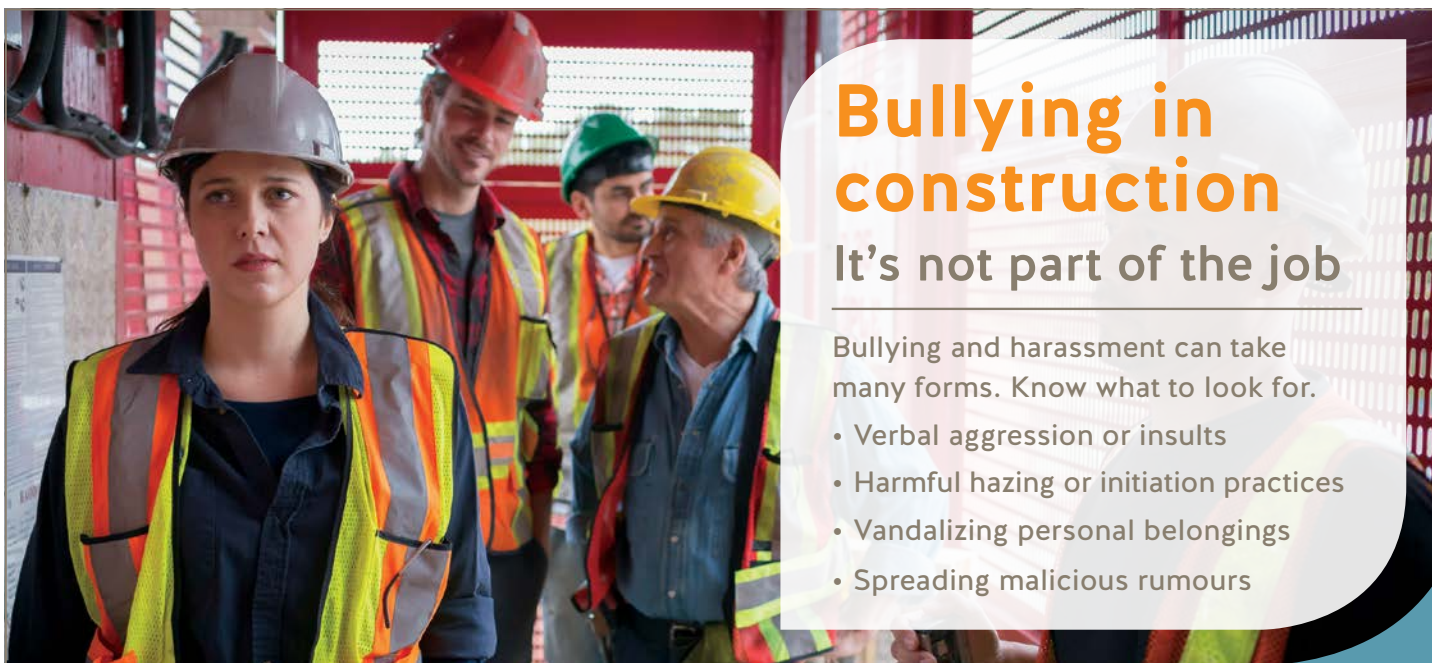


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## Bullying in construction

It's not part of the job

Bullying and harassment can take many forms. Know what to look for.

- Verbal aggression or insults
- Harmful hazing or initiation practices
- Vandalizing personal belongings
- Spreading malicious rumours

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Mike Harnett speaking at the first-ever WorkSafeBC Fatigue Risk Management Symposium.



# The high price of too little sleep

By Sarah Ripplinger

Fatigue is more than just a bad night's sleep. Being in a chronic state of tiredness has adverse health effects from slow response times to increased vulnerability to disease. Employers can reduce the harm by creating a fatigue risk-management system.

Getting enough sleep is essential for our health, but it's often easy to believe we can overcome fatigue with another cup of coffee or a splash of cold water to the face. In reality, the rise of digital technology and 24/7 workplaces is changing the way we work, and making it easier to work at any time of the day.

This comes with business benefits in terms of workplace productivity, flexible work schedules, and meeting growing consumer needs. But the flip side is that, according to a sleep review from Dalhousie University, only 26 percent of Canadians get a minimum seven hours of sleep per night. And an estimated 40 to 50 percent of workers are fatigued at work.

"Globally, fatigue has been identified as a contributory factor in many serious and fatal incidents spanning decades. It is having real impacts on workplace health and safety," says Heather Kahle, a human factors

specialist and ergonomist at WorkSafeBC. "Fatigue decreases one's ability to perceive and process important information necessary for safety. It may also decrease one's ability to adequately respond to workplace hazards."

More than feeling drowsy or sleepy, fatigue is an acute or chronic state of tiredness. Disruptions to our body's natural circadian rhythms — which affect our sleeping and waking cycles — from such things as shift work, long shifts, and back-to-back shifts increase the risk of workplace fatigue. If left unchecked, fatigue can contribute to long-term health effects, such as a vulnerability to certain types of cancers, heart disease, stroke, diabetes, dementia, and Alzheimer's disease.

## Putting workplace fatigue to bed

WorkSafeBC held its inaugural Fatigue Risk Management Symposium on June 7, 2018, to raise awareness of the risks associated with fatigue in the workplace and the importance of addressing them. Nearly 200 professionals from a variety of industries heard from five leading experts on fatigue-related risk in the workplace. Presentations and discussions covered topics ranging from fatigue risk management to circadian rhythms and how fatigue influences workplace performance.



Presenter Mike Harnett, president of Solaris Fatigue Management, emphasized why it's important for employers to take an active role in preventing fatigue. She notes that fatigue in the workplace only became part of the broader risk assessment dialogue for employers in the past three to four years, largely due to increased reporting on scientific findings that show fatigue impairment is real.

Before that, fatigue was often seen as an issue for workers, not employers. Fatigue risk management is a shared responsibility. "We cannot continue to blame the worker and classify the cause of incidents as 'human error.'"

The challenge now, Harnett says, is to continue to raise the profile of fatigue as a risk-management priority.

"Management needs to see fatigue as a business issue and collect metrics to drive informed decision making," says Harnett. "Only through the collection of objective data can management set targets that support KPIs [key performance indicators]. As we often say in the safety world: What gets managed, gets done."

## Managing fatigue from the top down

A fatigue risk-management system (FRMS) is a highly useful framework employers can use to proactively identify and evaluate hazards and risks that may result in harm or adverse outcomes. Critical to this undertaking is establishing an integrated, consistent,

and trustworthy system-wide approach to identify, assess, and control for the risks that can escalate in the presence of fatigue. Transparent reporting and evaluation policies are also essential ingredients of a successful FRMS.

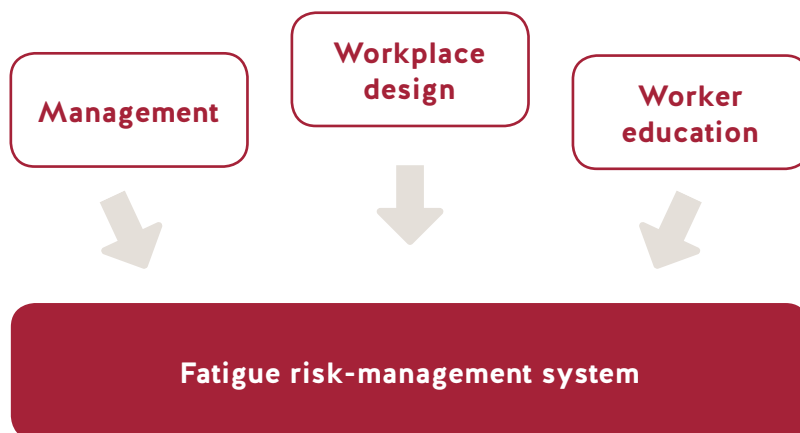
"With fatigue recognized as a key contributory factor in workplace health and safety, FRMS is a solid framework used worldwide to measure, mitigate, and manage the risk of fatigue," says Kahle. "It can be used to set priorities and establish baseline data to evaluate fatigue management strategies over time to ensure that targets are being met and the appropriate interventions are being used.

"Employers will have fatigued workers in the workplace at some point. It's important to ask yourself if hazards in the workplace increase the risk of harm or could lead to adverse safety outcomes when workers are fatigued," adds Kahle. "When workers miss changes or important information in their environment because of fatigue, it affects everything we do in the workplace. Addressing this can save businesses countless dollars due to injury and lost productivity."

## For more information

To assess the level of your daytime sleepiness, check out the Epworth Sleepiness Scale, which is easily searchable online. Have a question about fatigue in your workplace? Contact WorkSafeBC at [humanfactors@worksafebc.com](mailto:humanfactors@worksafebc.com). ☺

## Three areas of focus to effectively manage fatigue in the workplace



**Management:** Schedule workers with fatigue management in mind. Be aware of scheduling and job duties that can lead to fatigue.

**Workplace design:** Ensure that your workplace has good ergonomics that can help reduce fatigue, and fail-safes in case fatigue is present.

**Worker education:** Provide workers with education and resources.

## Steep Slopes – Climbing Higher



Presenters Dzhamal Amishev, Ken Dodd, Tyson Lambert, and John Ligtenberg at the Truck Loggers Association Convention in January.

# Celebrating 75 years in forestry

By Gord Woodward

As it celebrates its 75th anniversary, the Truck Loggers Association (TLA) can trace its evolution through its membership rolls.

The organization began as a collection of small, independent logging firms. They chose the TLA name back when the coastal logging industry was transitioning its transportation methods from railroads to trucks.

Today? “We’re not just truckers,” executive director David Elstone emphasizes. “We’re the small to medium-sized business operators who are part of the supply chain of the B.C. forest industry, from stump to dump, to delivering the log to the mill.”

Independent harvesting contractors hold the bulk of the nearly 500 memberships spread around B.C. And at TLA meetings they may sit beside road builders, engineers, log brokers, suppliers, or truckers. Mills have signed up too. So have nine forest-dependent communities. “They all want to see a prosperous working forest,” Elstone says.

While membership has evolved over the decades, there’s always been one constant at the TLA: the

organization’s ethos. It advocates for sustainable forest management and opposes monopoly control of the woods.

### Mechanization drives safety evolution

Education of members is also part of the mission, especially in the area of safety. “We strive to present the on-the-ground, real, and practical perspective of how safety management can be applied,” says Elstone.

The late W.D. (Bill) Moore, a TLA president in the 1960s, set the example by tirelessly campaigning for workplace safety. He attended conferences, called on industry executives, and even appeared in ads for WorkSafeBC (then the Workers’ Compensation Board). “His most important project was his work to promote loggers’ safety on the job,” his son, Patrick, said in a eulogy for his father.

The TLA also had a hand in the formation of the B.C. Forest Safety Council.

Today, the industry’s safety evolution has been driven by mechanization. Tethered-system machines have replaced some hand fallers on steep slopes. Steam donkeys and chokers are museum pieces. “Today,



almost everyone sits inside a machine,” Elstone notes. “The trend is to see fewer people on the ground.”

To reduce the risk of truck rollovers, crashes, and other hazards, firms need to emphasize five areas of focus: inspections, personal protective equipment, loading, driving, and the log yard.

“If you’re not a safe operator, you’re not going to be in business,” says current president Mike Richardson.

### A voice for independents

An independent stump-to-dump contractor based in Campbell River, Richardson, appreciates the vision of the association’s founders.

“The TLA was formed because the independent contractor had no representative,” he says. At the time of its founding in the 1940s, logging equipment and workers were scarce due to the war, and new regulations on snag felling and slash burning were alarming the industry. Small operators felt squeezed by government and large forestry corporations.

As a result, a handful of independent loggers met on Vancouver Island to lay the foundation for what would

become the TLA. “It was time to change the direction our industry was going,” says Elstone.

Some 75 years later, the TLA has evolved to deal with today’s concerns. The coastal forest industry reaps roughly as much timber on Crown land as it did back in the TLA’s early days, but now more than 90 percent of the work is done by logging contractors.

And while logging trucks remain the public face of the industry, the TLA membership rolls show a much broader picture. ☺



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This machine takes care of some of the heavy lifting at Red Truck Beer Company.

# Young workers have a voice at Vancouver brewing company

By Jesse Marchand

**Cultivating a culture of communication is core to the business of making beer for Red Truck Beer Company.**

Part science. Part art. Part craft. That's how Justin Vickaryous, director of brewery operations at Red Truck Beer Company describes craft brewing. That three-part recipe relates not just to their beers, but to how they craft a culture of communication about the beer they produce, the health and safety processes they have, and everything in between.

The award-winning beer company relies on its passionate and dedicated staff both in the lab and in the warehouse — places where training and safe procedures can mean the difference between brewing a good beer and brewing the potential for an injury.

"When you take a look around at the people who work here, they genuinely want to be here. They are a very engaged workforce, but there's also a sense of creative licence," says Vickaryous. "We can't make the product without the people."

## **Where there's a will, there's a way**

Craft brewers tend to be in their mid-30s, are post-secondary educated, and tech savvy, says Prescillia

(Percy) Chua, a senior policy advisor at WorkSafeBC. Chua, a former occupational hygiene officer, helped form a craft-brewing strategy with WorkSafeBC's Risk Analysis Unit in 2015, when the industry was categorized as an emerging risk. In visiting several breweries across B.C., Chua found that most brewers come to the craft from a love of brewing, which may not extend to a deep knowledge of health and safety.

"They network with other brewers and share information in person and online. Brewers are very innovative and resourceful when finding health and safety solutions," she says. This drive for innovation also means they tend to hire younger staff, many from the under-25 demographic, which includes people who are getting jobs for the first time.

These young workers can be at risk if they aren't properly trained and supervised. On average, 18 young workers are injured daily in B.C. Meanwhile, the craft-brewing industry has significant risks.

"I've been in the industry a long time and there are a lot of hazards that are associated with the production of craft beer: confined space, ergonomics, CO<sub>2</sub> [carbon dioxide] awareness. There's a myriad of hazards out there and it's all about preventing and mitigating those hazards," says Vickaryous.



## “Young workers have the right to speak up about health and safety without fear of repercussion.”

—Justin Vickaryous, director of brewery operations at Red Truck Beer Company

One of the common dangers is carbon dioxide. At most breweries, CO<sub>2</sub> is used or produced in many of the processes. For example, it's used to keep oxygen out of the beer and carbonate it. However, “carbon dioxide is a major issue because it's inconspicuous, and exposure to high levels can cause serious adverse health effects,” notes Chua.

To mitigate the risk, Red Truck has carbon-dioxide monitors on site to alert if there are any issues. The company also has signs on all tanks that point to confined spaces — these are places where a person could enter, even partially, to perform work, but have limited or restricted means of exit.

“There are so many pieces that you have to have in place to make your brewery operate,” says Vickaryous. “One of those major components is a really good safety plan.”

### Learning from the past

Creating a plan at Red Truck came in part from Vickaryous's experiences as a young worker. His first job was in retail at 16. “I remember that it was basically: ‘Here's your badge. You need to do this.’ There was no real talk of safety at that time.”

When he first started in beer production in 1997, the safety picture was a lot clearer.

“I worked in a quality-control lab for malt, which is a major component of beer. That was a very different experience than my first job,” says Vickaryous. “There was a lot of emphasis put on safety.” With exposure to heavy equipment and a lab, Vickaryous says the safety training was welcome and gave him valuable experience in a large facility where procedures were necessary to produce large volumes of beer. He now applies that experience from a large employer to his craft-brewing business — implementing health and safety plans that are normally in place in much larger companies.

### Open lines of communication

Today, Vickaryous makes sure that all of his staff, from delivery drivers to the packaging line, are trained

in healthy and safe work procedures. One of the ways he does this is by looking into incidents that happen on the floor, no matter how small.

“Let's say somebody walking through the warehouse has a close call with a forklift driving too fast. We will sit down and discuss that incident with everybody to make sure that does not happen again,” says Vickaryous.

Investigating near misses like these, is part of Red Truck's communication policy. “Young workers have the right to speak up about safety without fear of repercussion,” notes Vickaryous. “We have a culture here where it's perfectly acceptable for a young worker to question whether something is safe. And the more that we can engage with those people, the more productive we're going to be, and the more people are going to want to come to work.”

Policies that enable open communication allow young workers to actively participate in health and safety. This in turn can lead to improved safe work procedures and a better trained and informed workforce. It also leads well into training, as workers can ask questions at any time. Red Truck makes sure that new workers are trained not just in the equipment that they use, but in the bigger picture for how that machinery functions on the line and what could go wrong if procedures aren't followed. Even after training, new workers aren't just put on a piece of equipment right away.

“We will have somebody shadow all those positions until they've been fully trained and then they're signed off and ready to go,” says Vickaryous.

### At the end of the day

Overall, their safety program hinges on clear communication. “Our approach here is that essentially everybody has a voice,” adds Vickaryous.

“At the end of the day, when you're sitting down to have a beer after work, it's very hard to enjoy that beer if somebody has been hurt along the way.” ☺

## Safety on the agenda

Weather change getting you down? Spend some time inside at a health and safety conference. Check out the listings below for opportunities this autumn.

### The Conference Board of Canada

The Better Workplace Conference 2018  
October 10–11, 2018  
Vancouver, B.C.  
[conferenceboard.ca](http://conferenceboard.ca)

### WorkSafeBC

19th Annual Physician Conference  
October 20, 2018  
Victoria, B.C.  
[worksafebcphysicians.com](http://worksafebcphysicians.com)

### Canadian Association for Research on Work and Health (CARWH)

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


### Manufacturing Safety Alliance of BC

*Make it Safe*  
OHS Conference and Trade Show  
October 24–25, 2018  
New Westminster, B.C.  
[makeitsafe.ca](http://makeitsafe.ca)

### BCCSA

*Bridging the gap*  
Construction Safety Conference  
October 25–26, 2018  
Vancouver, B.C.  
[bridgingthegapsafely.ca](http://bridgingthegapsafely.ca)

### NAOSH

2018 BC CSSE/NAOSH Week  
Safety Forum and Awards Dinner  
November 26, 2018  
Burnaby, B.C.  
[naoshbc.com](http://naoshbc.com) 

Please note: Information and links that appear in this section are provided as a resource. Listings do not necessarily constitute an endorsement from WorkSafeBC.



## WorkSafeBC Ergonomics Forum

**When:** Thursday, Oct 11, 2018  
12:30 to 4:30 pm

**Location:** WorkSafeBC auditorium  
6951 Westminster Hwy  
Richmond, BC

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For more information, email [ergomonth@worksafebc.com](mailto:ergomonth@worksafebc.com)

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**WINTER DRIVING  
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Even a hands-free device can be distracting when on the road.

# Safe driving at work starts with company culture

By Jesse Marchand

Staying safe on the road requires a commitment from employees and employers.

Distracted driving is the second leading contributing factor in traffic fatalities, behind speed and ahead of impaired driving, and it contributes to more than one in four deaths on B.C. roads. A recent Ipsos survey conducted by ICBC showed that approximately one-third of respondents admitted to using their phone at least some of the time while driving. The good news is that crashes from distracted driving at work can be prevented through policies, safe work procedures and practices, and support for your workers.

The *Motor Vehicle Act* prohibits driving while using a handheld electronic device. And with good reason: motor vehicle incidents are the leading cause of traumatic death in the workplace. It's not just the drivers at risk, it's everyone who shares the road with a distracted driver.

Even the use of a hands-free device is not risk-free. In fact, studies have shown that drivers who are talking on a cellphone lose about 50 percent of what is visually

happening around them. While hands-free cellphone use is permitted under law, you are always better off pulling over and parking in a safe space before making or taking a phone call.

If you're a worker, you have a responsibility to put the devices away when on the road, but employers have rights and responsibilities too. Mark Ordeman, acting manager of Transportation and Occupational Road Safety at WorkSafeBC, notes, "It is important to highlight that an employer's legislated responsibility to provide a safe workplace includes a vehicle when it is operated for work purposes. That includes remedying any workplace conditions — like using a smartphone — that are hazardous to the health or safety of the employer's workers."

In addition to the specific employer responsibility, being distracted by a device also falls under the general-duty clause in section 2.2 of the Occupational Health and Safety Regulation: "Despite the absence of a specific requirement, all work must be carried out without undue risk of injury or occupational disease to any person."



The following four tips can help you create safe working conditions that will encourage your workers to keep their eyes on the road.

**1 Create a policy and safe work practices.**

Employers must establish policies and safe work practices that clearly spell out expectations around the use of electronic devices. Consult with your workers and members of the joint occupational safety committee when developing this information.

**2 Communicate the policy and practices.** It's not enough to make a policy and leave it in a binder somewhere. Communicate your electronic device policy and practices to your managers, workers, and contractors — often. Remember, employers must provide their workers with information, instruction, training, and supervision to ensure their safety.

**3 Support your workers.** Direct your workers to create an “I’m behind the wheel” voice message, online status, or a text auto-reply before they begin driving. You can also be clear with clients, customers, and fellow staff that your employees can’t answer calls, texts, and emails while driving. If you have a workplace that requires urgent responses from people on the road, make sure your policy includes and encourages pulling over to a safe space before responding.

**4 Set an example.** As an employer, you should not only refrain from using electronic devices while driving, but you should also not expect workers who are driving to get back to you right away.

For more information, visit <https://roadsafetyatwork.ca/tool-kits/distracted-driving/call-to-action/> 📱



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# Act amended to include mental disorder presumption

By Lori Guiton

A worker who is diagnosed with a work-related mental disorder may be entitled to benefits provided certain conditions are met.

Recent changes to the *Workers Compensation Act* and policy affect how mental disorder claims involving workers in certain occupations will be adjudicated.

In May, 2018, the Act was amended to add a mental disorder presumption for workers in eligible occupations who are exposed to one or more traumatic events as part of their employment.

To align with these changes to the Act, WorkSafeBC's Board of Directors approved amendments to Chapter 3 in the Rehabilitation Services & Claims Manual, Volume II on July 12, 2018. These amendments explain the recent changes to the Act and provide WorkSafeBC decision-makers with additional guidance.

## What is the mental disorder presumption?

Subsection 5.1 (1.1) of the Act now stipulates that under certain circumstances a mental disorder must be “presumed to be a reaction to the one or more traumatic events arising out of and in the course of the worker's employment in that eligible occupation.” This means that the worker does not have to prove the disorder was caused by work if the worker is:

- 1 Employed in an eligible occupation.
- 2 Exposed to one or more traumatic events arising out of and in the course of the worker's employment in that eligible occupation.
- 3 Diagnosed with a mental disorder that is recognized, in the most recent American Psychiatric Association's *Diagnostic and Statistical Manual of Mental Disorders* as a mental or physical condition that may arise from exposure to a traumatic event.

## What are the eligible occupations?

According to the Act, the eligible occupations are: correctional officer, emergency medical assistant, firefighter, police officer, sheriff, or, without limitation, any other occupation prescribed by regulation of the Lieutenant Governor in Council.


## What if I'm not employed in an eligible occupation for this presumption?

Where the presumption in subsection 5.1(1.1) does not apply, a worker may still make a claim for a mental disorder under subsection 5.1(1) of the Act.

## What is considered a traumatic event?

Policy defines a "traumatic event" as "an emotionally shocking event." Not all events will be considered emotionally shocking. Each case must be determined based upon the specific facts. Determining whether an event is traumatic involves an objective and subjective analysis.

## Where can I get more information?

You can find more information on the changes to the Act and Claims Manual by searching "mental disorder presumption" on [worksafebc.com](http://worksafebc.com). If you want more information about mental health claims in general, search for "mental health disorders" to access our dedicated web page. 

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## Construction

### **1002024 B.C. Ltd. / Dual Kloot Construction | \$44,922.80 | Chilliwack | May 29, 2018**

This firm was building a barn. WorkSafeBC conducted an investigation after one of the firm's representatives sustained serious injuries in a fall from the barn roof. The representative had been installing roof trusses and was walking along 2x4 strapping when the strapping broke. The representative fell about 5.5 m (18 ft.). WorkSafeBC determined that the representative's personal fall protection system was not being used correctly, because the lifeline had too much slack to properly arrest a fall. Also, there were no anchorage connectors for the lifeline, and trusses were being used as an anchorage point without proof of their ultimate load capacity. The firm's failure to ensure the use of fall protection was a repeated and high-risk violation. Also, the firm failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety, a repeated violation.

### **1111331 B.C. Ltd. / Daren Dichrow Roofing | \$2,500 | Kamloops | June 18, 2018**

WorkSafeBC observed two of this firm's workers standing on work platforms at a new house under construction. The workers, one of whom was a representative of the firm, were wearing fall protection harnesses but were not connected to available lifelines. No other form of fall protection was in place, exposing the workers to the risk of falling about 3.7 m (12 ft.). The firm's failure to ensure fall protection was used was a repeated and high-risk violation. The firm also failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety.

### **Ace Environmental Services Ltd. | \$2,519.95 | Mission | March 26, 2018**

This firm was performing asbestos abatement work on a house slated for demolition. The hazardous materials survey for the site indicated the presence of vermiculite insulation, an identified asbestos-containing material (ACM). High-risk procedures were required to abate the vermiculite, including establishing a negatively pressurized and airtight containment of the work area and discharging air to the outdoors through HEPA filters. WorkSafeBC inspected the containment and observed openings such as unsealed soffits and vents in the gables. Several workers were performing abatement work inside the structure. WorkSafeBC observed another worker, who was a representative of the firm, in proximity to the unsealed soffit vents without the benefit of personal protective equipment. The firm failed to ensure that all openings were adequately secured to prevent the release of asbestos fibres before work started. This was a repeated and high-risk 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](https://www.worksafebc.com). Find it easily by entering the word "penalties" into our search bar.

**A. MacKenzie Roofing Ltd. | \$16,270 | Central Saanich | May 29, 2018**

This firm was roofing a new house. WorkSafeBC observed two workers on the sloped roof working at heights greater than 3 m (10 ft.). Neither worker was using a personal fall protection system and no other form of fall protection was in place. A representative of the firm who was also on the roof was wearing a fall protection harness but was not connected to a lifeline. The firm's failure to ensure fall protection was used was a high-risk violation. The firm also failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were both repeated violations.

**Arrow Enviro Inc. | \$2,500 | Burnaby | May 17, 2018**

This firm conducted asbestos abatement at a two-storey house slated for demolition. WorkSafeBC inspected the site after the firm had issued a clearance letter indicating all asbestos-containing materials (ACMs) had been removed. During the inspection, evidence of remaining ACMs were found throughout the building, including texture coat, drywall joint compound, and roof mastic. WorkSafeBC issued a stop-work order. The firm's failure to ensure ACMs were safely contained or removed was a repeated violation.

**Baaz Roofing Ltd. | \$20,000 | Vancouver | June 26, 2018**

WorkSafeBC observed two of this firm's workers standing near the leading edge of the flat roof of a three-storey apartment building. Both workers were wearing fall protection harnesses but were not attached to lifelines or anchors. No other form of fall protection was in place, exposing the workers to a fall risk of about 8.2 m (27 ft.). Further, no written fall protection plan was available. The firm failed to ensure fall protection was used, a repeated and high-risk violation.

**Brother Framing Ltd. | \$2,500 | Surrey | June 19, 2018**

This firm was framing a new three-storey house. WorkSafeBC observed one of the firm's workers on the roof, working near the edge, at a height of about 8.8 m (29 ft.). The worker was not using a fall protection system, and no guardrails or other forms of fall protection were in place. In addition, no site-specific fall protection plan was available. WorkSafeBC issued a stop-work order. The firm failed to ensure fall protection was used, a high-risk violation. The firm also failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were both repeated violations.

**Chea Touch / Oceanside Gutter Vac | \$2,500 | Nanaimo | June 15, 2018**

This firm's worksite was a two-storey house under construction. WorkSafeBC observed two workers, one of whom was a representative of the firm, working on the roof. One of the workers was standing on a job-built scaffold plank set up on the 6:12 sloped roof. Neither worker was using a personal fall protection system and no other form of fall protection was in place, exposing the workers to a fall risk of 4.6 m (15 ft.). The firm failed to ensure fall protection was used, a high-risk violation.

**EKAM Framing Ltd. | \$2,500 | Burnaby | June 12, 2018**

This firm was framing a residential building. WorkSafeBC observed a worker, also a representative of the firm, near the edge of the third-storey deck preparing to sheet the deck. The worker was not using a personal fall protection system and no other form of fall protection was in place, exposing the worker to a risk of falling 6.4 m (21 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

**Expert Hazmat Ltd. | \$2,500 | Surrey | June 22, 2018**

This firm conducted asbestos abatement at a house slated for demolition. WorkSafeBC inspected the site after the firm issued a clearance letter indicating all asbestos-containing materials (ACMs) had been removed. At the time of the inspection, the house had already been demolished. WorkSafeBC observed transite board, an identified ACM, still in place and covering the exterior foundation of the house. WorkSafeBC issued a stop-work order. The firm failed to ensure that hazardous materials were safely contained or removed, a high-risk violation.



**Green Light Framing Ltd. | \$2,500 | Langley |  
June 5, 2018**

This firm was framing a new house. WorkSafeBC observed one of the firm's workers on the 8:12 sloped roof at a height of about 6.1 m (20 ft.). The worker was not using a personal fall protection system, and no other form of fall protection was in place. The firm's failure to ensure fall protection was used was a repeated and high-risk violation.

**Griffin Restoration Services Inc. | \$9,162.51 | Woss |  
May 25, 2018**

WorkSafeBC inspected a pre-1990 mobile trailer where two of this firm's workers were removing sheet vinyl flooring. The paper beneath the flooring was an asbestos-containing material (ACM). Before work began, the firm did not put required control measures in place to protect workers from exposure to asbestos: no containment had been set up; a negative air unit had not been installed; and a HEPA vacuum was not used. Further, although workers were using respirators, the workers were not clean-shaven as required. The firm failed to take necessary precautions to protect workers before allowing work that would disturb ACMs, a repeated and high-risk violation.

**Highmark Excavating Inc. | \$5,565.37 | Kelowna |  
June 13, 2018**

This firm was working on the installation of a new sewer system under a residential roadway. WorkSafeBC observed an unsupported excavation with near vertical cut sides and depths of up to 2.1 m (7 ft.). There was evidence that the firm's workers had entered the excavation to perform work activity to install the new sewage line. The firm failed to ensure that, prior to worker entry, the excavation was sloped, benched, shored, or supported as required. This was a repeated and high-risk violation.

**Inayat Construction Ltd. | \$2,500 | Burnaby |  
June 18, 2018**

This firm was roofing a new two-storey house. WorkSafeBC observed two of this firm's workers, one of whom was a supervisor, applying plywood sheathing on the roof. One of the workers was wearing a fall protection harness but was not connected to a lifeline. The other worker was not using a personal fall protection system. No other form of fall protection was in use, exposing the workers to a fall risk of about 6.4 m (21 ft.). WorkSafeBC issued a stop-work order. The firm failed to ensure fall protection was used, a

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high-risk violation. The firm also failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety.

**Kasper Development Corporation | \$14,421.08 | Williams Lake | May 22, 2018**

This firm's worksite was a single-level building undergoing renovation. At the time of WorkSafeBC's inspection, three workers were on site and renovation work had begun in the building, including on the basement level. WorkSafeBC determined that the firm had not conducted a risk assessment for work activity on the building's basement level or completed an exposure control plan, and had not adequately informed workers regarding the presence and location of asbestos-containing materials (ACMs) and other hazardous materials throughout the building. The firm's failure to ensure that a qualified person assessed the risk level of ACM abatement work activity was a high-risk violation. The firm also failed to provide workers with the information, instruction, training, and supervision necessary to ensure their health and safety.

**KRM Contracting 2000 Corporation | \$4,441.07 | Kamloops | June 11, 2018**

This firm was conducting abatement work at a two-storey house slated for demolition. WorkSafeBC inspected the worksite and observed one of the firm's workers removing stucco, an identified asbestos-containing material (ACM), from the exterior of the house. The worker was removing the stucco by hand using a crowbar, contrary to the identified safe work procedure of using a saw and a HEPA-filtered vacuum. Uncontained stucco debris was present throughout the worksite. Workers were also observed not following appropriate decontamination procedures. WorkSafeBC issued a stop-work order. The firm failed to safely contain or remove hazardous materials, a high-risk violation.

**Norsteel Building Systems Ltd. | \$14,702.26 | Kelowna | June 20, 2018**

This firm was erecting a structural steel industrial building. WorkSafeBC observed several workers installing panels on the roof. One worker was observed near the edge of the roof, and another worker was seen stepping from an elevated work platform onto the roof. Both workers were wearing fall protection harnesses but were not connected to lifelines. No guardrails or other forms of fall protection were in place, exposing the workers to fall risks greater than 12.2 m (40 ft.). The firm's failure to ensure fall protection was used was a repeated and high-risk violation.

**Pacco Holdings Ltd. | \$2,500 | Kamloops | June 11, 2018**

WorkSafeBC observed one of this firm's workers standing on a roof of a house under construction. The worker, a supervisor, was not using a personal fall protection system, and no other form of fall protection was in place. The worker was exposed to a fall risk of about 3.7 m (12 ft.). The firm failed to ensure fall protection was used, a high-risk violation.

**Pro Pacific Restoration Ltd. | \$9,545.17 | Parksville | May 28, 2018**

WorkSafeBC conducted an inspection while two of this firm's workers were preparing for the abatement of asbestos-containing flooring materials from a house and garage. WorkSafeBC determined that the firm's risk-control measures were inadequate: the notice of project (NOP) identified the jobs as high risk, but the firm's planned work procedures and personal protective equipment did not meet minimal high-risk requirements. The firm's failure to provide workers handling asbestos with task-specific work direction that addressed hazards and necessary controls was a repeated violation.

**Rees P. Senger / Rees Roofing | \$2,500 | Saanich | June 15, 2018**

WorkSafeBC observed two of this firm's workers on the 6:12 sloped roof of a house under construction. The workers were wearing fall protection harnesses but were not connected to lifelines, and no other form of fall protection was in place. This exposed the workers to fall risks of more than 6.1 m (20 ft.). WorkSafeBC also determined that neither worker had received new worker orientation or training. The firm failed to ensure fall protection was used, a high-risk violation. The firm also failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety, a repeated violation.



**Resthaven Residences | \$5,000 | Esquimalt | May 30, 2018**

WorkSafeBC observed one of this firm's workers directing two-way traffic on a public highway outside the firm's construction site. The worker, who was within sight of a supervisor, did not have valid traffic control person qualifications or appropriate traffic control equipment. The firm failed to ensure that workers assigned to control traffic were adequately trained. The firm also failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were both repeated violation and high-risk violations.

**Resthaven Residences Ltd. | \$2,500 | Victoria | May 31, 2018**

This firm was working on the construction of a new apartment building. WorkSafeBC observed two of the firm's workers, one of whom was a supervisor, within the fall hazard zone of 2 m (6.5 ft.) from the leading edge of an excavation that was 6.1 m (20 ft.) deep. Neither worker was using a personal fall protection system, and no control zone or other form of fall protection was in place. The firm failed to ensure fall protection was used, a repeated and high-risk violation.

**Star Excavating Ltd. | \$2,500 | Surrey | June 5, 2018**

This firm's worksite was the demolition of a two-storey house. No notice of project (NOP) had been submitted. WorkSafeBC determined that the firm conducted abatement work, including the removal of drywall, before a hazardous materials inspection had been completed. The hazardous materials survey confirmed that the drywall joint compound was an asbestos-containing material (ACM). The firm failed to have a qualified person identify hazardous materials before demolition began. This was a repeated and high-risk violation.

**Traffic King Enterprises Ltd. | \$11,764.61 | Abbotsford | June 15, 2018**

WorkSafeBC observed two of this firm's traffic control persons (TCPs) controlling traffic at an intersection. No traffic control signage was in place, and no traffic control plan was available. The firm failed to ensure that traffic control equipment, arrangements, and procedures met the requirements of the *Traffic Control Manual for Work on Roadways*. This was a repeated and high-risk violation.

## Manufacturing

**Campion Marine Inc. | \$22,739.84 | Kelowna | June 21, 2018**

This firm operates a boat manufacturing facility. WorkSafeBC inspected the workplace and observed a dust collection system for collecting dust created during the cutting and grinding of fibreglass in the manufacturing process. The dust collector did not have a venting system to prevent an explosion. In addition, accumulations of dust were observed on potential ignition sources. It was determined that compressed air was used to clean dust accumulations, which created an additional risk of explosion by causing suspended dust particles to come into contact with electrical wiring and fixtures. WorkSafeBC also determined that the firm did not adequately manage the risk of fire and explosion posed by chemicals used in the work process. Furthermore, the firm did not have an exposure control plan or an effective respirator maintenance plan to manage the risks associated with various toxic substances used in the workplace. The firm failed to ensure that dust collectors used to control combustible dust were constructed to prevent harm to workers in the event of an explosion inside the collector. This was a high-risk violation. The firm also failed to control combustible dusts and flammable vapours, and failed to minimize workers' exposure to toxic substances.

**Ebco Industries Ltd. | \$70,147.75 | Richmond | June 21, 2018**

This firm operates a machine fabrication shop. A worker was removing a buildup of metal shavings near the auger of a milling machine. The worker's arm was caught by the rotating cutting tool and spindle, and the worker was seriously injured. WorkSafeBC's investigation determined that the door stop spindle interlock, which would have

prevented the spindle from rotating under power while the operator's door was open, had been disabled. Furthermore, the firm's work procedures did not include written instructions for the safe operation and maintenance of the machine. The firm failed to ensure that machinery was equipped with adequate safeguards to prevent workers from accessing hazardous points of operation. This was a repeated and high-risk violation. The firm also failed to ensure safeguards were not removed, a high-risk violation. In addition, the firm failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety, a repeated violation.

**International Tentnology Corp. / Tentnology Co. | \$24,881.59 | Surrey | June 28, 2018**

This firm manufactures tents. WorkSafeBC inspected the firm's worksite and observed several steel storage racks outdoors, with various materials stored on top of them. WorkSafeBC observed a number of unsafe conditions associated with the racks: the racks were resting on uneven floor; horizontal struts were corroded and bent; rack structures were out of plumb; there were rack uprights and frame diagonals with deflection; upright foot plates were resting on pieces of rotten plywood; upright foot plates had separated from the floor; and the racks were held together by ropes. The firm failed to ensure its storage racks were capable of safely supporting the items they stored, were constructed according to good engineering practices, and were used in accordance with the specifications of the manufacturer or a professional engineer. Furthermore, the firm failed to ensure a qualified person inspected the storage racks at regular intervals, and failed to ensure that the racks were regularly maintained.

**Porcupine Wood Products Ltd. | \$51,191.76 | Salmo | June 18, 2018**

WorkSafeBC responded to an incident where a worker was injured at this firm's sawmill. The worker's hand contacted an unguarded chain-and-sprocket drive for a saw outfeed roller conveyor. The firm failed to ensure that machinery was fitted with adequate safeguards to protect workers from contact with hazardous power transmission parts. This was a repeated and high-risk violation.

## Primary Resources

**Crew Energy Inc. | \$11,024.88 | Taylor | March 23, 2018**

This firm is the owner and prime contractor of oil/gas operations with multiple worksites. WorkSafeBC inspected three of the firm's worksites and observed many safety violations by the firm and the contractors working at these locations, including the following: In two of the three sites inspected, workers were working without using personal monitors that would have alerted workers to the presence of noxious and explosive atmospheres. At the first site, a subcontractor's worker was observed working in an atmosphere where the lower explosive limit had been reached. A fire and explosion had occurred at the site three weeks earlier and a worker had been injured. The firm's system for ensuring compliance had not identified non-compliance with first aid and emergency preparedness, including respirator fit testing. The employer also had not identified or remedied non-compliance associated with crane lifts and snubbing operations. At the third worksite, confined space hazards had not been assessed or inventoried. As prime contractor of a multiple-employer workplace, the firm failed to establish and maintain a system to ensure compliance with the *Workers Compensation Act* and the *Occupational Health and Safety Regulation*. This was a repeated and high-risk violation.

**Progressive Harvesting (2000) Ltd. / AAP IJT | \$12,253.06 | 150 Mile House | April 12, 2018**

An operator was moving a log processor to a lowbed when its boom caught on an overhead line. This caused a power pole to break, and a high-voltage power line fell onto the log processor. The operator then exited the processor. WorkSafeBC's investigation determined that the operator of the log processor, a new worker, had not been trained in the hazards of the workplace or safe work procedures, or in emergency procedures such as the need to stay in a vehicle when in proximity to downed power lines. The firm failed to ensure adequate clearance distance



was maintained between electrical equipment and conductors, workers, and moving equipment and equipment loads. This was a high-risk violation. The firm also failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety.

**Westerly Acres Farms Ltd. | \$2,500 | Chilliwack | June 15, 2018**

WorkSafeBC observed several workers, including a representative of the firm, installing trusses for a new barn under construction. None of the workers was using a personal fall protection system and no guardrails or other forms of fall protection were in place, exposing the workers to a fall risk of 4.2 m (13.75 ft.). The firm failed to ensure fall protection was used, a high-risk violation.

## Trade

**K. M. S. Tools and Equipment | \$64,650.22 | Coquitlam | June 15, 2018**

WorkSafeBC investigated an incident at this firm's car parts sales facility. At store opening time, an electric hoist mounted above the building's steel security gate was activated to open the gate. The hoist cable broke and the gate fell, striking and seriously injuring a worker who was standing underneath the gate. WorkSafeBC determined that the hoist assembly was built in a way that the cable was in contact with the torsion spring for the adjacent garage door and entranceway. This meant that the garage door opening and closing caused the spring to rub against the cable, contributing to its eventual failure. In addition, the firm did not conduct regular inspections, and lacked a comprehensive health and safety program. Overall, the firm failed to ensure the health and safety of its workers. The firm also failed to ensure that load lines on hoists did not contact anything other than the load block and the sheaves and hoist drum. These were both high-risk violations.



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## Service Sector

### **Blue Light Hotels Ltd. / Double Tree by Hilton | \$6,331.25 | Kamloops | June 25, 2018**

WorkSafeBC observed one of this firm's workers standing at the edge of the roof of a commercial building. The worker was not using a personal fall protection system and no other form of fall protection was in place, exposing the worker to a fall risk of about 15.2 m (50 ft.). The firm failed to ensure fall protection was used, a high-risk violation. WorkSafeBC also determined that, while on the roof, the worker had been removing accumulated pigeon droppings. The task involved the worker sweeping the droppings, creating dust clouds that can carry infectious agents from the droppings. The worker was wearing a face mask that did not have an approved respirator. The firm failed to ensure that workers who may have been exposed to hazardous biological agents understood the possible health effects, that written procedures were in place to minimize the risk of exposure, and that workers were trained in the safe handling of the biological agents. This was also a high-risk violation. Further, the firm failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety.

### **Davey Tree Expert Co. of Canada, Limited / Davey Tree Services a Division of | \$5,979.27 | Vancouver | May 24, 2018**

This firm was hired to trim shrubs in an interior courtyard wall of a three-storey building. One of the firm's workers tried to access the upper half of the shrubs from the rooftop using climbing equipment and vertical and horizontal lifelines. As the worker was descending from the rooftop on a vertical lifeline, the system failed, and the worker fell about 12.2 m (40 ft.). The worker was seriously injured. The firm failed to provide its workers with the information, instruction, training, and supervision needed to ensure their health and safety. This was a high-risk violation.

### **Epoch Environmental Consulting Ltd. | \$2,085.66 | Surrey | June 5, 2018**

This firm's worksite was a pre-1990 house slated for demolition. The firm had issued a post-abatement clearance letter indicating that all identified asbestos-containing materials (ACMs) had been removed from the building. WorkSafeBC inspected the site and observed drywall and vermiculite insulation debris, both confirmed ACMs, in various locations in the house. WorkSafeBC issued a stop-work order. The firm failed to have a qualified person ensure that hazardous materials were safely contained or removed. This was a repeated violation.

### **Happiness Town Holdings | \$7,500 | Duncan | April 24, 2018**

This firm's workplace was a vacant house slated for demolition. The house had been the site of illicit drug activity and was likely contaminated with drug resins and dusts. Used syringes, potentially carrying biological agents such as blood-borne human pathogens, were also present in significant quantities both inside and to the exterior of the house. No hazardous materials survey, required prior to the start of demolition activity, had been conducted to identify all hazardous substances in the structure, including the toxic materials related to prior illicit drug activity at the site. WorkSafeBC issued an order to stop work to prevent demolition of the structure, and prohibited access to the site except to adequately protected, qualified, and authorized personnel necessary for the purpose of removing or controlling the hazards. The firm subsequently hired three workers to clean up the site, in contravention of the stop-work order. The workers were not adequately informed about the hazardous conditions and were not qualified to remove the dangers at the site. The workers were observed working at the site, handling the hazardous debris, including used syringes, with bare hands. The firm is being penalized for failing to comply with a WorkSafeBC order. This was a high-risk violation.

### **Interior Health Authority | \$628,034.57 | Princeton | June 27, 2018**

This employer operates a mental health drop-in centre. One worker was working with a client when a member of the public tried to enter the centre. After being denied entry, this person assaulted both the worker and the client. WorkSafeBC's investigation determined that the employer had not conducted a violence prevention risk assessment, and had not developed specific violence prevention procedures that took into account the risks associated with the particular worksite. The employer is being penalized for failing to ensure the health and safety of its workers, and for failing to conduct an assessment of violence risks to its workers. These were both repeated and high-risk violations.



**Jaroslaw (Jerry) A. Baba / Tree Brothers Specialists | \$2,500 | Surrey | May 3, 2018**

One of this firm's workers was seriously injured during removal of a tree from a residential backyard. The worker had been cutting the tree in sections so it could be lowered to the ground one section at a time. During this process, the worker had placed a lifeline and a lowering line in the same crotch (fork) of the tree, causing the lifeline to be abraded by the lowering line. When the worker disconnected the flipline to move to a lower part of the tree, the worker was then relying solely on the lifeline for support. It was at that point that the damaged lifeline gave way, and the worker fell about 10.7 m (35 ft.). WorkSafeBC's investigation found that the incident was caused by an inadequate fall protection system and an unsafe work procedure, and that inadequate training and supervision were underlying factors. The firm failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. This was a high-risk violation.

**Pacific Ark Environmental Consulting Ltd. | \$2,500 | Vancouver | June 26, 2018**

This firm conducted a hazardous materials inspection for a house prior to its demolition. WorkSafeBC determined that the firm did not include representative bulk samples of a plaster layer in the house's drywall in its analysis submission. This plaster had been identified in a previous hazardous materials inspection as an asbestos-containing material (ACM). The firm failed during its inspections to ensure representative samples of all potentially hazardous materials were collected. This was a repeated and high-risk violation.

**Proline Management Ltd. | \$24,550.99 | Duncan | June 13, 2018**

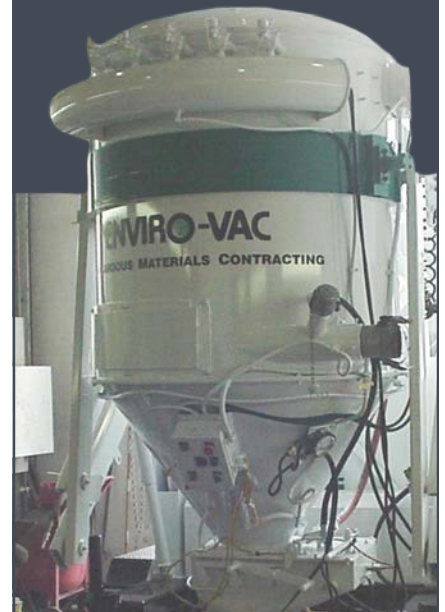
This firm manages an apartment building. The firm had hired a plumbing contractor to fix a leak, which required the ceiling to be cut open. The ceiling texture coat was a known asbestos-containing material (ACM). WorkSafeBC inspected the building and determined that this firm did not have procedures in place to control the risks of ACM exposure for its own or contracted workers. WorkSafeBC issued a stop-work order. The firm failed to have a qualified person inspect the building for hazardous materials before repairs took place. This was a high-risk violation.

**Sentinel Building Services Ltd. | \$2,500 | Kamloops | June 12, 2018**

This firm was re-roofing a house. WorkSafeBC observed two workers, one of whom was a representative of the firm, moving across the 6:12 sloped roof. Neither worker was using a personal fall protection system and no other form of fall protection was in place, exposing the workers to a fall risk of about 4.3 m (14 ft.). The firm's failure to ensure fall protection was used was a repeated and high-risk violation. The firm also failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety.

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# Injunctions

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

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

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

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

## **BCS Contractors Ltd. | May 30, 2017**

On May 30, 2017, the Supreme Court of British Columbia ordered that BCS Contractors Ltd., a firm engaged in the asbestos abatement industry in British Columbia, and its principal, Shangara Aujla, also known as Sunny Aujla, are restrained from continuing or committing contraventions of the Workers Compensation Act or the Occupational Health and Safety Regulation, and are required to comply with the Act and Regulation in the future.

## **Best Choice Roofing Ltd. | February 10, 2017**

On February 10, 2017, the Supreme Court of British Columbia ordered that Best Choice Roofing Ltd., a firm engaged in the roofing industry in British Columbia, and its principal, Jaswant Singh Sohal, are restrained from continuing or committing contraventions of the Workers Compensation Act or the Occupational Health and Safety Regulation, and are required to comply with the Act and Regulation in the future.

## **C-Best Environmental Ltd. | November 20, 2017**

On November 20, 2017, the Supreme Court of British Columbia ordered that C-Best Environmental Ltd., and its principal, Ramnik Dhaliwal, are restrained from carrying on the industry of asbestos abatement or hazardous materials inspection or remediation indefinitely.

## **G & D Construction Ltd. | October 20, 2017**

On October 20, 2017, the Supreme Court of British Columbia ordered that G & D Construction Ltd., a firm engaged in the framing or residential forming industry in British Columbia, and its principal, Dalwinder Singh Kandola, are restrained from continuing or committing contraventions of the Workers Compensation Act or the Occupational Health and Safety Regulation, and are required to comply with the Act and Regulation in the future.

## **M.D.M.Roofing Ltd. | May 29, 2017**

On May 29, 2017, the Supreme Court of British Columbia ordered that M.D.M.Roofing Ltd., a firm engaged in the roofing industry in British Columbia, and its principal, Gurinder Deol, are restrained from continuing or committing contraventions of the Workers Compensation Act or the Occupational Health and Safety Regulation, and are required to comply with the Act and Regulation in the future.





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