

# WorkSafe

Tools for building safer workplaces | [worksafemagazine.com](http://worksafemagazine.com) | September / October 2020



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not your claims costs** p7

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**WORK SAFE BC**



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**On the front cover:** Redlen Technologies Production technician Marilyn Macaisa demonstrates a new work process designed to eliminate repetitive tasks. Photo by Heath Moffatt.

### Reassessing risk

With new guidelines for working safely arising from COVID-19, B.C. workers and employers have had to adopt new processes and workflows. For some, the chance to look at health and safety through this new lens has led to other improvements. In one of our “WorkSafeBC updates” we look at how the tree-planting industry adapted to COVID-19 and also saw a decrease in injuries and illness over previous years (page 22).

But not all workplace change is because of the pandemic. In our cover story, we speak with a manufacturer whose increase in demand saw a subsequent increase in sprains and strains. We tell the story of how they were able to invest in changes that not only decreased injuries but improved turnaround times (page 7).

We also have stories on how to implement changes at the workplace in other ways, from avoiding hearing loss (page 16), to improving your joint health and safety committee (page 19) to creating a recovery-at-work program that works for everyone (page 11).

These stories all contain resources to help you make positive changes at reassess risks at your workplace. Change is inevitable but injuries don't have to be.



**Terence Little**  
Editor-in-chief

# WorkSafe

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*WorkSafe Magazine* is published by the WorkSafeBC (Workers' Compensation Board of B.C.) Communications department to educate workers and employers about injury and disease prevention, promote positive safety culture, and provide links to WorkSafeBC resources for safer workplaces.

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*WorkSafe Magazine* is published six times a year. The yearly issues are January/February, March/April, May/June, July/August, September/October, and November/December. The magazine can be viewed online at [worksafemagazine.com](http://worksafemagazine.com).

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**WORK SAFE BC**





**Sarah Ripplinger**

Sarah is a marketer, writer, editor, and journalist. She brings us two stories this issue: our cover story on reducing manufacturing injuries (page 7) and a story about making a recovery-at-work program that really works (page 11).



**Jesse Marchand**

Jesse is the managing editor of *WorkSafe Magazine* and has been working in publishing and journalism for 18 years. She speaks with WorkSafeBC's Tami Perkins about ergonomics in "Ask an officer" (right) and talks to an audiologist about hearing loss (page 16).



**Marnie Douglas**

Marnie is a Kelowna-based writer and communications professional who began her career in journalism. She writes about tree planting and physical distancing at camp during a pandemic (page 22).



**Gord Woodward**

Gord has run his own communications and business-consulting firm for 24 years. He speaks with a pulp mill about how they reduced injuries with a simple change (page 19).

# Implementing ergonomics



**Tami Perkins**  
Ergonomist

**Region:** Richmond  
**Years on the job:** 20

In this issue, we speak with WorkSafeBC ergonomist Tami Perkins about the basics of ergonomics in the workplace. WorkSafeBC ergonomists visit workplaces and consult with and educate employers and workers on how to prevent injuries by looking at gaps and deficiencies in work systems.

### Q. What is ergonomics?

- A.** The goal of ergonomics is to optimize system performance, reduce the risk for injury, and make it easy for people to do the right thing. It's all about designing a work task to fit the worker, making the work safer and more efficient.

The way a workplace is set up, how the process is designed, and the tools and machinery used, all contribute to the success of your business, and to the reduction of injury.

### Q. How will knowing about ergonomics benefit me?

- A.** Improving the fit between the worker and their system of work has been shown to:
- Produce a safer work environment
  - Reduce worker injuries and time off
  - Increase efficiencies and productivity
  - Reduce errors
  - Increase job satisfaction and morale
  - Improve safety culture

### Q. Where do I start with workplace ergonomics?

- A.** The best time to incorporate ergonomics is at the start: when you are designing, planning, and procuring your workplace facilities, workstations, equipment, processes, and workflow.

If your workplace is already up and running and you want to make improvements, then start by identifying areas of concern. These may be areas where you are seeing issues with quality, production, or efficiency; anywhere you are seeing errors or injuries; or any time you receive reports of pain or frustration from workers.

No matter where you are at in your business, a participatory approach is a key to success. Management will need to support the effort and you'll need to engage people from across the organization including workers from maintenance, engineering, purchasing, and safety.

### **Q. What would an ergonomist look for at my workplace?**

**A.** The lens of the ergonomist considers how the design and layout of the workplace, tools and equipment, workflow, and environment will affect how work is performed.

When I visit a worksite, I look at how all elements of the system may impact workers. I never look at just one worker in isolation, but at all the factors that influence how work is performed. For example, if I'm attending a manufacturing facility, I look at how a product moves through the facility, considering workflow, work design, and points of interaction with the product, such as inspecting and receiving.

If injuries or errors occur while workers are using equipment in the facility, ergonomists may ask questions such as:

- Is the equipment intuitive? Are the dials, knobs, or controls consistent with expectations?
- Are there design issues that produce frequent errors?

- Is it easy to tell when errors are made so they can be corrected before an adverse outcome occurs?
- Does the design of the equipment produce awkward postures?
- Are there work processes that require repeat handling or unnecessary carrying?
- Are there frequent or heavy lifting activities involved with using the equipment?

Equipment is just one aspect of the workplace system influencing worker performance, so I would also ask questions about workplace elements such as workflow and processes, time allocation, resources, supervision, procedures, maintenance, and more.

### **Q. Where can I get more information?**

**A.** WorkSafeBC is a co-sponsor of the 2021 International Ergonomics Association (IEA) Conference in June in Vancouver, B.C. This year the conference theme is Human Factors and Ergonomics (HFE) in the Connected World. It will speak to the role of emerging G5 wireless technologies and how we interact with them, as well as feature theme-related sessions covering the full breadth of traditional and emerging HFE topics and applications. Find out more about the conference at [iea2021.org](http://iea2021.org).

For more information on workplace ergonomics visit [worksafebc.com/ergonomics](http://worksafebc.com/ergonomics).

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

Production technician Marilyn Macaisa demonstrates the new cleaning process for radiation sensors at Redlen Technologies. The team used a 3-D printer to create a fixture that would remove the strain risk from this daily work task.

# Prevention by design

By Sarah Ripplinger

## When a rise in demand for its products was increasing the risk of musculoskeletal injury, a B.C. manufacturer took swift action.

Redlen Technologies faced a significant challenge: business was growing rapidly, and the designer and manufacturer's equipment and processes needed to be scaled up quickly to handle a sudden influx of product orders. But, while business was on the rise, so too were injuries. The company knew it had to act fast to keep workers safe, while still meeting production demands.

Founded in 1999 and based in Saanichton, B.C., Redlen is one of the only producers of Cadmium Zinc Telluride photon counting sensors. The company's technology is used for such things as medical imaging scanners, airport security scanners, and screening equipment to detect contaminants in consumer goods.

### Meeting demand

In 2019, the employer of around 150 workers, including 50–60 production staff, needed to quickly expand to meet demand.

Redlen purchased more of the equipment production workers had previously used. However, this equipment and the processes in place weren't "designed to accommodate the growth in volume," says Mark Wiegele, quality assurance and safety manager with Redlen.

Process technicians' routines had shifted from a variety of tasks to mostly performing one task throughout the day — causing strains and muscle fatigue.

"In 2019, it all came to a head," says Wiegele.

During this time, repetitive strain injuries increased significantly — injuries that required time off, modified work, and assignment to other duties went from 1-to-2 per year prior to 2019, to 18 by the end of 2019.

Production efficiency dropped by 30–50 percent as injured and replacement workers were trained to perform different tasks temporarily, notes Redlen lap and polish supervisor Nathan Guido.

"We drew down inventory [to accommodate for the drop in production], which put deliveries at risk," adds Guido. "Should this have continued, and we didn't address it, we may have had to reduce production and shipments."

## Identifying the problem

Redlen enlisted its team and ergonomists at WorkSafeBC to identify some of the causes of the injuries workers were reporting, and devise new approaches and tools to keep workers safe.

"We were seeing issues with the upper extremities, from the fingers to the shoulders and neck," notes Diane Cronk, supervisor of EH&S and training with Redlen.

Many of the injuries were caused by contact stress. For example, to clean tiles used in the assembly of sensors, workers would rub them between their fingers. The task was not an issue when only a small number of tiles were done per day but scaling up meant repetitive strains.

Musculoskeletal injuries (MSIs) such as these are the most common type of injury in the manufacturing industry, according to 2014–2018 WorkSafeBC claims statistics. MSIs affect the soft tissues of the body, such as muscles, tendons, joints, and nerves. Around one third of MSIs are caused by repetitive motions and forceful exertion.

### Hidden costs

Preventing these injuries requires taking a close look at work tasks and equipment, and making the necessary workplace changes, says Heather Kahle, an ergonomist with WorkSafeBC who visited Redlen's manufacturing facility to survey worker tasks and make recommendations.

At Redlen, those changes included redesigning workstations to be more ergonomic — a process that involves "making physical workplace changes to reduce risk factors and prevent injuries," says Kahle.

"There is a real business case for up-front expenditures to minimize repetition or awkward postures," she asserts. "If someone gets hurt, now you have a claim and you still have to make the changes, which can take longer and cost more to retrofit."

When workers are happy and healthy, Kahle adds, employers also minimize absenteeism and turnover — hidden costs that can have a big impact on a company's bottom line.

"In this case, we were taking a reactive approach with our injured workers," says Wiegele, but that's already changing. "Since 2020 began, we've been more proactive."





Redlen's Mark Wiegele and Diane Cronk meet with WorkSafeBC's Michael Brown outside the company's facility in Saanichton, B.C.

"We created a goal specifically for ergonomics within the business — on top of our standard health and safety goals — because this is our number one injury claim for 2019. We want to ensure that, going forward, we reduce the number of new injuries."

## Informed ergonomics

Redlen launched an ergonomics assessment process to flag ergonomic concerns. Supervisors connected with their teams to identify work activities that were causing undue strain or pain.

Once flagged, the work activities were reviewed, videotaped, further assessed using an ergonomics checklist, and presented to workers and supervisors for consultation.

The ergonomics checklist uses a score sheet to rank the risk of MSI in each work task, and factors in length of exposure, what areas of the body are at risk, object weight, and overall posture. Recommendations are then made to mitigate or eliminate the risk.

For example, the cleaning task that once involved rubbing tiles between technicians' fingertips scored high when assessed through the company's ergonomics assessment process.

This risk has now been almost eliminated with the use of a re-engineered process that requires minimal manual cleaning, notes Behzad Mohazzab, senior process engineering manager with Redlen. The employer is also looking into designing and installing automated cleaning systems to eliminate all hand-based cleaning of tiles.

Workers were involved in redesigning processes, providing feedback during the prototyping of new jigs and fixtures to alleviate wrist strain from holding objects that could weigh around 15 pounds, adds Cronk. "They knew what was changing and had a voice in the process."

"There is a lot of education going on, and we are finding that people are more aware of their postures and ergonomic risks in general."

## Recovery at work

Redlen reviews the progress of its ergonomic improvements at monthly company-wide town hall meetings. Led by Jim Balcom, chief operating officer, the meetings cover information about safety, quality, on-time delivery, and various customer and corporate updates.

“The executives are clearly taking responsibility and accountability for the welfare of the employees and the organization,” says Wiegele.

The employer also implemented a recover-at-work program in 2019 to help workers who were already injured recover on the job, which can support better physical and mental health, as well as better recovery outcomes.

Injured employees meet with their supervisor and a health and safety representative on a monthly basis to ensure that their work is safe and they are receiving the treatment they need. These meetings also give employees an opportunity to voice any concerns.

“Workers were concerned about how long it was taking them to recover, or that they were letting their teams down,” says Cronk.

“We wanted them to know that they have support here and that we will do our best to find something else for them to do if it isn’t safe for them to do their existing work.”

## Long-term benefits

The ergonomic changes Redlen spearheaded to reduce worker injuries came with a price tag in the tens of thousands of dollars in terms of staff time, designs, and materials.

However, Mohazzab notes that the newly implemented processes, tools, and products are more efficient and effective, and have eliminated the use of some products, such as costly chemicals, all of which saves the company time and money.

“Because these designs accommodate other improvements, and a reduction of the cycle time, it pays back very quickly,” says Mohazzab.

He estimates that the company will recoup costs associated with ergonomic upgrades within half a year and will continue to save money over the long term.

“This has definitely given us some lessons learned here,” says Wiegele. “As we develop new processes and products within the business, we will take into account these lessons and ensure that we prevent ergonomic injuries from the get-go.”

## For more information

Visit [worksafebc.com](https://worksafebc.com) and search for “ergonomics.”

## Did you know?

The most common types of injury claims are strains.

Search “**sprains and strains**” on [worksafebc.com](https://worksafebc.com) to find out how to reduce the risk.

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Crew lead Dean Seale working in the hangar at Cascade Aerospace in Abbotsford, B.C.

# Navigating an injury

By Sarah Ripplinger

Cascade Aerospace's recover-at-work program charts a smooth course ahead when it comes to helping workers who have had a workplace injury.

Richard Vaughan's passion for vehicles began as a child. Tagging along with his dad at their family auto-wrecker business, he got to know cars inside and out. After graduating from high school, he found his career footing in the aerospace industry, and has now worked for Cascade Aerospace for over 20 years.

Up until early 2020, Vaughan had never missed a day on the job for a workplace injury. Then, a pulled back muscle introduced him to his employer's recover-at-work program.

"My recovery was a lot easier than I thought it was going to be," notes the senior aircraft maintenance engineer.

"It was nice to go to a physio and get treated by a professional right away who could also give my work information on how to limit what I'm doing at work —

instead of taking a bunch of time off going to doctor's appointments and filling out forms."

## Help is close at hand

Based in Abbotsford, B.C., Cascade is a leader in specialty aerospace and defense engineering, manufacturing, and maintenance with a total staff of around 500 workers.

The day Vaughan was injured, he was trying to remove lines and valves inside a nacelle — the housing for an aircraft's engine — which he describes as being "the size of a couple of coffins."

"I was laying in this tube with my arms over my head trying to twist around to reach back behind me when I felt like I pulled something inside my back," recalls Vaughan.

Shrugging off the pain at first, Vaughan soon found himself barely able to walk.

Vaughan went to the first aid room to report his injury and was referred to the company's on-call physiotherapist. The physiotherapist assessed him

and helped define work duties that wouldn't aggravate his injury, such as not lifting heavy objects or going into tight spaces.

Because Vaughan did not need to be bedridden for his injury, he was able to connect with human resources (HR) and get started with Cascade's recover-at-work program right away.

Launched at the company in 2015, the program is designed to give workers the support and tools they need to maintain their work routine while recovering from an injury or when returning to the job after an injury.

"It's often a culture shift that's not always going to change overnight, but it shows employees that their employer wants to support them," says Rachelle Grace, a nurse and member of WorkSafeBC's Strategic Engagements team who was involved in implementing Cascade's recover-at-work program.

## Clearing sightlines

Getting Cascade's program off the ground was fairly straightforward, explains Grace. After signing a partnership agreement with WorkSafeBC, Cascade's executive team members and senior staff received training on how to implement the program.

Helping workers understand how it worked was next, which included sharing key statistics and information that illustrated the importance of the program and how recovery at work can support better recovery outcomes. This was done through discussions and visuals, explains James McCracken, who has worked with Cascade for around 17 years and has been a shop steward with Unifor Local 114 for over 10 years. Charts, graphics, and handouts about the program were designed to make content more accessible to Cascade's diverse workforce.

"We were able to sell the recover-at-work program to our members because the union was at the table with the executive management team from the very start," says McCracken.

The union collaborated with Cascade's management team to identify the company's challenges and goals, and then incrementally shared key messaging with employees.

"WorkSafeBC showed us that once employees are injured, the longer they are away from work, the harder it is for them to come back," says McCracken. "We

wanted it to be clear that this program isn't about management saying that they don't want workers to be away from work because of an injury."

The union and senior team members communicated that "the goal is to keep employees engaged at their job where they have day-to-day interactions with co-workers and that sense of camaraderie."

## Onboarding with HR

HR plays a central role in Cascade's recover-at-work program. A formal process was established for how and when to follow up with injured workers who require medical attention and time off work, including making follow-up calls and scheduling check-ins.

"There is a lot more engagement now from HR, our safety department, and supervisors, all of whom follow a formal process," says Scott Cadwell, a supervisor with Cascade.

"Supervisors get a report about what are acceptable tasks that injured workers can perform given the limitations of their injury, such as doing desk work or not lifting their arms over their head."

Modified duties are identified during job jar sessions in which supervisors or crew leads identify and categorize tasks by assertion level. HR refers to these job jar jobs — along with the functional abilities form received from an injured worker's physio — to assign work that is relevant to employees' positions and safe for their injury. Functional abilities forms stipulate such things as the maximum weight an injured worker can lift.

**"I was laying in this tube with my arms over my head trying to twist around to reach back behind me when I felt like I pulled something inside my back."**

—Richard Vaughan, senior engineer,  
Cascade Aerospace



## Putting results in the bag

Before Cascade started its recover-at-work program, the company's time-loss rates and long-term disability claims were higher than the industry average.

Today, the results of the recover-at-work program can be seen throughout the company. Team morale and continuity are up, and time-loss days due to workplace injuries are down, says Cadwell, who has worked with Cascade for nine years and oversees trade team members.

Cascade's time-loss days due to injury were down to 131 in 2018 compared with 279 the year before. Annual premium assessment costs have also declined by more than 40 percent since 2014.

"The recover-at-work program does save money in terms of lost time and wages, but more importantly it makes workers feel supported," says Grace.

It also staves off such things as mental health issues that can creep up when a worker is off work for an extended period of time, notes Dan Renton, a WorkSafeBC case manager in the Abbotsford Office.

"It shows workers that their employer cares, and also gives them the stability of having a job and the same level of seniority."

## A smooth landing

Part of Cascade's success with their recover-at-work program was their commitment to making it happen, asserts Grace. "They were super invested and engaged, which made all the difference."

Vaughan has since recovered fully from his injuries and is back to his regular duties.

"What I had to do to recover was so easy," says Vaughan. "Overall, I would say that it was a really good program."

For more information about the recover at work program, visit [worksafebc.com](https://worksafebc.com) and search for "How recovery at work helps." 🗣️



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**WORKSAFE BC**

# Amendments to Workers Compensation Act reach Royal Assent

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

*The Workers Compensation Amendment Act, 2020 includes support for workers and an expansion of WorkSafeBC's investigative powers.*

On Friday, August 14, 2020, Bill 23, *Workers Compensation Amendment Act, 2020*, received Royal Assent. Bill 23 contains 34 provisions that include housekeeping amendments and changes relating to compensation, assessment, and occupational health and safety.

## What are the changes?

Bill 23 enhances support for workers and expands WorkSafeBC's investigative powers in various ways. The changes include the following:

- Preventative health care may be provided on pending claims, if medical evidence supports that without such services or supplies, the worker is at risk of a significant deterioration in health.
- An explicit reference to mental disorders has been added to section 151(3) of the Act in order to distinguish mental disorders from personal injuries for the purpose of the one-year time limit for filing a compensation claim.
- WorkSafeBC is able to reconsider a decision after 75 days have elapsed, if the decision contains an obvious error or omission.
- The 90-day waiting period regarding the effective date of the presumption relating to infections caused by communicable viral pathogens, including COVID-19, has been removed.
- WorkSafeBC can demand that a third party who is indebted (or is likely to become indebted) to an employer that owes an amount to WorkSafeBC pays all or part of that debt directly to WorkSafeBC.
- Directors of a corporation at the time a debt to WorkSafeBC is accrued are now jointly and severally liable with that corporation for the debt.



- The court may issue search and seizure warrants to WorkSafeBC where there are reasonable grounds to believe an offence against the Act has been or is being committed.
- The laying of an information in respect of an offence no longer requires approval of the Board. (The laying of an information is what allows a prosecution to commence.)


As of January 1, 2021, the following three provisions will take effect:

- The maximum insurable earnings threshold and maximum wage rate will increase to \$100,000 (from \$87,100) for 2021.
- Permanent partial disability benefits will be based on the higher of a loss of earnings or loss of function calculation.
- Retirement age for a worker may be determined after a worker has reached age 63.

## Why are these amendments happening?

The amendments are informed by three reviews initiated by the Minister of Labour, Harry Bains, and completed during 2018 and 2019 by Lisa Jean Helps, Paul Petrie, and Terry Bogoyo. Jeff Parr then consulted with stakeholders on potential amendments and made recommendations in a fourth report.

## Where can I get more information?

For more details on the amendments, please see the news release from the Ministry of Labour at [gov.bc.ca](https://www.gov.bc.ca). 



Are you protecting your hearing at work?

# Listen up! How to prevent hearing loss

By Jesse Marchand

Noise-induced hearing loss is a hazard that workers of all ages need to take seriously. Once your hearing is gone, it's gone forever. These tips can help.

You know how your ears ring or feel plugged after leaving a loud environment, like a concert or a club? While your ears usually feel back to normal the next day, your hearing may have already been damaged. Face that over and over and you'll have permanent hearing loss. That's why it's so important to protect your hearing if you work in a noisy environment.

## How does noise affect your hearing?

Although noise-induced hearing loss usually happens gradually, the damage is irreversible — even if you're young. "Noise isn't just a problem for those working on construction sites or around heavy machinery," says Sasha Brown, WorkSafeBC audiologist. "Even environments such as loud restaurants, bars, and recreation centres can damage your hearing. If you

have to raise your voice to be heard by someone an arm's length (one metre) away, the noise level is likely hazardous." Working in a kitchen and can't hear your co-worker next to you over the sound of the blender? That's hazardous noise you're being exposed to.

"Hearing loss can happen when you're exposed to noise louder than 85 decibels. It's painless, so you may not realize something is wrong until it's too late. And noise-induced hearing loss cannot be fixed," notes Brown.

"Remember that it's your employer's responsibility to reduce workplace noise. If the noise can't be reduced to safe levels, you'll need to wear hearing protection," adds Brown.

## How can hearing protection help?

While it's counterintuitive, you can actually hear people better when you're wearing hearing protection because your ears aren't overloaded with noise that drowns out their voices.

When it comes to hearing protection, Brown says to keep the following things in mind:

- 1 Make sure your employer provides you with hearing protection and that you wear it when required.
- 2 Be sure you're protected for the entire time you're exposed to noise. This means wearing hearing protection before you enter a noisy area and only removing it once you're away from the noise.
- 3 If earplugs are your hearing protection, make sure they fit properly and are inserted correctly. Here's a good rule of thumb: Someone facing you shouldn't be able to see the compressible foam earplugs you're wearing if they're in properly. And remember that one size doesn't fit all.
- 4 Earbuds and headphones are not work equipment and don't provide hearing protection. Listening to music, podcasts, or anything else on a portable device while working can distract you from other important sounds, such as approaching machinery, alarms, or warnings from other workers.

### What type of hearing protection do you need?

Hearing protection comes in many styles, shapes, and sizes. Your employer is responsible for providing you with options that fit properly, feel comfortable, and are suitable for the environment you're working in. You're responsible for wearing the hearing protection whenever it's required.

If you haven't received hearing protection yet and you think you need it, or you don't know how to wear the protection you've been given, be sure to speak up and ask your supervisor or employer.

### For more information

The WorkSafeBC resource "[Listen up: How to prevent hearing loss](#)" contains more information, including a chart with decibel ratings for common sounds.

Visit [worksafebc.com/hearing-loss-prevention](https://worksafebc.com/hearing-loss-prevention) for videos and other resources on the topic. 🗣️

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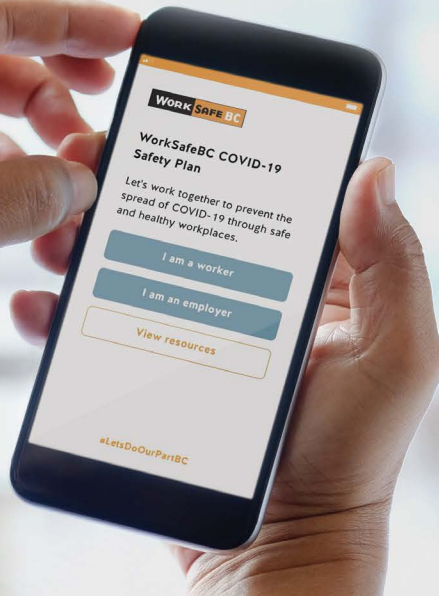
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**WORK SAFE BC**



Lakeland Mills employee Brent Burton uses a pike pole to move jammed logs and boards safely.

# Sawmill transforms safety culture

By Gord Woodward

A transformation has happened at Lakeland Mills saw and planer mill in Prince George. Injuries are down. Employee engagement is up. And the results are inspiring change in other northern B.C. mills.

In 2012, a tragic explosion at Lakeland Mills took the lives of two people. Since then, the owners and workers of Lakeland Mills have worked hard to transform their culture, with the help of WorkSafeBC. “When you’ve experienced the worst, you don’t want to go there again,” says Brian Primrose, a sawmill stacker operator who serves on the mill’s joint health and safety committee. It was a turning point for the mill, not just to look at preventing catastrophic events, but to look at how their health and safety culture functioned day to day.

Today, their workforce is more engaged, says Primrose. “We’ve got more commitment than I’ve ever seen before.”

Joint committee meetings, for example, overflow with attendees. “We’re constantly turning people away,” Primrose says. “We couldn’t find a room big enough.” Of the mill’s 112 floor workers, 19 serve on the committee.

To get here, Lakeland sought input from staff on work processes, and health and safety, and responded with significant investment, says plant manager Harrison Wicks. “The company is committed to ensuring the guys have the tools they need to succeed.”

Chelsea Wilson, a WorkSafeBC occupational safety officer based in Prince George, used our Program and Committee Evaluation (PACE) Initiative to help channel the passion and resources at Lakeland. “It was a matter of bringing people together,” she says. “Through focused consultation we were building a culture.”

PACE includes an employer self-evaluation tool developed by WorkSafeBC to help address risks and hazards with specific outcomes in mind. It enhances employer understanding of effective risk management and creates meaningful engagement with the joint

committee and the broader workforce. The goal is to make improvements that lead to sustained compliance with occupational health and safety requirements.

"It's a proactive approach," Wicks says.

## Partnership engages and empowers workers

Being proactive requires the employer and joint committee members to be equally involved in creating a robust health and safety management system. At Lakeland, the employee buy-in was high. "Everyone feels comfortable in speaking up," says Primrose. Adds Wicks: "This was an easy group to empower because they're so passionate about safety."

Workers feel supported by their employer, says millwright Levi Waters, another joint committee member. "Management has definitely had a lot of involvement," he says. "We all want to make it a better and safer place."

Communication — and trust — was key to improving safety throughout the mill. Lakeland dove into data collected in its integrated safety management system,

looking for areas for improvement. "One of the things that came out was behavioural safety," Wicks recalls. With the help of a consultant, the mill applied the science of behaviour change to safety problems and identified behaviours that could cause accidents or lead to ill health.

The review also led to a surprising source of mill injuries: pike poles. Workers use the long, metal extensions to straighten or free jammed logs and boards from a safe zone. Using the poles seemed straightforward and low risk but Lakeland data showed the task was responsible for injuries ranging from cuts to workers being struck.

"We couldn't figure out why people were getting hurt," Primrose said. The reason became apparent when the joint committee interviewed the workers who were using the poles. Their training had covered what the poles did but not how to avoid injury while using them. Armed with that information, "we went to every single person on site and taught them to use the pike pole safely. Every single one of them learned something," Primrose says with pride. "It was a game-changer for us."



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Training wasn't limited to the use of the poles. All workers were also taught how to assess hazards and risks.

### Lessons shared with other mills

Transforming its culture has made a big impact on Lakeland's health and safety goals. The mill had eight time-loss claims in 2018; in 2019 it had three time-loss claims, and they were primarily related to slips, trips, and falls. The joint committee has already identified and started work on a plan to address the issues that lead to the 2019 injuries.

A reduction in claims can help a business' bottom line through lower WorkSafeBC premiums. There are other important returns on investments in safety too. "I think we're seeing it on the engagement side throughout the operation," says Wicks.

"As we started to see a continuous improvement on the safety side and the buy-in, we also saw it in our production and quality."


The impressive results have been noted by the mill's parent company, Sinclair Group Forest Products Ltd. It has four other locations in northern B.C. and plans to transplant the lessons from Lakeland to all its locations. "We've always had a very strong focus on sharing best

practices in the workplace," says Dave Herzig, Sinclair's general manager of lumber operations.

Sinclair has a corporate occupational health and safety steering committee that includes representatives from each of its plants. A team from Lakeland has presented twice to the committee. "You could just hear the excitement in their voices," Herzig says. "That opened the door for our other sites to say, 'Now I see how that fits for us.'"

WorkSafeBC's Wilson says a commitment to safety has to come from the senior levels of an organization but can't end there. "Employees need to be heard. You've got to bring this down to the boots on the ground," she says. "Nobody knows the risk better than them."

Sawmill stacker operator Primrose agrees. He's been at the mill since 1982 and saw first-hand the catastrophic impact of the Lakeland explosion and fire. He and his co-workers wanted a voice in transforming the workplace culture in the new mill, he says, and Lakeland listened and responded.

"Health and safety all starts with how much people care about each other," he says. "We all came closer together." 

— This story was originally published in the *WorkSafeBC 2019 Annual Report and 2020-2022 Service Plan*.



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B.C.'s tree planters had an extra challenge this summer — COVID-19.

# Planting in a pod

By Marnie Douglas

B.C.'s most ambitious tree planting season ever took root under the shadow of COVID-19. Keeping workers and communities safe from the virus became a top priority for the industry.

For the silviculture industry, 2020 was on track to be the largest tree planting year in British Columbia's history — more than 300 million seedlings were to go into the ground, an increase of 40 million over previous years, in response to insect kills, devastating wildfires, and reforestation obligations.

And then came COVID-19.

"It was a going to be a busy, challenging season for us anyway, without the COVID-19 pandemic. This was unprecedented," says Jordan Tesluk, a safety advisor with the Western Forestry Contractors' Association (WFCA), which represents the majority of tree planting companies in Western Canada.

## Pandemic planning

Within hours of the World Health Organization declaring COVID-19 a pandemic in early March, Tesluk was on the phone with forest industry leaders and discussing what needed to be done. Thankfully, he had recently done a presentation on preventing illness and spread of communicable diseases in camps.

"So we had a framework. But there were 4,600 workers across 130 worksites province-wide. And 2,000 of those workers were from out of province," he explains. "It was going to be a massive effort to get everyone on board."

The WFCA began immediately working with the provincial health officer (PHO), Ministry of Forests, WorkSafeBC, and licensees to create a plan to keep workers and communities safe — ensuring the appropriate procedures would be in place to reduce the risk and spread of COVID-19.

**“Every contractor wanted this to be successful. Where we are normally competing with one another, this year companies all worked together, planned together, shared documents, and had many Zoom calls. It was impressive.”**

—Robin McCullough, occupational health and safety coordinator, Brinkman Reforestation

Planting was already well underway on Vancouver Island as it typically finishes by the end of April or early May. In a normal year, planters would then move to the Southern Interior and Kootenays, followed by northern B.C. and then over to Alberta.

But in late March, B.C.’s chief forester delayed the start of the Interior planting season by two weeks to allow time for the industry to come up with a comprehensive COVID-19 plan. Although the extra time was necessary, Tesluk says it was tricky because seedlings were already thawed and there was a small window to get them into the ground. Meanwhile, employers were mobilizing crews from around Canada and abroad, booking transport, and setting up camps or securing motels.

## A plan takes shape

“What they came up with was guidelines specific to COVID-19, and that was on top of the existing B.C. Centre of Disease Control guidelines for industrial camps,” explains Ramon Harpur, a Prince George-based occupational safety officer with WorkSafeBC. “It was unbelievably orchestrated.”

Planters typically arrive in the spring and spend months in the woods. As part of the new plan, planters needed to self-isolate for 14 days at home as a condition of employment. Then prior to heading to camp, workers would be screened, have completed logbooks and travel itineraries reviewed, and be observed for any symptoms and be temperature screened, says Harpur. They also had to prepare to be isolated on the journey to camp, by bringing their own snacks and pre-planning fuel stops to minimize interactions.

Central to the plan was physical distancing — whether it was workers travelling to and from camp, planting, or sharing tents. More transportation was needed than usual, so fewer people would have to travel together. Planters would only be allowed close contact with a

handful of people assigned to their “pod,” a group of 3–6 people who would eat and work together for months at a time. Each pod needed to be completely physically distanced from anyone else sharing the camp. In some cases, the pods would stay in motels, with access to individual cooking facilities and washrooms.

## Isolation in the woods

According to provincial health directives, tree planters would be in “lockdown” in their remote camps, forbidden from visiting neighbouring communities on their days off. This would limit their exposure and protect those neighbouring communities.

“The orders were implemented overnight, and the contractors were compliant and on board right away,” says Branko Samoukovic, an occupational safety officer with WorkSafeBC in Courtenay. “I was impressed with the silviculture contractors — their knowledge, and how they responded to the situation.”

Other changes included no buffet-style food service in camps. Cooks would plate each meal and pre-pack lunches for planters. Extra kitchen staff were hired to accommodate the extra work and food service was provided in camp on days off. Additional facilities (showers, toilets, mess tents, laundry equipment) were added to ensure physical distancing and isolation facilities were provided for people should they become sick.

WorkSafeBC staff also had new protocols — prevention officers could only visit one tree planting facility a day and only one officer was assigned per region, so as to limit contact and possible spread.

## Communication was key

“Communication and collaboration between so many people allowed this all to happen,” Robin McCullough, occupational health and safety coordinator with Brinkman Reforestation, says proudly. “People were



very grateful in the field for the program that was put together but the truth is, it was the people in the field who implemented it and ensured that everyone stayed safe.”

The biggest challenge? Aside from figuring out how to pay for all the extra vehicles, food, and staff, was ensuring planters could handle working in isolation.

“No question. It was challenging for the planters to be isolated for so long. Some were barely 19 years old, had never planted before, and found it really tough to be with the same people day and night for three or four months and not be able to leave for a break,” McCullough says. “Some areas had no wi-fi or it was very limited.” But there were upsides too: planters got lots of rest and, for companies like Brinkman who supplied food to the camps, food costs were much lower as the planters didn’t have to buy their own food in town.

But key she says, was the resilience shown by everyone involved — from planters to contractors to

everyone in the industry and up to government.

“Every contractor wanted this to be successful. Where we are normally competing with one another, this year companies all worked together, planned together, shared documents, and had many Zoom calls. It was impressive.”

Like McCullough, Tesluk says success would not have been possible without buy-in from everyone involved. “It was more than guidelines and rules, this was a very social experiment. It was an incredible effort on everyone’s behalf to make the season happen.”

So far, the future of safety for tree planters is looking bright as well, says Budd Phillips, WorkSafeBC manager, Prevention Field Services. “There have been no significant serious injuries with tree planters this year and overall camp conditions were improved with better sanitation measures and food service,” says Phillips. “These changes can positively impact future years when it comes to safety and security in tree planting camps.” 🍷

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**Note:** Due to the urgent priorities surrounding health and safety during COVID-19, *WorkSafe Magazine* is only publishing four issues in 2020. As a result, this penalty listing contains a larger than usual amount of penalties. Penalties noted here were approved between February 7, 2020, and May 31, 2020.

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.

## Construction

### **0862392 B.C. Ltd. / Greg the Crane Guy | \$3,250 | Chilliwack | April 28, 2020**

This firm was hired to erect a tower crane at a construction worksite. WorkSafeBC inspected the crane and determined that its ballast was less than the weight required. In addition, the crane was powered by a generator that had not been correctly grounded, and the crane’s load line had deteriorated past acceptable tolerances. The firm failed to ensure its crane was erected, maintained, and operated as specified by the manufacturer or a professional engineer. This was a repeated and high-risk violation. The firm also failed to comply with acceptable codes or standards.

### **1023239 B.C. Ltd. | \$5,000 | Surrey | March 16, 2020**

WorkSafeBC observed two of this firm’s workers installing sheeting on the 8:12 sloped roof of a house under construction. The workers, one of whom was a representative of the firm, were not using personal fall protection systems. No other form of fall protection was in place, exposing the workers to a fall risk of about 9.1 m (30 ft.). The firm failed to ensure fall protection was used, a high-risk violation. The firm also failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were both repeated violations.

### **1163721 B.C. Ltd. | \$2,739.90 | Prince George | April 9, 2020**

This firm was working on the construction of an apartment building. WorkSafeBC observed one worker on a second-storey deck, installing vinyl siding while standing on a plank that was on top of two workbenches. The worker was not using a personal fall protection system and no other form of fall protection was in place. The firm failed to ensure fall protection was used, a high-risk violation.

### **1170965 B.C. Ltd. / First Choice Hazmat / First Choice Environmental | \$20,000 | Surrey | April 22, 2020**

This firm had conducted pre-demolition asbestos abatement at a house. WorkSafeBC inspected the site and observed uncontained debris from textured coat, a potential asbestos-containing material (ACM), on the ground outside the building. This material had been misidentified in the hazardous materials report, and when tested later

## Penalties (continued)

was confirmed to be an ACM. WorkSafeBC issued a stop-work order. The firm failed to prevent the spread of asbestos dust and debris to other work areas, a high-risk violation. The firm also failed to identify representative samples of potentially hazardous materials. In addition, the firm failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were all repeated violations.

### **1170965 B.C. Ltd. / First Choice Hazmat / First Choice Environmental | \$5,000 | Surrey | April 23, 2020**

WorkSafeBC issued a stop-operations order to this firm for asbestos abatement work. The firm subsequently conducted asbestos abatement at a house slated for demolition, in violation of the order. The firm failed to comply with a WorkSafeBC order.

### **Adrien Mauthe / Discount Roofing | \$5,000 | Cranbrook | February 19, 2020**

This firm was re-roofing the flat roof of a commercial building. WorkSafeBC inspected the worksite and observed three workers near the unguarded edge of the roof. No guardrails or other forms of fall protection were in place, exposing the workers to a fall risk of about 4.8 m (15.75 ft.). During the visit, a representative of the firm on the roof became verbally abusive toward the officer, and the officer was unable to complete the inspection. The firm failed to ensure fall protection was used, a high-risk violation. It also failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. Finally, the firm is being penalized for hindering or obstructing a WorkSafeBC officer in the performance of functions or duties under the *Workers Compensation Act*.

### **Affordable Quality Roofing Ltd. | \$15,858.72 | North Vancouver | March 30, 2020**

WorkSafeBC observed one of this firm's workers applying torch-on membrane to the roof of a townhouse. 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 up to 4.1 m (13.5 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

### **Arctic Roofing & Exteriors Ltd. / Arctic Roofing | \$2,500 | Summerland | February 5, 2020**

This firm was conducting torch-on roofing activities on a four-storey residential building under construction. WorkSafeBC inspected the site and observed a worker kneeling on the flat roof next to a parapet wall at the roof's edge. The worker was not using a personal fall protection system and no other form of fall protection was in place, exposing the worker to a fall risk of about 14 m (46 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

### **Balwinder Singh Dhadwal / BSD Siding Enterprises | \$2,500 | Surrey | March 11, 2020**

WorkSafeBC observed two of this firm's workers installing soffits on the roof of a two-storey house under construction. The workers, one of whom was a representative of the firm, were not using personal fall protection systems. No other form of fall protection was in place, exposing the workers to fall risks of up to 7 m (23 ft.). WorkSafeBC issued a stop-work order. The firm failed to ensure fall protection was used, a repeated and high-risk violation.

### **The Beast Construction Ltd. | \$5,000 | Surrey | March 17, 2020**

This firm was working on the construction of a two-storey house. WorkSafeBC observed two workers installing roof trusses under the direction of a representative of the firm. The workers were not using personal fall protection systems and no other form of fall protection was in place, exposing the workers to a fall risk of about 6.7 m (22 ft.). The firm failed to ensure fall protection was used, a high-risk violation. The firm also failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were both repeated violations.

**Chilliwack Electrical Services Ltd. | \$6,993.27 | Chilliwack | February 28, 2020**

WorkSafeBC observed one of this firm's workers in a boom-mounted work platform (bucket truck). The worker was not using a fall arrest system. In addition, the platform had not been inspected or tested recently, and the worker had not been trained in its safe operation. WorkSafeBC issued a stop-use order for the work platform. The firm failed to ensure that a worker on an elevating work platform wore a personal fall arrest system secured to a suitable anchorage point. This was a high-risk violation. The firm also failed to ensure that elevating work platforms were inspected at least annually, a repeated violation, and tested according to applicable standards. Finally, the firm failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety.

**Chimney Heights Framing Ltd. | \$2,500 | Surrey | April 30, 2020**

This firm was framing a new two-storey house. WorkSafeBC inspected the site and observed one worker on an unguarded scaffold, and a second worker at the leading edge of a garage roof. Neither worker was using a personal fall protection system and no other form of fall protection was in place, exposing the workers to fall risks of up to 4 m (13 ft.). WorkSafeBC issued a stop-work order for work at heights. 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.

**Citta Construction Ltd. | \$11,790.59 | North Saanich | April 20, 2020**

This firm was the prime contractor for a residential construction project. WorkSafeBC inspected the worksite and observed several workers not wearing safety headgear (hard hats). The firm failed to ensure safety headgear was worn as required. This was a repeated violation.

**Clark Hamilton Enterprises Ltd. | \$13,174.04 | Sechelt | March 13, 2020**

This firm was framing a new house. WorkSafeBC observed two workers installing subfascia, working on top of a wall and moving around the roof rafters. A third worker was observed installing blocking between the trusses while working from a platform over a stairwell opening. None of the workers was using personal fall protection system and no guardrails or other forms of fall protection were in place, exposing them to fall risks of 4.6 m (15 ft.) or greater. The firm failed to ensure fall protection was used, a high-risk violation.

**D & R Traffic Control Ltd. | \$3,764.54 | Smithers | April 28, 2020**

A traffic control person (TCP) for this firm was directing traffic on a highway. The worker was positioned on the centre line without an escape route or a clear view of oncoming traffic. The firm failed to ensure that its TCP stood in a safe position with an unobstructed view of approaching traffic. This was a repeated and high-risk violation.

**E H Z Pre-Demolition Ltd. | \$2,500 | Surrey | February 20, 2020**

This firm was performing asbestos abatement at a house slated for demolition. WorkSafeBC inspected the site and observed drywall and textured ceiling coat, confirmed asbestos-containing materials (ACMs), present in debris piles on site. WorkSafeBC also observed openings that were unsealed, a decontamination unit without a shower installed, and the lack of air monitoring and a negative air filtration unit. A stop-work order was issued. The firm failed to take the necessary precautions to protect workers before allowing work that would disturb ACMs, a high-risk violation.

**E H Z Pre-Demolition Ltd. | \$2,500 | Abbotsford | March 11, 2020**

WorkSafeBC inspected this firm's worksite, a house undergoing asbestos abatement. After observing that abatement work was being done without adequate controls in place to protect workers, a stop-work order was issued. WorkSafeBC conducted a follow-up inspection and observed that equipment had been removed from the workplace in violation of the stop-work order. The firm failed to comply with a WorkSafeBC order.



## Penalties (continued)

### **E H Z Pre-Demolition Ltd. | \$5,000 | Surrey | April 1, 2020**

This firm was conducting asbestos abatement at a house. WorkSafeBC inspected the site and observed a lack of inward air flow as well as several holes and gaps in the containment. The firm failed to maintain a containment, and failed to ventilate the containment to ensure that air flowed inward. These were both repeated and high-risk violations.

### **Everett Geoffrey Lagemaat / Neels Cousins Construction | \$1,750 | Chilliwack | April 1, 2020**

This firm was working on the construction of a house. WorkSafeBC observed one worker walking on the 5:12 sloped roof. The worker was wearing a fall protection harness but was not connected to a lifeline. No other form of fall protection was in place, exposing the worker to a fall risk of about 6.1 m (20 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

### **Faam Construction (1998) Ltd. | \$3,474.39 | Surrey | April 2, 2020**

This firm was working on the renovation of a three-storey apartment building. WorkSafeBC observed two workers on a third-level balcony. A large section of glass had been removed from the balcony guardrail, making it ineffective, and neither worker was using a personal fall protection system. A third worker was observed on an unguarded third-floor patio. The worker was using a personal fall protection system but disconnected it to walk along the patio and onto an elevated lift platform. Effective fall protection was not in place for the workers, exposing them to a fall risk of about 5.5 m (18 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

### **Falcon Roofing Ltd. | \$5,000 | Richmond | April 2, 2020**

WorkSafeBC observed two of this firm's workers on the sloped roof of a two-storey house under construction. The workers were not using personal fall protection systems and no other form of fall protection was in place, exposing them to a fall risk of greater than 7.9 m (26 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

### **Fraser River Construction Ltd. | \$3,678.32 | Surrey | March 10, 2020**

WorkSafeBC attended this firm's construction worksite in response to a close call incident. While placing concrete, the boom of the concrete pump truck came in close proximity to a high-voltage transmission line, causing an arc and an uncontrolled release of electricity. WorkSafeBC determined that the pump truck operator had not been given a worksite orientation. In addition, no spotter or control zone had been in place for work near a high-voltage hazard. As prime contractor, the firm failed to coordinate the health and safety activities of all workers at the worksite, and failed to maintain a system of regulatory compliance. The firm also failed to communicate safe work procedures for working near high-voltage equipment. These were both high-risk violations.

### **Fraser Valley Roofing Ltd. | \$29,300.36 | Chilliwack | February 6, 2020**

This firm was re-roofing a two-storey commercial building. WorkSafeBC inspected the site and observed three workers, one of whom was a supervisor, removing roofing material on the second level. The workers were not using personal fall protection systems and no other form of fall protection was in place, exposing the workers to a fall risk of about 10.4 m (34 ft.). The firm failed to ensure fall protection was used, a high-risk violation. The firm also failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were both repeated violations.

### **Fraser Valley Roofing Ltd. | \$29,300.36 | Chilliwack | March 11, 2020**

This firm was roofing a residential complex under construction. WorkSafeBC inspected the site and observed three workers, including a supervisor, on the 4:12 sloped roof. The workers were not using personal fall protection systems and no other form of fall protection was in place, exposing the workers to fall risks of up to 9.1 m (30 ft.). The firm failed to ensure fall protection was used, a high-risk violation. The firm also failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were both repeated violations.

**Friendly Construction Ltd. | \$9,563.78 | Langley | April 3, 2020**

This firm was working on the construction of a three-storey townhouse development. WorkSafeBC inspected the site and observed a worker working from a non-compliant temporary scaffold adjacent to an inadequately guarded window opening. The firm failed to design and install work platforms according to regulatory requirements, a repeated violation, and failed to provide fall protection for workers elevated above the effective height of guardrails. These were both high-risk violations. The firm also failed to ensure a first aid attendant was available on site, failed to ensure that stairways had continuous handrails as required, and failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were repeated violations.

**Galaxy Abatement Inc. | \$2,500 | Port Coquitlam | February 20, 2020**

The firm was hired to conduct pre-demolition asbestos abatement at a house. WorkSafeBC inspected the site and observed multiple safety deficiencies relating to breaches in the containment, a lack of effective ventilation to create negative pressure and airflow in the work area, and an inadequate decontamination facility for workers. The firm failed to adequately maintain containment and a decontamination facility, and it failed to ventilate the containment area as required. These were both repeated and high-risk violations.

**G.S. Roofing Ltd. | \$2,500 | Surrey | February 5, 2020**

This firm was roofing a new two-storey house. WorkSafeBC inspected the site and observed three workers, one of whom was a representative of the firm, on the sloped roof. The workers were wearing fall protection harnesses but were not attached to lifelines, exposing the workers to a fall risk of about 8.2 m (27 ft.). In addition, WorkSafeBC determined no fall protection plan was available on site as required. The firm failed to ensure fall protection was used, a high-risk violation, and failed to have a written fall protection plan for the workplace. These were both repeated violations. The firm also failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety.

**Icon Concrete and Placing Ltd. | \$2,500 | Coquitlam | February 5, 2020**

This firm was placing concrete at a house under construction. WorkSafeBC inspected the site and observed a representative of the firm and a worker conducting remedial work on the firm's concrete pumper truck. WorkSafeBC determined there was no evidence that the firm had recorded the results of inspections and tests of the truck's concrete placing boom. Furthermore, WorkSafeBC determined that during the placing of concrete, a worker had been standing on top of a formwork wall, which is not considered an adequate work platform. The firm failed to ensure concrete pumps, placing booms, and masts were inspected before use and the inspection results recorded. The firm also failed to provide adequate work platforms for work at elevations, a repeated and high-risk violation.

**Infinite Supplier Incorporated | \$10,000 | Delta | February 4, 2020**

This firm was conducting asbestos abatement at a house. WorkSafeBC inspected the site and observed multiple safety deficiencies, including breaches in the containment, open waste bags of asbestos-containing materials (ACMs), and ACMs spread outside the designated work area. WorkSafeBC issued a stop-work order. The firm failed to ensure that the containment was ventilated as required, a repeated violation. The firm also failed to provide and maintain a containment and a decontamination facility, to ensure that all asbestos waste was placed into sealed containers, and to prevent the spread of asbestos dust and debris to other work areas. In addition, the firm failed to take the necessary precautions to protect workers before allowing work that would disturb ACMs, and failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were all high-risk violations.

**IR Inspect Ltd. | \$20,000 | Vancouver | March 27, 2020**

This firm was conducting asbestos abatement at a house slated for demolition. WorkSafeBC inspected the worksite while workers were engaged in abatement work and observed breaches in the containment as well as unsealed vent openings. WorkSafeBC also observed deficiencies related to proper decontamination procedures, air sampling,

## Penalties (continued)

respirator fit tests and airflow checks, and testing of HEPA filters for the negative air unit and vacuum cleaners. A stop-work order was issued. The firm failed to take the necessary precautions to protect workers before doing work that would disturb asbestos-containing materials. The firm also did not provide its workers with the information, instruction, supervision, and training necessary to ensure their health and safety. These were both repeated and high-risk violations.

### **Jas Construction Ltd. | \$2,892.86 | Langley | March 10, 2020**

This firm was working on the construction of a new three-storey residential building. WorkSafeBC observed two workers near the edge of a wall opening with a fall risk of 6.4 m (21 ft.). Two additional workers, one of whom was a supervisor, were observed doing framing work at a height of 10.3 m (34 ft.). None of the workers was using personal fall protection equipment, and although guardrails were in place the workers were elevated above the guardrails, making them ineffective. The firm failed to ensure fall protection was used, a repeated and high-risk violation. The firm also failed to provide its workers with information, instruction, training, and supervision necessary to ensure their health and safety.

### **Jas Mann Roofing and Waterproofing Inc. | \$5,000 | Burnaby | March 13, 2020**

This firm was installing waterproof membrane at a house under construction. WorkSafeBC observed two workers, one of whom was a representative of the firm, near the leading edge of the 4:12 sloped roof. The workers were not using personal fall protection systems and no other form of fall protection was in place, exposing them to a fall risk greater than 6.1 m (20 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

### **J Sukh Construction Ltd. / ASG Framing | \$1,250 | Tsawwassen | February 11, 2020**

WorkSafeBC ordered this firm to provide details about its use of fall protection equipment, instruction, training, and supervision for workers using elevating work platforms. After multiple follow-up communications, the firm had not complied with the orders. The firm is being penalized for failing to comply with a WorkSafeBC order.

### **JVT Excavating & Demolition Ltd. | \$11,209.85 | Richmond | January 24, 2020**

WorkSafeBC conducted a post-abatement inspection on a building and observed one of this firm's workers operating an excavator to conduct demolition activities. WorkSafeBC issued a stop-work order after observing asbestos-containing materials (ACMs), including drywall joint compound and textured ceiling, present inside the building and around the exterior of the site. The firm failed to ensure that all identified ACMs had been removed prior to commencing demolition-related work activities, a repeated and high-risk violation.

### **Kevin Robert Williams / Water Stone Designs | \$2,500 | Courtenay | April 16, 2020**

This firm was working on the construction of a new residential building. WorkSafeBC observed a worker standing on the top rung of a stepladder set up near the unguarded edge of a deck. The worker was not using a personal fall protection system and no other form of fall protection was in place. This exposed the worker to a fall risk of greater than 5.5 m (18 ft.). The firm failed to ensure fall protection was used, a high-risk violation.

### **Key West Roofing Ltd. | \$2,500 | Vancouver | April 14, 2020**

This firm was re-roofing a house. WorkSafeBC observed two workers, one of whom was a representative of the firm, on the 10:12 sloped roof. The workers were wearing fall protection harnesses but were not connected to lifelines. No other form of fall protection was in place, exposing the workers to a fall risk of about 6.1 m (20 ft.). The firm failed to ensure fall protection was used, a high-risk violation. The firm also failed to provide its workers with the supervision necessary to ensure their health and safety. These were both repeated violations.

### **Kush Construction Ltd. | \$2,500 | Mission | April 14, 2020**

This firm was framing a new two-storey house. WorkSafeBC observed two workers standing on truss components. The workers, one of whom was a representative of the firm, were wearing fall protection harnesses but were not



connected to lifelines. No other form of fall protection was in place, exposing the workers to a fall risk of greater than 6.4 m (21 ft.). WorkSafeBC issued a stop-work order. The firm failed to ensure fall protection was used, a repeated and high-risk violation.

**Kyle Patrick Hartmann / Inner Circle Construction | \$2,844.47 | Prince George | April 22, 2020**

This firm was working on the construction of a residential building. WorkSafeBC observed the firm's workers on the partially sheeted fourth floor, near the edge of an open elevator shaft. The workers were not using personal fall protection systems, and there was a gap in the guardrails in the area where the workers were working. No other form of fall protection was in place, exposing the workers to a fall risk of about 11.6 m (38 ft.). The firm failed to ensure fall protection was used, a high-risk violation.

**Leopard Environmental Ltd. | \$20,000 | Surrey | April 9, 2020**

This firm was conducting asbestos abatement at a house slated for demolition. WorkSafeBC inspected the site and observed several deficiencies related to uncontained debris from asbestos-containing materials (ACMs), work area containment, ACM waste disposal, ventilation, and decontamination procedures. WorkSafeBC issued a stop-work order. The firm failed to ensure the containment had proper ventilation, to adequately secure openings to prevent the release of asbestos fibre, and to prevent the spread of asbestos dust and debris to other work areas. In addition, the firm failed to effectively wet ACMs before removal, to ensure all asbestos waste was placed into sealed containers and properly sealed, and to take the necessary precautions to protect workers before allowing work that would disturb ACMs. These were repeated violations. The firm also failed to cover work surfaces to control the spread of ACMs. These were all high-risk violations. Finally, the firm failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety, a repeated violation.



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## Penalties (continued)

### **MG Roofing and Siding Ltd. | \$13,488.52 | Richmond | March 2, 2020**

WorkSafeBC observed two of this firm's workers installing torch-on roofing membrane on the 6:12 sloped roof of a two-storey house under construction. The workers were not using personal fall protection systems and no other form of fall protection was in place, exposing them to a fall risk of greater than 7.6 m (25 ft.). The firm failed to ensure fall protection was used, a high-risk violation, and failed to have a written fall protection plan in place as required. The firm also failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were all repeated violations.

### **MG Roofing and Siding Ltd. | \$28,249.44 | Langley | April 3, 2020**

This firm's worksite was a two-storey house under construction. WorkSafeBC inspected the site and observed two workers at the leading edge of a 4:12 sloped skirt roof. The workers were not using personal fall protection systems and no other form of fall protection was in place, exposing the workers to a fall risk of about 4.9 m (16 ft.). The firm failed to ensure fall protection was used, a high-risk violation. The firm also failed to provide its workers with the supervision necessary to ensure their health and safety. These were both repeated violations.

### **Moga Construction Ltd. | \$2,500 | Vancouver | March 11, 2020**

This firm was framing a new three-level house. WorkSafeBC observed two workers sheeting trusses on the 7:12 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 12.2 m (40 ft.). WorkSafeBC also determined that one of the workers, a young and new worker, had not received adequate training or instruction in how to correctly don and inspect fall protection equipment. The firm failed to ensure fall protection was used, a high-risk violation, and failed to have a written fall protection plan in place. These were both repeated violations. The firm also failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety, a repeated and high-risk violation, and failed to provide additional training as required to a new and young worker unable to perform work tasks safely, a high-risk violation.

### **Moga Framing Ltd. | \$2,500 | Richmond | March 17, 2020**

This firm was framing a new two-storey house. WorkSafeBC observed two workers, one of whom was a representative of the firm, on the sloped roof. The workers were not using personal fall protection systems and no other form of fall protection was in place. This exposed the workers to a fall risk of greater than 5.5 m (18 ft.). WorkSafeBC issued a stop-work order. The firm failed to ensure fall protection was used, a repeated and high-risk violation.

### **Mondiale Development Ltd. | \$9,508.83 | Richmond | February 19, 2020**

This firm was the prime contractor at a multiple-employer construction workplace. WorkSafeBC determined that the workplace did not have a designated first aid attendant available during all hours of work. The firm failed to do everything reasonably practicable to maintain the first aid attendants and services required for the workplace. This was a repeated violation.

### **Ontop Roofing Ltd. | \$2,500 | Maple Ridge | March 10, 2020**

This firm was re-roofing a two-storey house. WorkSafeBC observed four workers on the 5:12 sloped roof. The workers, one of whom was a supervisor, were wearing fall protection harnesses but were not connected to lifelines. No other form of fall protection was in place, exposing the workers to a fall risk of about 7.6 m (25 ft.). The firm failed to ensure fall protection was used, a high-risk violation. The firm also failed to provide its workers with the supervision necessary to ensure their health and safety. These were both repeated violations.

### **Oscar Romero / Latino's Demolition & Demolition Removal Team | \$5,000 | Port Coquitlam | March 11, 2020**

This firm conducted asbestos abatement at a house slated for demolition and issued a clearance letter stating all asbestos-containing materials (ACMs) had been removed. WorkSafeBC inspected the site and observed that drywall

joint compound and vermiculite insulation, both confirmed ACMs, were still present throughout the building. A stop-work order was issued. A risk assessment conducted later identified additional ACMs still present in the building and in uncontained debris piles outside the building. The firm failed to safely contain or remove all hazardous materials, and failed to have a qualified person ensure and confirm in writing that all hazardous materials were safely contained or removed. These were both repeated and high-risk violations.

**Pacific End Construction Ltd. | \$2,500 | Delta | April 21, 2020**

WorkSafeBC observed two of this firm's workers, one of whom was a representative of the firm, on the roof of a new three-storey house. The workers were not using personal fall protection systems and no other form of fall protection was in place, exposing them to a fall risk of about 6.1 m (20 ft.). The firm failed to ensure fall protection was used, a high-risk violation. The firm also failed to ensure that ladders and work platforms were designed and installed in accordance with safety factors and minimum rated load standards. In addition, the firm failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were all repeated violations.

**Paragon-BC Construction Limited | \$5,000 | Burnaby | February 28, 2020**

This firm was working on the construction of a new house. WorkSafeBC inspected the site and observed numerous safety deficiencies, including a lack of guards for window and floor openings and the use of a stepladder instead of stairs to access upper floors. The firm failed to ensure openings were adequately guarded or covered, a high-risk violation. The firm also failed to have guardrails for elevated work areas. In addition, the firm failed to provide a stairway to each floor level before beginning construction of the next floor, and failed to provide suitable work platforms for work at elevations. These were all repeated violations.

**Peace River Hydro Partners Construction Ltd. | \$662,102.48 | Fort St. John | March 9, 2020**

WorkSafeBC conducted a series of inspections at this firm's worksite, a hydro dam construction project. Several health and safety deficiencies were observed related to the use of wheel chocks and curbs for rock trucks, training and documentation, and emergency facilities, chemical labelling, and ventilation in a lab. The firm failed to install adequate curbs where there was a danger of a vehicle running off the edge of an elevated area, and failed to ensure that each piece of equipment was capable of safely performing its functions. The firm also failed to provide its workers with the training necessary to ensure their health and safety, and to keep adequate training records. In addition, the firm failed to take action to correct reported unsafe conditions without delay, and failed overall to ensure the health and safety of all workers at its worksite. These were all repeated violations.

**Penmat Contracting & Project Management Ltd. | \$3,584 | Langley | February 21, 2020**

This firm is the prime contractor at a residential complex under construction. WorkSafeBC inspected the site and identified a number of safety deficiencies relating to the erection and documentation of a crane on the firm's worksite. WorkSafeBC also determined that the crane had been involved in a close call incident that had not been investigated by the firm. A stop-use order was issued for the crane. During a follow-up inspection, WorkSafeBC observed that the load line and rigging of a truck-mounted boom crane that was offloading materials were within the limits of approach of overhead high-voltage power lines. As prime contractor of a multiple-employer workplace, the firm failed to ensure that health and safety activities at the workplace were coordinated, and failed to inform workers of the location of high-voltage electrical equipment and conductors. These were both high-risk violations. The firm also failed to conduct regular inspections of its worksite to prevent the development of unsafe working conditions. This was a repeated violation.

**Phoenix Construction Systems Ltd. | \$3,080.98 | Abbotsford | April 14, 2020**

This firm was conducting the post-abatement demolition of three houses. WorkSafeBC inspected the site after two of the houses had been demolished and observed drywall, an identified asbestos-containing-material (ACM), in the demolition debris. WorkSafeBC also determined that the electricity and natural gas supply lines were still



## Penalties (continued)

connected. A stop-work order was issued. A risk assessment conducted later confirmed the presence of additional ACMs in the debris, including fibreglass and vermiculite. The firm failed to ensure that hazardous materials were safely contained or removed before demolition work began, a high-risk and repeated violation. The firm also failed to ensure utility services were disconnected before demolition work began.

### **Pinnacle Hazmat Inc. | \$1,250 | Surrey | April 1, 2002**

This firm completed asbestos abatement work at a house. WorkSafeBC issued an order to the firm to provide clearance documentation, including training records for all abatement workers as well as waste documentation. After multiple follow-up communications the firm had not provided the required information. The firm is being penalized for failing to comply with a WorkSafeBC order.

### **PR Forming Group Ltd. | \$48,277.73 | Richmond | February 14, 2020**

This firm was the formwork contractor for a construction site, which involved operating three cranes. WorkSafeBC inspected the site after the load line of one of the cranes contacted the counter jib of another crane. WorkSafeBC observed that one of the two cranes involved in the incident was in operation and determined that it had been put back into service before being inspected by a professional engineer as required. WorkSafeBC also determined that the firm's overlap safe work procedures only referenced two cranes when there were three on site, and the procedures did not specify that the operator requesting permission to move in the overlapping zone had to wait until the request had been confirmed by the opposing crane operator. The firm failed to ensure that cranes that had been subject to a misadventure were removed from service until inspected by a professional engineer, a repeated violation. The firm also failed to ensure their overlapping crane work activity followed procedures acceptable to WorkSafeBC. These were both high-risk violations.

### **Robert Marcel Trahan / The Roof Doctor | \$2,500 | Burnaby | April 24, 2020**

WorkSafeBC observed one of this firm's workers on the edge of the roof of a five-storey building. The worker, a representative of the firm, was not using a personal fall protection system. No other form of fall protection was in place, exposing the worker to a fall risk of about 12.2 m (40 ft.). The firm failed to ensure fall protection was used, a high-risk violation, and failed to ensure a written fall protection plan was in place as required. These were both repeated violations.

### **Robert Paul Hotte / Hotte Construction | \$2,500 | Victoria | February 12, 2020**

This firm was performing renovations at a pre-1990 commercial building. WorkSafeBC inspected the site and determined that the renovation work had disturbed asbestos-containing materials (ACMs) without the appropriate controls in place to protect workers. The firm failed to ensure a qualified person inspected the building to identify hazardous materials before renovation work began. The firm also failed to ensure friable ACMs were removed or enclosed to prevent the release of airborne asbestos fibres. These were both high-risk violations.

### **Roop Construction Ltd. | \$2,500 | Kelowna | February 25, 2020**

This firm was framing a two-storey house. WorkSafeBC inspected the site and observed two workers on the roof installing sheathing. One of the workers was near the edge of the roof with a fall risk of up to 9.8 m (32 ft.). The other worker, who was also a supervisor, was working near an unguarded hole in the roof with a fall risk of greater than 3 m (10 ft.). Neither worker was using personal fall protection equipment and no other forms of fall protection were in place. The firm failed to ensure fall protection was used, a high-risk violation, and failed to have a written fall protection plan for the workplace as required. These were both repeated violations. The firm also failed to have regular monthly health and safety meetings with workers as required. Finally, the firm failed to provide its workers with the supervision necessary to ensure their health and safety.

### **Saab Framing Ltd. | \$3,656.34 | Langley | February 5, 2020**

This firm's worksite was a three-storey residential building. WorkSafeBC inspected the site and observed a worker

on the third-floor level, guiding a sling of sheathing onto the floor joists. The worker was not using a personal fall protection system and no other form of fall protection was in place, exposing the worker to a fall risk of about 8.2 m (27 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

**Sarao Roofing Ltd. | \$5,000 | Vancouver | February 26, 2020**

WorkSafeBC observed two of this firm's workers on the flat roof of a two-storey laneway house under construction. One of the workers, who was a representative of the firm, was at the leading edge of the roof. The workers were not using personal fall protection systems and no guardrails or other forms of fall protection were in place, exposing the workers to a fall risk of greater than 5.5 m (18 ft.). The firm failed to ensure fall protection was used, a high-risk violation. The firm also failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were both repeated violations.

**Sea to Sky Siding & Gutter Ltd. | \$5,000 | Mission | February 3, 2020**

WorkSafeBC observed two of this firm's workers installing siding at a two-storey house under construction. The workers were standing on the unguarded platform of a ladder jack system, and were not using personal fall protection systems. No other form of fall protection was in place, exposing the workers to a fall risk of about 4.6 m (15 ft.). WorkSafeBC issued a stop-work order. The firm failed to ensure fall protection was used, a repeated and high-risk violation.

**S. Kelly Contracting Ltd. / SKC | \$6,966.34 | Langley | April 20, 2020**

WorkSafeBC observed one of this firm's workers directing traffic on a public road outside a worksite. The worker, who was not a certified traffic control person (TCP), lacked appropriate personal protective equipment, and no pre-warning signage had been set up on the road. Vehicles travelling in both directions were directed into one lane with no guidance for safe travel. The firm failed to ensure effective traffic control was provided and used. The firm also failed to ensure that the worker assigned to control traffic was adequately trained. These were both high-risk violations.



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## Penalties (continued)

### **Solterra Construction Corp | \$12,598.27 | Burnaby | April 15, 2020**

This firm was the prime contractor for a high-rise construction project. WorkSafeBC inspected the site in response to an incident where a formwork worker received an electric shock while using a concrete vibrator connected to an ungrounded power source. The firm failed to ensure that portable electrical equipment used in a damp location was protected by a ground fault circuit interrupter (GFCI). This was a repeated and high-risk violation. The firm also failed to ensure that guardrails were installed capable of withstanding an applied load, a repeated violation, and failed to ensure that suspended scaffolds were constructed and installed in accordance with the instructions of a professional engineer. These were both high-risk violations. In addition, the firm failed to ensure regular inspections were conducted as required, a repeated violation. Finally, as prime contractor of a multi-employer workplace, the firm failed to establish and maintain a system to ensure regulatory compliance.

### **South Central Electric Ltd. / Glen Read Electric | \$2,500 | Salmon Arm | February 13, 2020**

This firm was sheathing the roof of a new house. WorkSafeBC observed one worker moving on top of the roof trusses on the second level. 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 5.5 m (18 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

### **Sun City Framing Ltd. | \$5,000 | Mission | March 9, 2020**

This firm's worksite was a three-storey building under construction. WorkSafeBC observed a worker, who was also a representative of the firm, on a temporary work platform. The worker was not using a personal fall protection system and no other form of fall protection was in place, exposing the worker to a fall risk of greater than 3.8 m (12.5 ft.). WorkSafeBC also observed that the work platforms in use on site did not meet standards for guardrails, minimum width, use of cross-braces, and the use of bearers and bearer blocks or ledgers. The firm failed to ensure fall protection was used, a high-risk violation. The firm also failed to ensure work platforms were designed and installed according to approved standards. These were both repeated violations.

### **Supersave Siding and Sundecks Ltd. | \$10,000 | Mission | March 9, 2020**

WorkSafeBC observed one of this firm's workers installing gutters on the roof of a three-storey house. The worker was not using a personal fall protection system and no other form of fall protection was in place. This exposed the worker to a fall risk of about 4 m (13 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

### **Weatherguard Gutters Inc. | \$15,652.83 | Coquitlam | April 27, 2020**

This firm was installing gutters at a three-storey house. WorkSafeBC observed one worker at the edge of the sloped roof. The worker, who was in the line of sight of a supervisor, was not using a personal fall protection system. No other form of fall protection was in place, exposing the worker to a fall risk of about 9.1 m (30 ft.). The firm failed to ensure fall protection was used, a repeated violation, and failed to provide its workers with the supervision necessary to ensure their health and safety. These were both high-risk violations.

### **West Side Asbestos Ltd. | \$10,000 | Surrey | February 3, 2020**

This firm was conducting asbestos abatement at a building slated for demolition. WorkSafeBC inspected the site while abatement work was underway, and issued a stop-work order after observing multiple deficiencies in the firm's practices related to handling asbestos-containing materials (ACMs). The firm failed to take precautions to protect workers during work that disturbed ACMs, and failed to take daily samples for airborne asbestos fibres, both repeated violations. The firm also failed to provide and maintain a containment and decontamination facility, failed to adequately ventilate its containment, and failed to cover designated work surfaces with plastic sheets or similar materials to help control the spread of ACMs. In addition, the firm failed to supply respirators adequate for the anticipated level of exposure and to ensure respirators were used. Finally, the firm failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety, a repeated violation. These were all high-risk violations.



**Westkey Construction Ltd. | \$4,789.47 | Chilliwack | March 12, 2020**

WorkSafeBC observed one of this firm's workers sheeting a 4:12 sloped section of roof on a three-storey townhouse complex. The worker was wearing a fall protection harness but was not connected to a lifeline, and no other form of fall protection was in place. This exposed the worker to a fall risk of about 9.1 m (30 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

**Whitewater Concrete Ltd. | \$47,102.35 | Vancouver | February 25, 2020**

WorkSafeBC attended this firm's construction worksite in response to a close call incident. The firm had two cranes set up at this site, and the counter-jib of one crane contacted the load line of the second crane. WorkSafeBC determined that the firm had not followed the site-specific safe work practice for overlapping cranes. Specifically, recommended anti-collision devices had not been installed, work was not scheduled to limit overlapping crane work, and no spotter was in place to monitor overlap areas. The firm failed to ensure that a load did not contact a structural member of a crane, a repeated violation.

## Manufacturing

**Apex Aluminum Extrusions Ltd. | \$73,770.99 | Langley | February 14, 2020**

WorkSafeBC inspected this firm's window frame manufacturing facility and observed multiple health and safety deficiencies. The firm failed to install guardrails around its chemical waste pit and auto-picker pit, a repeated and high-risk violation. The firm failed to ensure machinery energy sources were isolated and controlled to prevent unexpected startup, a high-risk violation, and failed to ensure energy-isolating devices were locked in accordance with procedures made available to workers, a repeated violation. In addition, the firm failed to have an exposure control plan for hazardous materials, failed to install a curb to prevent forklifts from running off the edge of elevated areas, failed to ensure the rated capacity of a storage rack was posted, and failed to ensure storage racks were inspected and repaired as required. These were all repeated violations. Finally, the firm failed to plan and maintain its workplace to protect workers from danger, and failed to ensure the health and safety of all workers, both high-risk violations.

**Blue-O Technology Inc. | \$2,500 | Burnaby | April 30, 2020**

WorkSafeBC ordered this firm to pay a worker a wage-loss award with interest. After multiple follow-up communications, the firm had not complied with the order. The firm failed to comply with a WorkSafeBC order within a reasonable time. This was a repeated violation.

**Box Lake Lumber Products Ltd. | \$21,757.31 | Nakusp | March 6, 2020**

A worker at this firm's lumber mill was clearing a buildup of wood debris from a conveyor. The worker, who was working alone, became trapped in the moving conveyor and sustained serious injuries. WorkSafeBC investigated the incident and determined that the conveyor lacked safeguards, and the firm had no effective written procedures in place for conducting maintenance work on energized equipment. In addition, the firm had no provisions for checking the safety of workers working alone. The firm failed to ensure the health and safety of workers at its worksite. 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 high-risk violations.

**Fine Choice Foods Ltd. | \$69,464.36 | Richmond | February 18, 2020**

This firm operates a food processing facility. WorkSafeBC inspected the worksite in response to an incident where a worker was seriously injured. The worker was adding scrap dough to an unguarded mixer and was struck by the mixing blade. WorkSafeBC determined that it was standard practice for workers to add scrap dough into the unguarded mixer. The firm failed to ensure that machinery and equipment was fitted with adequate safeguards to prevent workers from accessing hazardous points of operation. This was a repeated and high-risk violation.

## Primary Resources

### **Ambrus Logging Ltd. | \$13,228.36 | Ahbau Lake | April 29, 2020**

WorkSafeBC inspected this firm's worksite in response to an incident that resulted in the serious injury of a worker. The worker was performing maintenance on a vehicle in a truck turnaround area. A dangerous tree fell from an unharvested section of trees adjacent to the area, striking the worker. The firm failed to remove a dangerous tree from an area where workers would be exposed to it. This was a repeated and high-risk violation.

### **Western Forest Products Inc. | \$73,266.29 | Quatse Lake | March 5, 2020**

This firm was the prime contractor at a forestry operation. While workers were operating a yarder to attempt to fall a dangerous tree, an adjacent hemlock tree was uprooted. The top of the hemlock struck and fatally injured a faller. WorkSafeBC's investigation determined that falling work had not been adequately planned, coordinated, and managed, to take into account the risks associated with multiple fallers and equipment operators involved in two logging phases occurring in close proximity to each other. The firm failed to plan work and maintain work areas to ensure workers were able to work in locations clear of moving logs and equipment, a repeated violation. In addition, the firm failed to communicate the boundaries of a designated safe work area to all workers. Furthermore, as prime contractor, the firm failed to establish and maintain a system to ensure compliance with the *Workers Compensation Act* and regulations. These were all high-risk violations.

## Public Sector

### **City of Fort St. John | \$327,505.30 | Fort St. John | March 13, 2020**

WorkSafeBC inspected a public swimming pool facility operated by this employer in response to an incident where a worker was potentially exposed to chlorine vapours. WorkSafeBC observed several deficiencies related to workplace procedures for assessing and responding to exposure hazards. The employer failed to develop and implement an adequate exposure control plan for chlorine, and failed to have an appropriate written emergency response plan in place. The employer also failed to ensure that respirator fit tests were conducted annually, that appropriate emergency washing facilities were available where workers may be exposed to harmful materials, and that lockout devices were secured appropriately. These were all repeated violations. In addition, the employer failed to ensure fall protection was used when workers were required to go onto the roof of the pool to inspect an air handling unit. This was a high-risk violation.

## Service Sector

### **ADC Projects Ltd. | \$1,250 | West Vancouver | February 18, 2020**

This firm's worksite was a house under construction. WorkSafeBC inspected the site and observed a number of safety violations including a lack of handrails on stairways and guardrails around the building, no written first aid procedures, and a representative of the firm who was not wearing appropriate footwear. There was also no evidence that regular site inspections were taking place. The firm failed to ensure that stairs had continuous handrails, and failed to keep up-to-date written first aid procedures at the worksite. The firm also failed to ensure regular inspections were conducted to prevent the development of unsafe working conditions. These were all repeated violations.

### **AM PM Landscaping & Tree Service Ltd. | \$5,000 | Surrey | February 14, 2020**

This firm was clearing trees on a lot in preparation for a house construction. WorkSafeBC inspected the site and observed a number of deficiencies with its safe work practices. The firm failed to ensure that climbers used a second climbing rope while passing an obstacle, and failed to ensure that sufficient holding wood was maintained

and undercuts completed and cleaned out when falling a tree. These were all high-risk violations. The firm also failed to ensure workers were not permitted to fall trees unless they were qualified to do so, and failed to develop a written climber rescue plan before climbing activity began. Finally, the firm failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety.

**Cascadia Occupational Hygiene Services Ltd. / Cascadia OHS | \$2,500 | Williams Lake | February 24, 2020**

This firm was hired to conduct a pre-renovation hazardous materials inspection at a commercial building. WorkSafeBC reviewed the inspection report and identified deficiencies, including inaccurate information. WorkSafeBC also determined that the firm did not take representative samples consistent with recognized industry standards. The firm failed to collect representative samples of potentially hazardous material. This was a repeated and high-risk violation.

**C.D. Crane Services Ltd. | \$2,500 | Burnaby | March 9, 2020**

This firm supplied, and was involved in the erection of, a tower crane at a multi-level building construction site. During assembly of the crane, pins supporting a counterweight sheared off, causing the counterweight to swing uncontrolled and the crane mast and boom to rock back and forth. WorkSafeBC attended the site and determined that additional counterweights had been installed contrary to the crane manufacturer's assembly procedure. A stop-use order was issued for the crane. The firm failed to ensure that the crane was erected according to the manufacturer's instructions. The firm also failed to ensure the health and safety of all workers at the worksite. These were both high-risk violations.

**Certa Tri-City Restoration Ltd., Rubicon Enterprises Ltd. / PSI: Vancouver Commercial Washing Services | \$5,000 | Port Moody | January 24, 2020**

WorkSafeBC observed two of this firm's workers installing Christmas lights on the 5:12 sloped roof of a two-storey house. The workers were not using personal fall protection systems and no other form of fall protection was in place, exposing the workers to a fall risk of up to about 3.7 m (12 ft.). WorkSafeBC issued a stop-work order. The firm failed to ensure fall protection was used, a high-risk violation. 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.

**Chatter Creek Mountain Lodges Ltd. | \$18,894.76 | Golden | February 21, 2020**

This firm operates a backcountry ski and snowboard company. While a worker was hand falling a tree to improve a skiing area, the top of the tree broke off and struck the worker. The worker sustained fatal injuries. WorkSafeBC's investigation determined that rot inside the tree being felled had not been detected by an assessment. Furthermore, the firm had not identified the work to be similar to a forestry operation and, therefore, did not have a qualified supervisor overseeing the work. In addition, the firm did not have adequate emergency evacuation procedures in place to rescue workers. The firm failed to designate a qualified supervisor for falling activities to ensure they were planned and conducted in accordance with the Regulation. The firm also failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were all high-risk violations. The firm also failed to conduct a risk assessment in any workplace in which a need to rescue or evacuate workers may arise.

**Cropac Equipment Inc. | \$3,784.74 | Abbotsford | March 25, 2020**

This firm was using a mobile crane to erect a structure. WorkSafeBC inspected the worksite and observed multiple safety violations related to crane operation and personal protective equipment. The firm failed to ensure that a load was not left suspended from a crane while the operator was not at the controls, and failed to ensure temporary bracing of trusses was done in accordance with written instructions from the manufacturer or a professional engineer. These were both high-risk violations. The firm also failed to ensure that the crane operator received adequate instruction in the safe use of the equipment. In addition, the firm failed to ensure that workers used



appropriate safety headgear, footwear, eye protection, and hearing protection, and that they received hearing tests as required. Finally, the firm failed to ensure the health and safety of all workers at its worksite.

**First Group Service Company Ltd. / Initial Security | \$5,998.40 | Surrey | March 3, 2019**

This firm provided security guard services for a residential construction project. The firm had supplied a gas-powered generator to run a portable heater in a security hut. During a winter night shift, a security guard was exposed to carbon monoxide gas from the generator and sustained fatal injuries. WorkSafeBC's investigation determined that the firm had not conducted a risk assessment of the worksite, and did not have a formalized training program or written training procedures for its workers. The firm failed to identify hazards to workers before they were assigned to work alone, and failed to develop and implement written procedures for checking the well-being of workers working alone, both repeated violations. The firm also failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were all high-risk violations.

**FortisBC Inc. | \$9,597.01 | South Slokan | March 9, 2020**

This employer was conducting renovation work at one of its hydroelectric generating facilities. A worker drilled holes in an exterior cinderblock wall, which released vermiculite insulation. The vermiculite was later tested and confirmed to be an asbestos-containing material (ACM). WorkSafeBC determined that a hazardous materials assessment was not provided to the worker before the renovation work began, and that the vermiculite had been cleaned up without following safe work practices. In addition, the interior of the building had been returned to service without confirmation that all ACMs had been cleaned up. The employer failed to take the necessary precautions to protect workers before allowing work that would disturb ACMs. The employer also failed to ensure and confirm in writing that hazardous materials were safely contained or removed. These were both high-risk violations.

**FWG Acquisition Ltd. / Steve Nash Sports Club & Steve Nash / Fitness World | \$147,238.19 | Nanaimo | February 19, 2020**

This firm operates fitness centres. WorkSafeBC inspected one of its locations and observed that the worksite had more than 20 workers but did not have a functioning joint health and safety committee. WorkSafeBC determined the firm did not have a joint committee at any of its locations. The firm failed to establish and maintain a joint committee in each workplace where 20 or more workers are regularly employed. This was a repeated violation, based on violations occurring at the firm's other locations.

**Kamloops Tire Ltd. | \$8,403.52 | Kamloops | April 2, 2020**

One of this firm's workers was cleaning the wheel hub on a loader suspended by a hydraulic jack when the loader slipped off the jack and onto the worker. The worker sustained fatal injuries. WorkSafeBC's investigation determined the firm failed to service the loader in accordance with the loader manufacturer's instructions or as specified by a professional engineer. The firm also failed to ensure the jack was used according to the jack manufacturer's instructions, and failed to establish safe work procedures for servicing mobile equipment tires, including procedures for removing tire assemblies. In addition, the firm failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were all high-risk violations. Furthermore, the firm failed to adequately orient and train its new and young workers and failed to keep orientation and training records, both repeated violations.

**Lantern Properties Ltd. / Hollyhill Towers & Stephen Court & Terrace Green | \$12,707.52 | Victoria | March 11, 2020**

This firm's worksite was a pre-1990 residential building undergoing renovations. WorkSafeBC inspected the site and observed uncontained renovation debris. It was later confirmed that the textured wall coating removed during the renovation work was an asbestos-containing material (ACM). The firm failed to ensure a qualified person inspected the building to identify hazardous materials before renovation work began, a high-risk violation. A representative of the firm did not co-operate with the WorkSafeBC officer's attempts to gather information about the work being

done, and a stop-work order was issued. WorkSafeBC conducted a follow-up inspection and observed that the stop-work placard had been removed and additional work had taken place. The firm is being penalized for permitting workers to enter a workplace under a stop-work order, a repeated violation, and for removing a posted order. The firm is also being penalized for hindering or obstructing a WorkSafeBC officer in the performance of a function or duty.

**Maxjet Enterprises Ltd. | \$7,450.34 | Williams Lake | April 1, 2020**

This firm conducted asbestos abatement at a commercial building. WorkSafeBC determined that the firm's work procedures were not task-specific for the risk level and the nature of the abatement work to be done at this worksite. The firm failed to develop adequate asbestos handling and control procedures that minimized the release of airborne asbestos fibres, a high-risk violation. The firm also failed to develop adequate procedures that provided task-specific work direction addressing hazards and necessary controls, a repeated violation.

**Rapicon Tower Cranes West Ltd. / Rapicon West | \$2,500 | Burnaby | March 9, 2020**

This firm supplied, and was involved in the erection of, a tower crane at a multi-level building construction site. During assembly of the crane, pins supporting a counterweight sheared off, causing the counterweight to swing uncontrolled and the crane mast and boom to rock back and forth. WorkSafeBC attended the site and determined that additional counterweights had been installed contrary to the crane manufacturer's assembly procedure. A stop-use order was issued for the crane. The firm failed to ensure that the crane was erected according to the manufacturer's instructions. The firm also failed to ensure the health and safety of all workers at the worksite. These were both high-risk violations.

**Richard Fu Land Surveying Inc. | \$2,500 | North Vancouver | March 31, 2020**

This firm provided land surveying services at a residential construction site where a house was being demolished. While marking a control point on a nearby road, one of the firm's workers was struck by a dump truck trailer. The worker sustained fatal injuries. WorkSafeBC's investigation determined that the firm had not provided the worker with an adequate worksite orientation, outlining the hazards associated with working around mobile equipment in a congested area. 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.

**TCF Vancouver Productions Ltd. | \$289,562.63 | Vancouver | March 10, 2020**

WorkSafeBC investigated this employer's worksite, a film production, in response to an incident. During filming of a stunt scene, a worker (stunt double) was ejected from a motorcycle and sustained fatal injuries. WorkSafeBC determined that the employer had not conducted an adequate assessment of the risks associated with the work activity, had not planned the work to minimize risks to the workers, and had not provided a new worker orientation to the worker. In addition, the employer's safety program had not been fully implemented with all personnel performing their assigned duties. The employer failed to ensure that the operator of a motorcycle wore appropriate protective headgear as required. The employer also failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. Finally, the employer failed to ensure the health and safety of its workers. These were all high-risk violations.

## Trade

**Choices Markets Ltd. & Buy-Low Foods Ltd., et al. | \$540,261.25 | Burnaby | March 18, 2020**

A hazardous materials survey conducted at this firm's warehouse identified the presence of asbestos-containing materials (ACMs) in the building's ceiling fireproofing and in debris on surfaces throughout the warehouse. WorkSafeBC ordered the firm to remove or contain the ACMs. At a follow-up inspection, WorkSafeBC determined that the ACMs had not been removed or contained, workers had not been informed of the presence of ACMs, and

no safe work procedures had been developed. The firm failed to ensure the health and safety of all workers at its workplace, a high-risk violation.

### Transportation & Warehousing

#### **1122568 B.C. Ltd. | \$5,000 | Chilliwack | November 25, 2019**

This labour supply firm supplied truck drivers to a garbage collection firm. WorkSafeBC conducted an investigation following an incident where a worker from the garbage collection firm was injured. After placing recycling materials into the rear of a garbage truck, the worker tried to get up onto the platform as the truck was driving away. The worker fell and sustained serious injuries. WorkSafeBC's investigation determined that the labour supply firm did not provide sufficient supervision to its truck driver or take adequate steps to ensure workers complied with safe work procedures. The firm failed to ensure that its operator of mobile equipment operated the equipment safely, maintained full control of the equipment, and complied with the laws governing the operation of the equipment. It also failed to provide its workers with the information, instruction, training and supervision necessary to ensure their health and safety. These were both high-risk violations.

#### **British Columbia Ferry Services Inc. | \$646,302.88 | North Saanich | April 3, 2020**

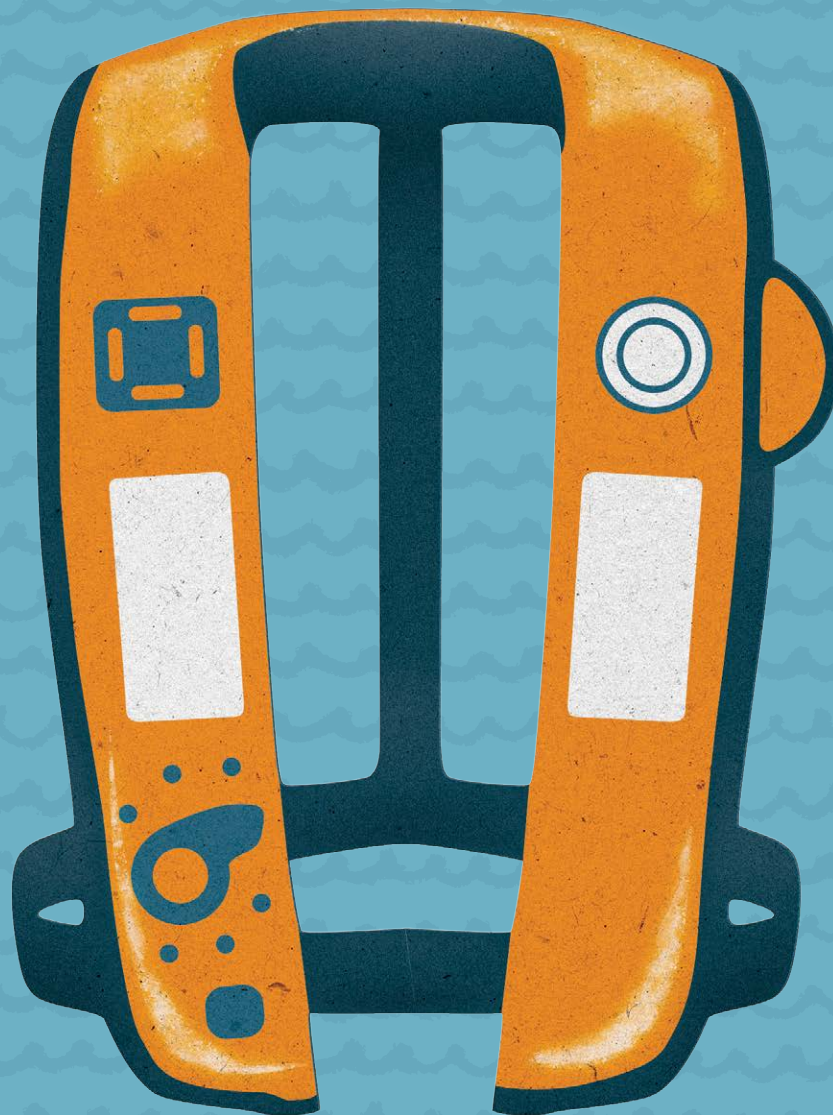
WorkSafeBC investigated two incidents involving emergency response drills on this employer's ferry boats. In the first incident, a rescue boat with two workers on board was being hoisted back into position on the ferry when the hoisting cable parted, and the boat fell into the water. Both workers sustained serious injuries, and a third worker was injured during the rescue procedure. WorkSafeBC determined that the davit used to hoist the rescue boat was not capable of launching the boat within specified parameters. The employer failed to ensure the health and safety of all workers, a repeated violation, and failed to ensure that equipment was capable of safely performing its functions. These were both high-risk violations. In the second incident, while a rescue boat was being launched two workers were ejected from the boat and fell into the water. One of the workers was injured. WorkSafeBC determined that the work procedures developed for launching and recovering rescue boats contained unclear and contradictory instructions, that unsafe conditions previously reported by a worker had not been corrected in a timely manner, and that the drill had not been adequately supervised. The employer failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety, a high-risk violation.

#### **Parkland Fuel Corporation | \$116,458.26 | Kelowna | January 15, 2020**

This firm's worker was transferring fuel from one mobile tanker to another at a gravel parking lot the firm used for fuel storage and handling. The worker sustained fatal injuries when flammable vapours ignited, causing a vapour cloud explosion and spilling fuel, which resulted in a fire. The source of the ignition was likely an electrostatic discharge. The firm failed to ensure the health and safety of its workers, and failed to ensure regular workplace inspections were conducted to prevent unsafe working conditions. The firm also failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were all high-risk violations. Furthermore, the firm failed to notify the local fire department of the nature, location, and safe handling methods of hazardous products at its workplace. Finally, the firm failed to use engineering and/or administrative controls to minimize an identified risk to the lowest level practicable to a worker assigned to work alone.



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**WORK SAFE BC**



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