

WorkSafe

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Crane operator competency p5

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On the front cover: Stephen Chow, lifeguard/instructor at Surrey's Guildford Recreation Centre, checks attendance and humidex levels inside the facility.

Building safer workplaces

Creating safer workplaces starts with knowledge, preparation, and a proactive approach. In this issue, we spotlight efforts across B.C. to narrow critical safety gaps and strengthen protections for all workers.

One area of focus is crane operator competency. In our “Ask an officer” (page 5), we examine practical steps to help employers ensure safe crane operations on their worksites.

Equally essential is supporting the mental health of employees, especially frontline workers. The Vancouver Police Department’s mental wellness program offers a strong example of how to help staff manage trauma. “Return-to-Work Journeys” (page 17) illustrates how compassion and stigma-free support make recovery possible.

We also turn our attention to the challenges newcomers to Canada face in understanding their rights. In our “WorkSafeBC Update” (page 23), Andy Takaya’s story reminds us why clear safety orientation and education are critical.

By enhancing safety standards, prioritizing mental health, and ensuring workers understand their rights, we can create safer, more inclusive workplaces for everyone.



Tobi Matilda
Managing editor

WorkSafe

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Sarah is a marketer, writer, editor, and journalist, and the principal of Sarah Ripplinger Marketing

Communication in Vancouver, B.C. Sarah jumps in to present our “Cover story” on air quality in indoor pools (page 7).



Marguerite Pigeon

Marguerite Pigeon is a Vancouver-based writer and editor who’s helped sharpen messages for several WorkSafeBC

health and safety initiatives. Marguerite shares the latest measures aimed at improving crane safety in B.C. in our “Ask an Officer” (page 5).



Marnie Douglas

Marnie is a West Kelowna-based journalist, writer, and communications professional. In our

“Safety spotlight”, Marnie writes about UBC’s work to solve a potential for MSI injuries among their moving staff (page 13).



Tanya Colledge

Based in Surrey, B.C., Tanya is an accredited public relations professional with a passion for writing,

communications, and all things digital. Tanya brings us this issue’s “Return-to-work journeys” (page 17) where the Vancouver Police department shares its effective programs.



Michael Laycock

Michael is a Vancouver-based editor and writer who has worked on health and safety publication since 2006.

Michael presents the “WorkSafeBC update” (page 23) featuring a worker who is new to Canada.

Ask an officer

Crane operator competency: What employers need to know



Theresa O’Hara

Occupational safety officer
Provincial Crane Inspection Team

Years on the job: 5.5

Region: Port Moody

In 2024, WorkSafeBC expanded its crane safety initiative to improve crane operations across B.C. construction sites. A key focus? Making sure crane operators are not just certified — but truly competent, meaning they have the knowledge and skills to complete their work safely and successfully. We spoke with Theresa O’Hara, an occupational safety officer with the Provincial Crane Inspection Team, about what employers need to know — and how they can take practical steps to ensure safe crane operations.

Q. How can an employer tell if their operator is competent?

A. Assessment, observation, and documentation are key. Competency isn’t just about passing a test — it’s about having the knowledge necessary for safe and consistent performance on the job. An employer who considers its crane operator fully skilled and knowledgeable on a particular crane must have evidence of strong performance on routine knowledge checks. BC Crane Safety’s [Operator Competency Assessment](#) is a valuable template employers can use as a starting point. It should be adjusted to align with equipment, safe work practices, and needs of each worksite.

Employers should also be able to answer “yes” to questions like the ones below, and have evidence of the knowledge and skills behind each one:

- Do they apply safety protocols without prompting?
- Can they perform inspections and maintenance independently?
- Do they complete crane capacity and rigging calculations correctly and consistently?

- Can they read, understand, and properly use load charts specific to the crane and setup?

An employer’s goal is to ensure that operators are capable of performing their tasks safely and independently.

Q. Why is crane operator competency such a focus right now?

- A.** Certification alone doesn’t guarantee safety. Employers are responsible for ensuring that every crane operator on their site is able to do the work they are assigned safely. That means more than checking a certificate. It means testing knowledge, observing performance, identifying gaps, and supporting training. For provisional operators, it also means using detailed supervision plans to guide skill building and safe practices.

Competency is what keeps a site moving safely and efficiently. It protects workers, prevents incidents, and ensures the job gets done right.

Q. What are other employers doing?

- A.** Many are stepping up. We’re seeing employers build strong training systems, and as a result, more operators are passing their exams and becoming fully certified. Employers are realizing that investing in competency pays off — in safety, productivity, and peace of mind.

Q. What support is available to help me do this right?

- A.** Workers and employers can call WorkSafeBC’s Prevention Information Line (1.888.621.7233) to speak with a crane team member. We encourage employers to call before starting any crane work.

Prevention officers can review supervision plans, offer feedback, and connect employers with resources like our [crane operation templates](#).

BC Crane Safety also offers tools to support training, supervision, and certification.

This article kicks off a three-part series on effective supervision and crane safety. See future issues for a closer look at supervision plans and impactful assessments. 🔄

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On the cover

The City of Port Coquitlam's aquatic leader Joelle Lewis takes water samples from its pool and hot tub to test for combined chlorine.



Something's in the air: Controlling chemical exposure in pools

By Sarah Ripplinger

Pools are popular, year-round recreational destinations for many of us, and the health and safety of both workers and guests is key for diligent pool operators.

Pool operators are responsible for managing pool chemistry to ensure water is kept free of dangerous germs, while also keeping the air at indoor pools healthy. Pools need several chemicals and treatments to keep the water clean, one of which is chlorine. But an unfortunate by-product of chlorine use is that it reacts with contaminants in the water to produce chloramines.

Chloramines, also known as “combined chlorine,” can accumulate in the air in pool facilities, creating that distinct chlorine-like odour. With increasing understanding of chloramines as a workplace hazard, pools are adopting cutting-edge technology and improved safety protocols to reduce the exposure of workers and patrons to chloramines.

“We now understand that the less the pool smells of chlorine, the healthier it is,” shares Arielle Patterson, recreation services section manager with the Guildford Recreation Centre in the City of Surrey. “If I walk onto the deck and get a big whiff of that distinct pool smell, I ask myself: ‘What’s going on here?’ and investigate to determine which part of our system isn’t functioning at an optimal level.”

The cities of Surrey and Port Coquitlam are leaders among those B.C. employers using improved control measures to reduce chloramine exposure inside aquatic facilities.

Where does that chloramine smell come from?

Chloramines form when the chlorine or hypochlorite used to disinfect pool water reacts with a source of nitrogen such as sweat, body oils, cosmetics, dirt, urine, or some cleaning chemicals.

Over time, chloramine gas is released from the pool water into the air. Exposure to chloramines has health effects that can include:

- Eye and skin irritation
- Respiratory irritation and coughing

- Difficulty breathing — especially for vulnerable individuals with pre-existing respiratory conditions

Long-term worker exposure may contribute to the onset of medical conditions such as occupational asthma. Chloramine levels in pool water are regulated by public health authorities.

“There are no occupational exposure limits in B.C. for chloramines in the air,” explains Trevor Williams, occupational hygiene officer with WorkSafeBC. “However, based on the available data, WorkSafeBC recommends that the airborne concentration of chloramines in indoor aquatic facilities be kept below 0.35 milligrams per cubic metre to mitigate negative health effects.”

The rate of chloramine release is affected by various operating conditions in the pool. “Hotter water temperatures, bubbling or splashing features, and higher occupancy in the pool can all increase chloramine production,” notes Williams.

“In addition to the health effects, chloramines are also corrosive and can degrade building materials over time.”

To effectively control chloramine exposure, pool staff have taken measures to limit the production of chloramines in the water, as well as measures to continuously remove chloramines from the air in aquatic facilities.

Learning from past incidents

In 2023, an evacuation at the Guildford pool was an eye-opener for Surrey. The incident involved reported symptoms of chloramine exposure in the pool area that led to an evacuation. While only one person was taken to hospital for precautionary reasons, the incident triggered a thorough investigation into its underlying causes.

Surrey hired an external contractor to review the entire pool operating system. The engineering firm conducted a smoke test after operating hours, infiltrating the pool area with smoke to observe how airflow travelled through the facility’s heating, ventilation, and air conditioning (HVAC) system. They had several recommendations, including HVAC upgrades.

“After the 2023 incident, we changed the extraction fan that removes chloramines from around the pool, sucking it off the surface of the



Lindsay Pawluk, pool service worker at Guildford Recreation Centre, tests water samples to ensure pool chemicals are at appropriate levels.

water from the gutters,” shares Tom Bencic, manager of facilities maintenance and operations with Surrey. “We recommissioned the controls for the HVAC system, basically checking its entire operations, rebalancing air flow, checking the air filters, and maximizing the speed of air return and supply fans.”

Controlling the production of chloramines

While chlorine use is essential to killing germs in pool water, employers can use a range of engineering controls to reduce the production of chloramines in water and remove them from the air in pools.

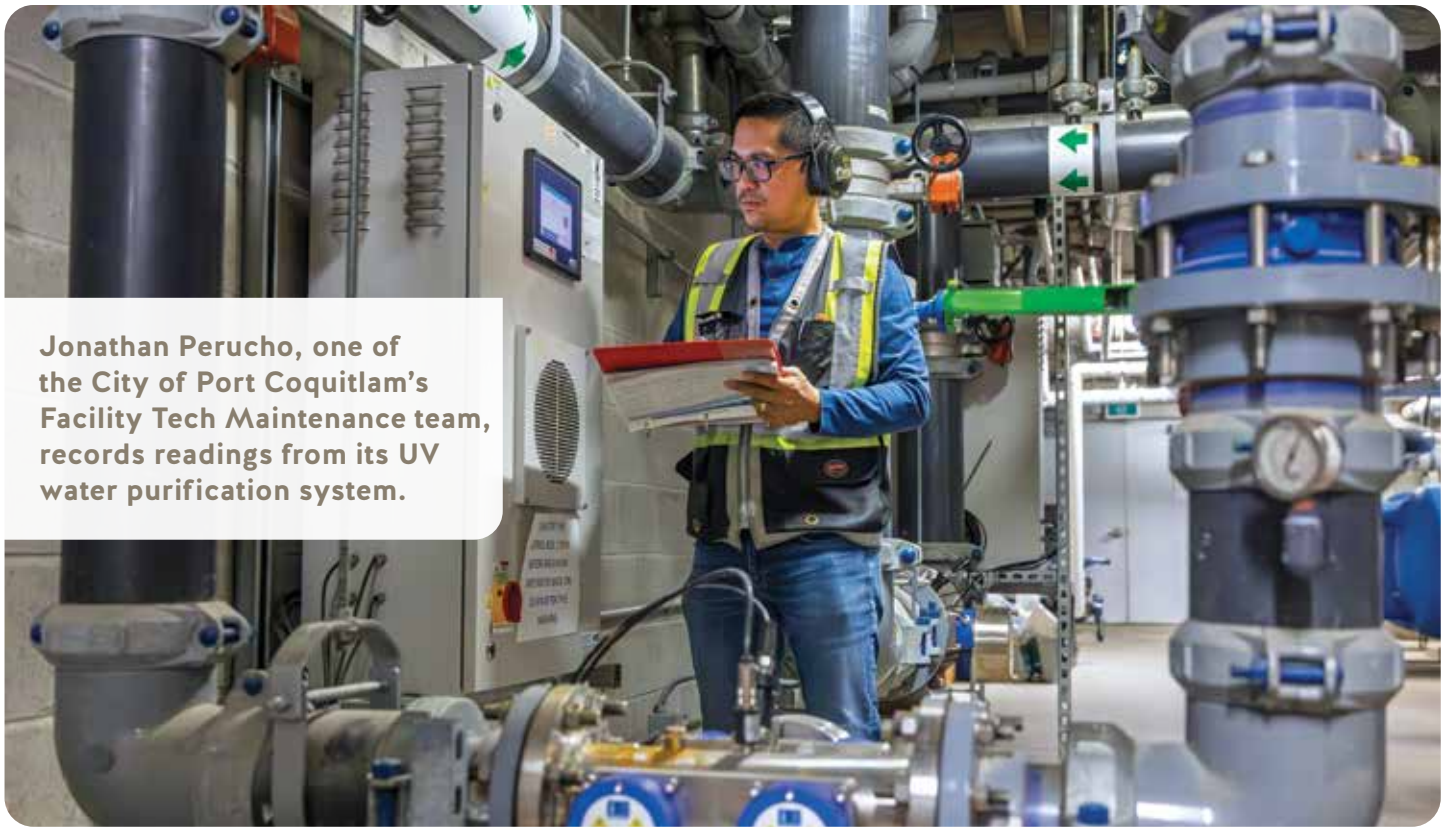
The Guildford pool’s future chloramine scavenger system acts as a chloramine gas extractor. When water levels rise in the pool, the water is directed into surge tanks where chloramine gas will be extracted and exhausted outside the facility.

Ultraviolet (UV) water purification is also used to remove chloramines from the water. “Following the incident, we started spending a lot more time on the UV system, replacing parts to improve its performance and constantly monitoring and making adjustments,” says Bencic. “We saw dramatically improved chloramine control.”

Employers must ensure that chlorine and chloramine levels in the pool water are tested regularly. When combined chlorine in water approaches safety thresholds, hazard reduction strategies should be immediately initiated. Common interventions include:

- Replacing pool water with fresh water
- Skimming the pool to remove contaminants
- Increasing ventilation and air exchange

“We drain and refill the hot tub weekly as it is a significant chloramine producer because of its smaller volume, heavy use by public, and higher temperatures,” says Patterson.



Jonathan Perucho, one of the City of Port Coquitlam's Facility Tech Maintenance team, records readings from its UV water purification system.

Sharing knowledge with their peers

The City of Port Coquitlam consulted with Surrey following a series of first aid reports from workers at Port Coquitlam pools. "Pool staff members were telling us their eyes were itchy or that the air felt heavy," shares Glenn Mitzel, director of recreation with Port Coquitlam.

"We had been responding to staff first aid reports, fixing pool skimmers that remove debris from the water and fixing some issues with the hot tub," adds Brittanie Harris, human resources advisor with Port Coquitlam. "However, each time we thought the problem had been resolved, another first aid report would come in, and we would need to restart the process."

An incident in 2024 triggered a WorkSafeBC investigation into the HVAC systems at the city's two indoor pools. Port Coquitlam worked with an occupational hygienist and consulting company to evaluate pool air quality and review facility operations. The review identified system weaknesses, such as periods when the HVAC would shut off, resulting in chloramines accumulating in the air.

"The outcome of these investigations was several additional facility upgrades, including installing a surge tank exhaust fan and a lower-level exhaust fan, both of which remove chloramines from the air directly above the water," states Joanne O'Neill, senior HR manager with Port Coquitlam. "We also installed fans on the deck to move stagnant air. As well, guard stations were moved away from higher chloramine concentration zones to reduce worker exposure."

Establishing enhanced administrative measures

As part of their efforts to control and manage the hazard of chloramines, pool employers should consider establishing a formal chloramine exposure control plan, potentially including written procedures, air monitoring, worker training, instruction, and supervision. For example, Port Coquitlam updated its pool safety plan, facility roles, pool water testing, and documentation as part of more robust chloramine control strategies.

"Through our experience with chloramine first aid reports, we learned about the importance of educating our staff and enhancing our workplace

practices,” Harris shares. Together with members of the city’s joint health and safety committee, Port Coquitlam initiated new worker training on chloramines, and includes periodic discussions about chloramine safety topics during meetings such as toolbox talks.

“We learned that communication is key,” Harris adds. “This includes listening and taking symptoms seriously. If a worker reports they are struggling to breathe or have burning eyes, a sore throat, or a heavy chest, we offer support to the worker, document everything, and launch an investigation and follow-up assessments.”

In Surrey, the city established thresholds for combined chlorine levels in pool water that are more stringent than those required by Fraser Health, to act as an early warning system. “This gives us a buffer to take action before reaching a point where we need to close the pool until we get our levels back under control,” explains Patterson.

Leveraging new technology

Surrey has also added several new technologies to its chloramine control measures. At the Guildford Recreation Centre, trained pool workers regularly record combined chlorine tests, pool chemistry parameters, air temperature, and humidity levels on touchscreen tablets. Information is uploaded to a tracking system and continually monitored. This technology will be rolled out to other indoor pools in Surrey in future.

“This, along with HVAC monitoring, gives us excellent insight into what’s happening on the ground, and we have the ability to track trends and make adjustments,” says Charlotte Fetterly, occupational hygienist with Surrey.

Now, when temperature and humidity levels exceed certain thresholds, staff will take actions such as turning off water spray features to limit the associated risk of elevated chloramine release. During hotter, humid conditions in the summer months, additional workers are rotated between work both on and off the pool deck. This effectively limits their exposure to chloramines and heat stress.

“We use the dashboard to track such things as incidences of eye irritation and breathing concerns,” shares Michael Mobilio, recreation

operations manager with the Guildford Recreation Centre. “This way we can be proactive rather than reactive with our approach to hazard management.”

“Technology continuously evolves and employers should periodically review available technologies to more effectively control chloramine exposures,” states Williams. For example, real-time trichloramine air monitors were recently introduced that may help to warn of hazardous workplace conditions. Some newer pools are installing modern technologies that improve operating efficiency while also better controlling chloramine generation.

Public awareness campaigns

Pool users play a key role in ensuring clean water and air, and both Surrey and Port Coquitlam have launched campaigns on the importance of showering before entering the pool. Elements have included educational posters at facilities, social media posts, informational videos, and multilingual articles on the importance of showering before using pools.

“The most effective way to limit chloramine exposure is by preventing its production in the first place,” says Williams. “This starts with encouraging patrons to shower before entering the pool.”

Pool staff sometimes act as showering ambassadors. “Our staff make showering messaging fun and casual by adjusting it to all ages,” Patterson shares. “We’ve given out word searches and colouring pages to kids and engaged in face-to-face conversations with youth and adults about the importance of pre-swim showers.”

“To reach as many people as possible, we launch showering awareness blitzes at intervals throughout the year and whenever the pool reopens following a maintenance shutdown,” Patterson adds.

Seeing the results

Subsequent to their investments in enhanced chloramine control measures, both municipalities have witnessed a significant decrease in first aid reports relating to eye and respiratory irritation

and a reduction to unscheduled pool closures due to combined chlorine exceedances. Workers also report improved satisfaction with the workplace environment.

“Greater awareness of the hazards of chloramines have rippled across Metro Vancouver and beyond, leading to significant industry changes,” says Williams. “I believe the lessons learned from recent incidents have led to a heightened focus on water and air quality in pools.”

Diligent employers are tackling this issue from multiple angles, including educational campaigns, improved design, and enhanced engineering controls. Air quality at those pool facilities and the health and safety of pool workers and patrons are improving as a result of their efforts.

For further information

Visit our [Chloramines webpage](#) on worksafebc.com to learn more about controlling chloramines in pools. The page includes the book [Chloramines: Safe Work Practices](#), a useful resource for employers who use chlorine for water treatment. ☺



Guildford Recreation Centre’s recreation services manager, Arielle Patterson (far right), leads a crew talk with (left to right) Elisabeth Chow, RPT lifeguard/instructor; Sahil Mann, head lifeguard; and James Davies, lifeguard/instructor.

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UBC's Celia McGrath, interim sub-head tool crib/store operator, uses a powered stair climber to move heavy appliances around the Vancouver campus.

Steps to safer moves on campus

By Marnie Douglas

At the University of British Columbia's Vancouver campus, a simple question sparked a major shift in safety culture: "How can we make moving appliances safer?" The search for an answer ignited collaboration, innovation, and renewed commitment to protecting workers.

For years, workers tasked with moving appliances across several of UBC's student housing units — including three-storey townhouses built for housing workers during Expo 86 — have navigated tight corners and narrow staircases without elevators. Appliances, which have only become larger and heavier over time, posed a significant risk of musculoskeletal injuries (MSIs), especially in older buildings with structural constraints. While there were no serious incidents, the strain on workers was evident.

Old buildings, new challenges

"It was just the way things had always been done," says Sarah Brown, former sub-head tool crib/store operator with UBC's Student Housing and Community Services (SHCS). "You'd remove railings or just grunt your way through awkward stairwells. But we finally asked why it had to be this way."

That question led to a job demand analysis conducted by UBC's ergonomics and accessibility team. Led by manager Abigail Overduin, the analysis examined the physical demands placed on workers handling large appliances, along with the impact of contributing risk factors.

"The analysis helped us step back and say, 'This is difficult, and it's becoming even more so,'" Overduin explains. "We didn't want to wait for an injury to occur, and that gave us the momentum to look for a proactive solution."

Enter the powered stair climber, a mechanized device that acts like a traditional dolly but with motorized tracks that help it safely scale stairs. Overduin and Brown worked closely to evaluate this option. They reached out to a vendor, analyzed the equipment, and found that while some moving situations required a platform accessory — particularly the tight L-shaped staircases in the older units — it had serious potential.

A custom-built fix for tight corners

However, one major challenge emerged: several of the stairwells had triangular-shaped landings that didn't allow the stair climber to pivot safely between flights. Rather than abandoning the solution, the team turned to UBC's carpentry department for help.

Claudia Popa, SHSC's trades manager who also oversees the carpentry crew, recalls the challenge. "Sarah's team came to us with the problem, and it was such a great example of cross-team collaboration. Our carpenters designed and built a custom wooden platform to temporarily rest the dolly on between stairs. It's mobile and reversible, so it's really practical."

With the platform in place, the stair climber was ready for full deployment. SHCS now operates two of the machines, primarily during peak move-in and move-out periods.

WorkSafeBC occupational hygiene officer Jonathan Truefitt says it's not always easy to make change when it comes to using engineering controls such as the powered stair climber, but he's encouraged when employers like UBC take proactive steps.

Consulting workers who perform the tasks and are directly affected is essential during the MSI risk management process. The effectiveness of eliminating or minimizing MSI risk factors depends on worker engagement and participation.

"Understanding where there's an issue and taking steps to mitigate it is really what's important. It's always about a risk management process," he explains. "It's also important to get buy-in from employees, allowing workers to have ownership over the process and the change."

Although there is still a degree of risk when using a powered stair climber, workers reported significant improvements in their ability to safely perform the task.

"We're moving at about the same pace," says Brown. "But you don't have that body exhaustion from manually lifting up the stairs."

Less strain, more support

Adds Ricky Biring, SHCS's associate director of Facilities: "You need to know how to safely operate the unit and it doesn't eliminate the need for that second person to create safe work zones, but it definitely means less strain on someone's back and shoulders and less load."

"I'm proud that my team identified a problem that needed solving and worked with the resources we had to find a solution."

WorkSafeBC ergonomists Sania Safari and Tami Perkins said the key to the team's success was following an MSI risk management process and involving workers at every stage. In this case, the risk of MSIs increased due to the presence of primary risk factors, including:

- Forces exerted to lift or lower and push or pull
- Awkward postures
- Contact stresses when manually handling appliances

These risks needed to be eliminated or minimized.

"The process UBC went through is definitely something we advocate for," says Perkins.

"Control measures depend on the environment, so we were really pleased to see that this one worked very successfully."

Safari noted that the ergonomics team has been looking into MSI risks associated with handling heavy and/or large appliances in the moving services sector and heard that UBC had incorporated the new equipment. "It shows great benefits. Hopefully this will lead to other successful risk controls," she adds.

Not only does the stair climber reduce physical strain, it's also expanded how teams can help one another. Housekeepers now use the stair climber to move heavy furniture, and Brown says it was a huge support for the plumbing crew when

relocating hot water tanks. “It has created opportunities to be more flexible across teams,” she adds.

As with all new control measures, this equipment does require training, offered through a two-hour session from the vendor. “It looks intimidating,” says Brown, “but once you complete the training and use the stair climber, you realize it’s very manageable.”

Trust the people, trust the process

The success of the stair climber was about more than the tool itself — it was about the process that got it there and the people that made it happen.

“There was no injury or crisis that forced our hand,” notes Gontran Paget, SHCS’s senior manager of Safety Management Systems. “That’s what makes this story so exciting. We had teams recognizing the problem and leaders saying, ‘Let’s try something.’ That shift in mindset leads to better outcomes.”

“The humans at the centre of it who are actually doing the work are the litmus test of whether this solution works,” he adds.

Paget highlights a growing culture at UBC where front-line workers are seen as the key to success. “We trust the people doing the work to help define the solution,” he says. “Better tools equal better insights and better outcomes.”

Overduin agrees. “Having directors, managers, and staff all talking openly about the challenges was critical. We were able to address concerns, look at options, and move forward as a team.”

It’s a sentiment echoed across all departments involved. Claudia is proud that her carpentry team could contribute a practical piece to the puzzle. “It was nice to see the collaboration — everyone working together to produce a solution — and reliance on our experts to build this platform that really worked for Sarah’s team. It was great to see it all come together,” she says.


A better way forward

The project isn’t finished yet. Biring’s team is already thinking about how to make the platform sturdier and easier to transport. But, for now, he’s proud of the progress and the spirit behind it.

“People just got used to the idea that this work was hard,” he says. “But when we asked if there was a better way, we were able to change that.”

UBC now has two stair climbers and a custom-built mobile platform in rotation. But more importantly, it has grown confidence in the power of asking good questions and increased trust in the people closest to the problem to help solve it.

For more information

Learn more strategies to reduce the risk of MSIs at worksafebc.com/ergonomics. 



Using the stair climber results in less strain on a worker’s back and shoulders and decreases the risks factors for MSIs.



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The VPD's disability and return-to-work case managers Phoebe Chan and Agnes Tecson (left to right), and Staff Sergeant Tanya McLachlan, use an inclusive approach to tailor the right supports for injured workers.

Rethinking mental health in policing

By Tanya Colledge

With mental health claims rising, the Vancouver Police Department set a new standard for return-to-work programs that prioritize wellness, teamwork, and long-term success with collaboration, creativity, and compassion.

When Staff Sergeant Tanya McLachlan started her career in policing 26 years ago, mental health wasn't something officers would talk about — let alone ask for help.

"You were expected to suck it up. It was just part of the job," she recalls. "We didn't have the language or systems to support members with what they were experiencing in the field."

But, over time, that silence began to break.

With the introduction of a mental health wellness program and the creation of the Vancouver Police Department's Employee Services Unit, the culture started to shift. Mental health became a legitimate,

open topic of conversation — one met with care, not stigma.

Breaking down barriers to mental health

"We're seeing more people come forward with mental health claims — not because there is an increase in occurrences, but because there is more of an understanding that if you are struggling, there is someone for you to talk to and a process that can support you in healing," says McLachlan.

With more than 1,800 sworn members and 400 civilian employees, the Vancouver Police Department (VPD) saw over 1,000 claims filed in 2024, with nearly 300 of them related to traumatic events. According to Phoebe Chan, one of VPD's disability and return-to-work case managers, many of these cases aren't tied to a single incident.

“Our officers face potentially traumatic events regularly; over time, those experiences can accumulate,” says Chan. “We often see mental health claims where the impact doesn’t always show up right away. It may surface months after an incident, or it might not be tied to a single event at all. Instead, it’s the effect of years of exposure to high-stress, high-impact situations.”

That cumulative weight, she explains, can eventually reach a tipping point. “The good news is that more officers are recognizing signs and reaching out for help — and when they do, we’re able to initiate claims that reflect the scope of their experiences throughout their careers.”

For police officers, it’s not just about having supports in place — it’s about having the right kind of support. Access to mental health professionals who understand the realities of frontline work is critical, as is VPD’s peer support program where officers can speak with someone who truly gets what it’s like to wear the uniform.

“It breaks down barriers and helps them feel seen, heard, and understood,” says McLachlan.

Creating tailored support systems

VPD’s approach to return-to-work has evolved to support this culture shift. They built a more responsive, supportive return-to-work program that is better tailored to psychological injuries and gives members the resources to heal and return to duty with dignity and confidence.

Returning to work after an injury — whether physical or psychological — isn’t just a box to check; it’s a carefully coordinated, person-centred process built on collaboration, compassion, and continuous improvement.

When an incident occurs, a dedicated disability and return-to-work case manager steps in to guide each worker through their claim, coordinating with WorkSafeBC’s case managers and VPD’s physical health and performance, health and safety, and employee wellness (including peer support) units.

“Over the years, we’ve built strong partnerships with WorkSafeBC to better understand the physical and psychological limitations members may face after an injury,” says Agnes Tecson, disability and return-to-work case manager.

“That collaboration has helped us tailor the right supports — each officer has a return-to-work plan that’s realistic, respectful, and sets them up for long-term success.”

Thinking outside the box

Amendments to the *Workers Compensation Act* came into effect in 2024, adding a legal duty to cooperate and maintain employment. Since then, the VPD has worked closely with WorkSafeBC case managers to find suitable, modified duties that allow officers to recover at work. Working collaboratively with employers helps ensure that workers get the support they need while focusing on their abilities versus disabilities.

“We know that when workers get the opportunity to recover at work, they heal better and faster. Our job as case managers is to review the medical and collaborate with both the employer and worker to determine what type of work accommodations might be necessary,” says WorkSafeBC’s Ranjodh Virk, client services manager. Mental health claims can have additional issues or challenges that need to be considered when finding suitable return-to-work options.

For police officers recovering from psychological injuries, returning to the job can involve a range of potential triggers. These can be deeply distressing and must be considered during the return-to-work planning process. To support a safe and sustainable return, employers are encouraged to think beyond traditional policing roles and consider alternative duties that accommodate both the operational needs of the department and the psychological well-being of the member.

“Where we see success is when employers work with us, get creative, and think outside the box instead of within the lines they’re used to. You have an able-bodied person who can contribute; it’s about finding something that will work for everyone,” adds Virk.

Learning new skills and staying connected

The VPD has several units that offer modified duties for officers, depending on the approximate length of recovery time and the nature of their claims. The Operations Support Unit, for example,

offers members the opportunity to engage with police work by taking low-priority calls in an office setting. The Assignments & Transfers sergeant can work with officers to find positions where they gain new skills, experience, and even mentorship while they allow their bodies and minds to heal.

“We know our officers are eager to return to the work they were trained to do,” says Chan. “But policing is unpredictable and physically demanding, so we have to be very intentional about when and how someone is cleared to return to frontline duties.” While operational readiness is a key consideration, Chan notes the return-to-work program has revealed another important insight: simply being back in the workplace — surrounded by colleagues and part of a team — can have a powerful impact on both physical recovery and mental well-being.

The VPD’s return-to-work approach highlights the critical role of collaboration, creativity, and compassion in supporting injured workers. By working closely with WorkSafeBC and thinking beyond traditional roles, the department has built a program that’s both flexible and responsive to the complex realities of policing. It’s a model that shows what is possible when employers lead with agility and prioritize the health, safety, and long-term success of their people.

For more information

Visit [Managing psychological health & safety](#) and [Employers: Return-to-work information](#) on worksafebc.com. 🌐



VPD’s return-to-work approach is shifting the culture to one of open conversation about mental well-being.

 A green-themed graphic titled "Safety Starts Here". It features a photo of two workers in hard hats. Below the title, it says "Confidential, not-for-profit health and safety help for your business." There are six icons with corresponding text:

- Training**: In person or online.
- Advice**: Confidential compliance support.
- Assessments**: Air, noise, dust, confined space, ergo.
- Leadership**: Coaching and advice.
- Tools**: Templates, crew talks.
- Certification**: COR / OSSE.

 On the right, it says "The Alliance has been an incredible resource for us." At the bottom right, it says "Get started: safetyalliancebc.ca" and includes the logo for the Manufacturing Safety Alliance of BC.

 A purple-bordered graphic titled "Reducing Poverty Initiative" with the subtitle "Disability assistance through early intervention". It features a photo of three people working at a computer. Below the photo, it says:

Fully-funded early intervention program aims to support individuals who are off work due to injury or illness and have little or no assistance from other resources, as well as their employers.

Certified Disability Management Professionals (CDMPs) will support participants through return-to-work planning, intervention, and ongoing support through follow-up. Learn more: www.reducingpovertyinitiative.nidmar.ca

 At the bottom, it lists the logos for Canada, British Columbia, and the National Institute of Disability Management and Research. A small note at the very bottom states: "This program is funded by the Government of Canada and the Province of British Columbia."



Our free Hire a Worker program connects employers with skilled workers who are ready to take on new opportunities.

By participating in this program, you can:

- Save time and effort finding qualified workers
- Offset your recruitment and training costs
- Get personalized service from our Vocational Rehabilitation Services team
- Get support in developing a customized training plan



Find out how the Hire a Worker program can help your business's recruitment needs at worksafebc.com/hireaworker.

WORK SAFE BC



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Employers must ensure that workers are trained to use fall protection equipment and understand the procedures.

Preventing falls from heights in construction

By Michael Laycock

Falls from heights (e.g., roofs, ladders, work platforms) continue to be a leading cause of workplace injuries and fatalities. As summer kicks in and outdoor construction peaks, WorkSafeBC is urging employers to prevent these devastating and life-altering incidents.

From 2020 to 2024, there were more than 5,400 injury claims in the construction sector from falls from heights, including almost 1,900 serious injuries and 35 fatalities. More than 1,000 construction workers were injured due to falls from heights in 2024 alone. That's nearly three a day.

To help reduce these risks, WorkSafeBC is continuing its proactive, unannounced inspections at construction worksites across the province. These inspections focus on ensuring fall protection measures are in place and that employers are effectively managing the most significant risks to workers.

“Proper planning, training, and supervision, along with compliant and proper use of fall protection equipment, can significantly reduce the risk of falls from heights,” says Kathy Tull, industry and program specialist with WorkSafeBC. “These precautions, which are outlined below, can also help employers ensure compliance.”

1. Plan the work

As a construction employer, you can't always avoid working at heights, but you can minimize or eliminate the chance of falls occurring. Planning for safety is an essential part of preventing falls. Before working at a height, always plan your work and then work your plan.

We've created a [fillable template](#) and a [companion guide](#) you can use to help create your own fall protection plans. The template can help you:

- Navigate the planning process
- Address site-specific conditions
- Demonstrate due diligence

- Instruct workers
- Choose fall protection systems

2. Train and supervise workers

Before allowing a worker into a fall-hazard area, ensure the worker is trained in the fall protection system for the area, is using proper fall protection equipment, and understands the procedures to follow.

Ongoing supervision of your workers is a key part of keeping everyone safe when working at heights.

3. Ensure compliant, proper use of fall protection equipment

Fall protection systems must be used when either of the following applies:

- A worker could fall 3 m (10 ft.) or more
- A fall from a lesser height may result in a serious injury

Consider fall protection systems in the following order:

1. **Guardrails** that are properly constructed, built as a system, and appropriately attached to a structure
2. **Fall restraint**, a system that prevents a worker from falling from a work position or an unguarded edge
3. **Fall arrest**, a properly designed system that stops a worker's fall before they hit the surface below
4. **Other procedures acceptable to WorkSafeBC** (only if you've considered the first three options and none are workable)

Depending on the site conditions, you may need to use multiple systems (e.g., guardrails on balconies and fall arrest systems on the roof).

On an ongoing basis, ensure workers continue to properly inspect and use fall protection, and follow the manufacturers' instructions for the equipment.

For more information

To download the fall protection template and guide, visit the [Falls from elevation](https://www.worksafebc.com/falls) webpage on [worksafebc.com](https://www.worksafebc.com). ☺




Falls from heights are a leading cause of serious injuries to construction workers in B.C.

Make sure you and your workers have the proper training, fall protection, and equipment to stay safe on the jobsite.



Find resources at
[worksafebc.com/falls](https://www.worksafebc.com/falls)

WORK SAFE BC



The right to a safe workplace from day one

By Michael Laycock

In April, WorkSafeBC launched an awareness campaign to let newcomers to B.C. know that all workers have the right to a safe workplace — from day one on the job. This includes the right to know about hazards at work, to participate in workplace health and safety activities, and to refuse unsafe work.

The *Start safe, stay safe — from day one* campaign also lets newcomers know that all workers are covered by WorkSafeBC insurance regardless of their immigration status or term of work.

Learning first-hand the importance of workplace rights

The campaign's messages resonate with Rowzeveld (Andy) Takaya, who came to B.C. from

Indonesia as a temporary foreign worker in 2023. He was later injured at his job as a motel supervisor and was off work for about six months. Takaya says he was not made aware of his rights in that workplace.

"I lifted a lot of heavy things like boxes of tiles," Takaya says. "Like 70 or 80 boxes in a couple of hours."

As a result, he developed a painful condition called trigger finger. He has trouble extending his middle finger on either hand, which makes tasks like signing documents or driving difficult.

But it could have been worse, as he says he was often asked to do risky construction work with no safety training — work that went well beyond the scope of his job.

"Now, when I remember those days, I feel so fortunate that nothing really bad happened to me,"

says Takaya, who is featured in a [YouTube video](#) as part of the campaign.

Facing new challenges raises the stakes for workers

Takaya's story is a familiar one to Wendy Sieben, an industry and program specialist with WorkSafeBC. She says research shows that workers who have been in Canada for less than five years are not as likely to speak up about workplace health and safety and are not as aware of their right to file a claim if they're injured on the job compared to those born in Canada.

Part of this may be due to language and cultural barriers newcomers face here, Sieben says. These barriers can make using public transportation, getting a driver's licence, opening a bank account, and other basics of life challenging.

"All of these challenges can create anxiety and distractions for workers," Sieben says. "As a result, they can be at higher risk of injury on the job."

In some countries, workers may have good reasons not to trust employers and government agencies, she adds. So, speaking up for safety at work may feel risky to newcomers, especially if doing so could affect their work status.

Standing up for health and safety as employers and workers

But employers need to follow through on their responsibility to ensure a healthy and safe workplace for all workers, says Aimee Baker, a prevention officer with WorkSafeBC.

"The biggest problem is that these workers are being told to do work that they're not trained in," Baker says. "They're not given the training or education on how to do the job properly, and they're not given safety equipment, supervision, and support. And that's when they end up being hurt."

Sieben urges newcomers to speak up if they have safety concerns or are injured at work.

"Talk to your employer about it, or your worker rep or safety committee, if you have one," she says. "Or call WorkSafeBC, and we will help in whatever way we can."

Baker echoes that message.

"As WorkSafeBC officers, we don't look at work permits," she says. "We look at, 'You're a human. You're a worker. You're in B.C. You're covered.' If you're undocumented on a worksite, you can talk with us. We're here to help, and we can connect you with programs and services. We're the good guys."

Sharing important advice for workers new to Canada

Today, Takaya is a building manager at a local Indonesian church. He says life is better now, and his current employers gave him safety training and treat him well.

"Everyone appreciates my time," he says. "For example, at the end of my shift they literally tell me to go home. 'You're finished!'" he says with his infectious laugh.

It's a refreshing change for someone who used to have to do dangerous work at a frantic pace until late at night and on weekends.

Takaya offers some advice for other newcomers.

"First, do your homework," he says. "Visit [worksafebc.com](https://www.worksafebc.com) to brush up on workplace safety and get to know your rights. That's for sure. And second, coming from my deepest heart, don't be afraid to speak out" if you have health and safety concerns on the job.

For more information

Workers can call WorkSafeBC's Prevention Information Line anonymously at 1.888.621.7233 and speak with a prevention officer. Interpreters are available.

The following resources from [worksafebc.com](https://www.worksafebc.com) are available in multiple languages:

- [Start safe, stay safe — from day one](#)
- [Getting a Job? Ask Questions About Safety](#) 🗣️

Sometimes the most powerful piece of safety equipment is a conversation.



Great managers look out for more than just physical dangers.



Learn how to protect your workers from psychological harm caused by bullying, harassment, and threats of violence in the workplace.

Visit worksafebc.com/psych-health-safety

WORK SAFE BC

**Your sign to
make the road
a safe place
for all.**



As an employer, it's your responsibility to provide your roadside workers with supervision, training, equipment, and resources to help keep them safe.

Learn how at
RoadSafetyAtWork.ca/WorkZone.



Safety on the agenda

Looking for health and safety inspiration? Check out these conferences and events happening online and in North America in 2025.

2025 Joint Annual Conference & Trade Show

BC Municipal Safety Association and Public Works Association of British Columbia
October 6 – 8, 2025
Whistler Conference Centre
Whistler, B.C.
pwabc.ca/event/2025-joint-annual-conference-and-trade-show/

Make it Safe — Safer Together

Manufacturing Safety Alliance of BC
October 8 & 9, 2025 (in person)
Anvil Centre
New Westminster, B.C.
October 29 & 30, 2025 (online)
safetyalliancebc.ca/makeitsafe/event/vancouver-2025/

2025 BC Construction Health & Safety Conference

October 23 & 24, 2025
Executive Plaza Hotel
Coquitlam, B.C.
bccsaconference.com

Vancouver Island Safety Conference

October 25, 2025
Vancouver Island Conference Centre
Nanaimo, B.C.
bcforestsafesafe.org/news/vancouver-island-safety-conference-2025/

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

Rate information sessions: save the date

Join other B.C. employers in learning about WorkSafeBC's preliminary assessment rates for 2026.

This July, we're hosting three virtual sessions and one in-person session at our Richmond office. Please mark these dates in your calendar.

In-person session

- Tuesday, July 15, 10:00 - 11:30 a.m. PT

Virtual sessions

- Wednesday, July 16, 10:00 – 11:30 a.m. PT
- Wednesday, July 16, 1:00 - 2:30 p.m. PT
- Thursday, July 17, 10:00 - 11:30 a.m. PT



Learn more at worksafebc.com/rates

WORK SAFE BC

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

1028483 B.C. Ltd. | \$2,680.19 | Abbotsford | January 30, 2025

WorkSafeBC had inspected this firm’s construction worksite and issued a stop-work order for unsafe traffic control. At a follow-up inspection, WorkSafeBC observed two workers standing in the road and directing traffic in violation of the stop-work order. The firm failed to comply with a WorkSafeBC order.

1159311 B.C. Ltd. | \$2,500 | Abbotsford | January 30, 2025

This firm was the prime contractor for a construction site. WorkSafeBC had inspected this the worksite and issued a stop-work order for unsafe traffic control. At a follow-up inspection, WorkSafeBC observed two workers standing in the road and directing traffic in violation of the stop-work order. The firm failed to comply with a WorkSafeBC order.

1393626 B.C. Ltd. | \$2,500 | Ladysmith | January 30, 2025

WorkSafeBC inspected this firm’s worksite and observed three workers, one of whom was a representative of the firm, on a dormer above a garage. No fall protection was in place, exposing the workers to a fall risk greater than 3 m (10 ft.). The firm failed to ensure fall protection was used, and 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.

3K Construction & Framing Inc. | \$5,969.94 | Osoyoos | March 4, 2025

This firm was framing two residential construction buildings. WorkSafeBC inspected the site and observed six workers on the third-storey roof of one of the buildings. No form of fall protection was in place, exposing the workers to a fall risk of at least 9.1 m (30 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

A1 Top Canadian Roofing Ltd. | \$7,293.82 | Surrey | March 18, 2025

This firm was re-roofing a two-storey house. WorkSafeBC inspected the site and observed three workers on the leading edges of the first- and second-storey roofs. 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 greater than 3 m (10 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

Abi Siding Co. | \$2,500 | Maple Ridge | February 11, 2025

This firm's worksite was a residential complex under construction. WorkSafeBC inspected the site and observed a worker on the 6:12 sloped roof of a three-storey building. No form of fall protection was in place, exposing the worker to a fall risk of about 8.5 m (28 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

Allaire Construction Inc. | \$28,424.30 | Coquitlam | March 25, 2025

This firm was the prime contractor at a townhouse complex construction site. WorkSafeBC attended the site and observed multiple safety deficiencies related to worksite inspections, fall protection, safe access, first aid provisions, crane operator training, load rigging, and engineer documentation for formwork. As prime contractor of a multiple-employer workplace, the firm failed to ensure health and safety activities were coordinated and to establish and maintain a system of regulatory compliance. This was a repeated violation.

Alldo Construction Ltd. | \$2,535.01 | Vancouver | March 6, 2025

WorkSafeBC inspected this firm's residential construction site and observed two workers on the roof. No form of fall protection was in place, exposing the workers to a fall risk of about 6.1 m (20 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

All Proof Roofing Ltd. | \$5,389.84 | Kamloops | February 6, 2025

WorkSafeBC inspected this firm's worksite and observed two workers walking on the roof beams of a shed under construction. No form of fall protection was in place, exposing the workers to a fall risk of about 5.2 m (17 ft.). The firm failed to ensure fall protection was used, a high-risk violation.



Be safe. Be seen. Be proud.

See you this summer at Pride events throughout the province.
Kamloops: June 15 | Victoria: July 6 | Vancouver: August 3

For resources on workplace health and safety,
visit worksafebc.com.

WORK SAFE BC

Penalties (continued)

Anderson First-Rate Contracting Inc. | \$13,554.79 | Maple Ridge | January 30, 2025

WorkSafeBC issued an order to this firm related to a worker's prohibited action complaint. 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 period.

Andrew Savchuk / Total Siding & Roofing Solutions | \$2,500 | Terrace | January 30, 2025

This firm was roofing a townhouse. WorkSafeBC inspected the site and observed a worker on an entryway roof. No form of fall protection was in place, exposing the worker to a fall risk of at least 3 m (10 ft). The firm failed to ensure fall protection was used, a high-risk violation.

Arvin Roofing Ltd. | \$2,500 | Vancouver | March 6, 2025

This firm was roofing a three-storey residential building under construction. WorkSafeBC inspected the site and observed two workers, both representatives of the firm, kneeling by the edge of a flat roof section. No guardrail or other form of fall protection was in place, exposing the workers to a fall risk greater than 4 m (13 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

Back Valley Builders Ltd. | \$2,500 | Falkland | February 27, 2025

WorkSafeBC inspected this firm's worksite and observed a non-compliant lift truck in use to support a work platform. WorkSafeBC had previously issued a stop-use order for the lift truck, and a representative of the firm had stated they would permanently remove the lift truck from service. The firm knowingly provided WorkSafeBC with false information.

Baraich Construction Ltd. | \$2,500 | Port Coquitlam | March 6, 2025

This firm was framing a residential building. WorkSafeBC inspected the site and observed a worker at the leading edge of the second storey. No guardrail or other form of fall protection was in place, exposing the worker to a fall risk of about 7.3 m (24 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

Bay Hill Contracting | \$98,695.31 | Surrey | April 9, 2025

WorkSafeBC inspected this firm's worksite in response to an incident. The firm's excavator struck and damaged an underground gas line, resulting in a gas leak. WorkSafeBC determined the firm had not reviewed the BC 1 Call documentation and had not completed hand-digging to determine the location of the underground utility. The firm failed to accurately determine the location of all underground utilities before excavating with powered equipment. This was a repeated and high-risk violation.

Blackrete Builders Inc. | \$93,260.71 | Victoria | March 25, 2025

WorkSafeBC attended this firm's construction worksite in response to an incident. Two workers were injured when the stairs they were descending collapsed. WorkSafeBC's investigation determined the firm had not adequately inspected the stairs after they were installed to ensure they were safe for workers to use. The firm failed to conduct regular inspections of the workplace and structures at intervals that would prevent the development of unsafe working conditions. This was a high-risk violation.

Bright Star Framing Inc. | \$2,500 | Vancouver | March 4, 2025

This firm was framing a house. WorkSafeBC inspected the site and observed two workers at the edge of the third floor. No form of fall protection was in place, exposing the workers to a fall risk of about 6.1 m (20 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

Burrard Roofing & Drainage Inc. | \$4,897.18 | Burnaby | February 6, 2025

WorkSafeBC attended this firm's worksite in response to an incident. A worker was doing re-roofing work near the unguarded edge of an apartment building's flat roof. The worker fell more than 7.6 m (25 ft.) and sustained serious injuries. WorkSafeBC's investigation determined the firm's fall protection plan included control zone procedures that were not specific to the work being conducted. In addition, the control zone was inadequately delineated and no one was performing safety monitor duties at the time of the incident. The firm failed to ensure fall protection was used, and failed to ensure another system of fall restraint was used if guardrails were not practical. 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.

Cavin Contracting Ltd. | \$10,787.52 | Burnaby | March 4, 2025

WorkSafeBC inspected this firm's property and observed multiple bags of asbestos waste in the yard. One of the bags had been punctured through both layers by wood debris. WorkSafeBC determined the waste had been transported to this location from an abatement worksite and issued a stop-work order. The firm failed to ensure it prevented the spread of asbestos dust and debris to other work areas, a repeated and high-risk violation.

C H Framing Ltd. | \$5,000 | Vancouver | March 6, 2025

This firm was framing a three-storey house. WorkSafeBC inspected the worksite and observed two workers preparing for window installation on the second story. No form of fall protection was in place, exposing the workers to a fall risk of at least 3.4 m (11 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

Citta Construction Ltd. | \$13,607.72 | Saanich | March 25, 2025

This firm was the prime contractor for a construction worksite. WorkSafeBC inspected the site and observed multiple safety deficiencies, including balconies and other elevated areas without guardrails, an unlit stairwell, and tripping hazards. As prime contractor of a multiple-employer workplace, the firm failed to ensure safety activities at the workplace were coordinated. The firm also failed to ensure elevated areas accessible to workers had guardrails. These were both repeated violations.

Columbia Hazmat Ltd. | \$2,500 | Langley | February 6, 2025

This firm was performing pre-demolition asbestos abatement at a house. WorkSafeBC inspected the site while abatement was underway and observed stucco, a suspected asbestos-containing material (ACM) that was not tested as part of the hazardous materials survey. WorkSafeBC also observed that the clean room had no air monitoring equipment. The firm failed to sample for airborne asbestos fibres during a high-risk work activity and failed to have a qualified person collect representative samples of materials that may be hazardous. These were both high-risk violations.

Complete Utility Contractors Ltd. | \$255,346.20 | Burnaby | March 4, 2025

This firm was performing work relating to a municipal storm drain replacement. While removing gravel from a ditch, a backhoe struck a gas line, resulting in a release of natural gas. WorkSafeBC attended the site and determined the gas line had not been hand-exposed or hydro-vacuumed before work began. In addition, the BC 1 Call information on site was not current. The firm failed to ensure excavation work in proximity to an underground utility service was undertaken according to the requirements of the utility owner, a high-risk violation. The firm also failed to accurately determine the location of all underground utility services prior to excavating with powered tools and equipment. These were both repeated violations.

Penalties (continued)

Cornerstone Exterior Ltd. | \$2,500 | Cobble Hill | April 3, 2025

WorkSafeBC attended this firm's residential worksite in response to an incident where a worker was injured. As the worker was accessing the roof from an extension ladder, the worker slipped and fell off the ladder, falling about 3 m (10 ft.) to the ground. WorkSafeBC determined the worker had been wearing a fall protection harness but had not been connected to a lifeline. The firm failed to ensure fall protection was used, a repeated and high-risk violation.

Dag Masonry Ltd. | \$6,950.84 | North Vancouver | February 27, 2025

This firm's worksite was the construction of two multi-use buildings. WorkSafeBC inspected the site and observed a worker on a scaffold between the two buildings, offloading materials from a forklift. The scaffold lacked guardrails and no other form of fall protection was in place, exposing the worker to a fall risk greater than 5.5 m (18 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

Daljit Singh Dhaliwal / Dream Maker Framing | \$2,500 | Langley Township | March 18, 2025

This firm was framing a three-storey house. WorkSafeBC inspected the worksite and observed several workers exiting the third storey by moving past a guardrail, stepping onto the top plate of the exterior wall, and climbing down an unsecured extension ladder. No adequate 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, and failed to ensure elevated work areas were guarded. In addition, the firm failed to ensure that stairs had continuous handrails. These were all repeated violations.

Daman Framing Ltd. | \$5,958.54 | Vancouver | March 6, 2025

This firm was framing a new laneway house. WorkSafeBC inspected the worksite and observed a worker at the edge of a skirt roof and another worker at the edge of the second-storey roof. No form of fall protection was in place, exposing the workers to fall risks greater than 3 m (10 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

Dwight Gordon Fengstad / Roof Guys Roofing | \$5,000 | Langford | April 24, 2025

This firm was re-roofing a two-storey house. WorkSafeBC inspected the site and observed a worker on the 6:12 sloped roof. The worker was wearing a fall protection harness but was not connected to a lifeline. No other 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.

Effervescent Construction Ltd. | \$5,000 | White Rock | April 15, 2025

This firm was conducting asbestos abatement at a house slated for demolition. WorkSafeBC inspected the site and observed deficiencies with the containment of asbestos-containing materials (ACMs). The firm failed to inspect its containment and decontamination facility at least daily to ensure their effectiveness, a repeated violation. The firm also failed to ensure that clearance air sampling was conducted in previously contaminated areas inside the containment. These were both high-risk violations.

Emerging Construction Enterprise Ltd. | \$5,000 | Abbotsford | January 30, 2025

This firm conducted asbestos abatement at a house and issued a clearance letter stating all asbestos-containing materials (ACMs) identified in the hazardous materials inspection report had been removed. WorkSafeBC inspected the site and observed ACMs still on site and being handled by workers. WorkSafeBC issued a stop-work order. The employer failed to ensure the work area was cleared of all unnecessary materials and objects before starting work with ACMs and failed to take the necessary precautions to protect workers before allowing work that would disturb ACMs. The firm also failed to ensure it safely contained or removed hazardous materials and that materials contaminated with asbestos were placed into sealed and labelled containers. In addition, the firm failed to ensure a qualified person

confirmed in writing that all ACMs were safely removed before demolition work began, and failed to provide its workers with the information, instruction, and supervision necessary to ensure their health and safety. These were all repeated and high-risk violations.

Emerging Construction Enterprise Ltd. | \$2,500 | Abbotsford | February 6, 2025

WorkSafeBC had inspected this firm's worksite and issued a stop-work order after finding multiple deficiencies with the containment and disposal of asbestos-containing materials (ACMs). At a follow-up inspection, WorkSafeBC observed evidence that work removing ACMs had continued on the site in violation of the stop-work order. The firm failed to comply with a WorkSafeBC order.

Empirica Infrastructure Inc. | \$10,287.93 | Vancouver | March 18, 2025

This firm's worksite was a building undergoing a seismic and structural upgrade. While the firm was infilling a chimney with cast-in concrete, the chimney collapsed and struck the scaffolding around it. Three workers were seriously injured. WorkSafeBC's investigation determined that the firm failed to ensure that worksite-specific plans were prepared for formwork, falsework, and re-shoring. The firm also failed to ensure that any formwork, falsework, and reshoring work was inspected by a professional engineer before concrete was placed. 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.

ENK Construction Corp. | \$15,612.56 | Vancouver | March 12, 2025

This firm was conducting asbestos abatement at a house slated for demolition. WorkSafeBC inspected the site while work was underway and issued a stop-work order after observing multiple health and safety deficiencies. The firm failed to ensure that all openings were secured before starting work with asbestos-containing materials (ACMs), that signs were posted at the boundaries of designated work areas indicating asbestos work was in progress, and that entry into work areas was restricted to authorized persons who are adequately protected. These were repeated violations. The firm also failed to ensure it safely contained or removed hazardous materials before starting work that may disturb those materials. These were all high-risk violations.

Fateh Construction Ltd. | \$2,500 | Peachland | April 3, 2025

This firm's worksite was a three-storey house under construction. WorkSafeBC inspected the site and observed two workers, one of whom was a representative of the firm, on the third-floor roof trusses. No form of fall protection was in place, exposing the workers to a fall risk greater than 11 m (36 ft.). A stop-work order was issued. The firm failed to ensure fall protection was used, a repeated and high-risk violation. The firm also failed to ensure it had a written fall protection plan.

GForm Enterprises Ltd. | \$42,590.82 | Burnaby | April 9, 2025

WorkSafeBC inspected this firm's construction site in response to an incident. While prepping a space to store materials, a worker fell through an unsecured floor opening and sustained serious injuries. WorkSafeBC's inspection determined that the firm failed to ensure floor openings were securely covered or guarded, 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.

Gold Seal Roofing Ltd. | \$20,153.78 | Sooke | April 9, 2025

WorkSafeBC inspected this firm's worksite and observed two workers near the edge of the flat roof. The workers were wearing fall protection harnesses but were not connected to lifelines. No other fall protection was in place, exposing the workers to a fall risk of about 4.3 m (14 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

Penalties (continued)

Great Mann Construction Ltd. | \$10,000 | Vancouver | April 24, 2025

The firm was providing framing services at a residential construction site. WorkSafeBC inspected the site and observed one worker at the edge of the second floor and a second worker on a work platform between two buildings. No guardrails were installed and no other fall protection was in place, exposing the workers to fall risks of at least 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 information, instruction, training, and supervision necessary to ensure their health and safety. These were both repeated violations.

Groundexpert Asbestos Removal Ltd. | \$60,000 | Surrey / Delta | February 27, 2025

WorkSafeBC inspected two of this firm's residential asbestos abatement worksites and observed multiple health and safety deficiencies. The firm failed to take the necessary precautions to protect workers before beginning work that would disturb asbestos-containing materials (ACMs) and failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety, both repeated violations. The firm also failed to ensure workers carrying out asbestos abatement work were capable of doing the work safely, to provide workers with the required personal protective equipment (PPE) at no cost, and to ensure PPE was maintained and cleaned. In addition, the firm failed to maintain a ventilated containment area and decontamination facility with a heated shower, to cover work surfaces with sheeting and use other means to prevent the spread of asbestos dust and debris to other work areas, to ensure ACMs were effectively wetted, and to ensure compressed air was not used to clean up asbestos dust. The firm also failed to ensure no demolition or renovation work took place until all hazardous materials had been safely contained or removed. These were all high-risk violations. Furthermore, the firm knowingly provided a WorkSafeBC officer with false information and failed to comply with regulatory requirements.

Gurkha Canada Cleaning Ltd. | \$2,500 | Burnaby | March 18, 2025

While conducting formwork activities at a residential complex, a worker for this firm fell about 7.6 m (25 ft.) from a gang form and was injured. WorkSafeBC determined a representative of the firm told the worker not to report the injury to WorkSafeBC.

Gurmit Singh Khosa / GK Welding Services | \$2,500 | Surrey | March 6, 2025

This firm was performing framing activities at a car wash facility. WorkSafeBC inspected the worksite and observed two workers on top of a pergola. No form of fall protection was in place, exposing the workers to a fall risk greater than 3 m (10 ft.). The firm failed to ensure fall protection was used, a high-risk violation.

Homeguard Roofing & Renovations Inc. | \$2,500 | Chilliwack | January 30, 2025

This firm was re-roofing a two-storey house. WorkSafeBC inspected the site and observed two workers on the steep-sloped roof. The workers were wearing fall protection harnesses but were not connected to lifelines. No other fall protection was in place, exposing the workers, one of whom was a supervisor, to a fall risk of up to 6.7 m (22 ft.). The firm failed to ensure fall protection was used. The firm also failed to provide its workers with information, instruction, training, and supervision necessary to ensure their health and safety. These were both repeated and high-risk violations.

Indo Canadian Framing Ltd. | \$2,500 | Vancouver | February 27, 2025

This firm was framing a two-storey house. WorkSafeBC observed two workers on the second level near the unguarded edge of a balcony. No other form of fall protection was in place, exposing the workers to a fall risk of about 5.2 m (17 ft.). The firm failed to ensure fall protection was used, and failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were both repeated and high-risk violations.

JCL Construction Ltd. | \$2,500 | West Vancouver | January 30, 2025

WorkSafeBC had inspected this firm's construction worksite and issued stop-work orders for excavation work activities that made certain parts of the site unsafe to access. During a follow-up inspection, WorkSafeBC determined equipment had been removed, and a temporary staircase built, in an area of the worksite deemed unsafe under the stop-work orders. The firm failed to comply with WorkSafeBC orders.

Jeet Framing & Construction Ltd. | \$5,691.80 | Salmon Arm / Vernon | February 18, 2025

This firm's worksite was a three-storey house under construction. WorkSafeBC inspected the site and observed several openings that were not effectively guarded. In addition, two workers were on the sloped roof and no form of fall protection was in place, exposing them to a fall risk of up to about 7.3 m (24 ft.). At another of the firm's residential construction sites, WorkSafeBC observed a worker near the unguarded edge of the third floor. No other form of fall protection was in place, exposing the worker to a fall risk of about 9.1 m (30 ft.). In addition, no fall protection plan was available for the worksite. The firm failed to ensure fall protection was used, a repeated and high-risk violation. The firm also failed to have a written fall protection plan, and to ensure raised areas and openings had guardrails.

Jim Construction Ltd. | \$2,500 | Abbotsford | January 21, 2025

This firm was the owner and prime contractor of a residential construction site where post-abatement demolition work had taken place. WorkSafeBC determined there was no notice of project, hazardous materials inspection report, waste manifest, or clearance letter indicating all asbestos-containing materials (ACMs) had been removed prior to demolition work starting. WorkSafeBC issued an order requesting this documentation. After multiple communication attempts, the firm had not provided the required information. The firm failed to facilitate a WorkSafeBC inspection and failed to comply with applicable orders.



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WORK SAFE BC

Penalties (continued)

JV Roofing Limited | \$20,000 | Kelowna | March 18, 2025

This firm was installing torch-on roofing membrane at a two-storey house under construction. WorkSafeBC inspected the site while work was underway and determined the flat roof did not have guardrails or fall protection roof anchors installed. In addition, ladders used to access the roof were unsecured. The firm failed to ensure that, before being allowed into an area where a fall risk existed, workers were instructed in the fall protection system for the area. The firm also failed to ensure that ladders used to access or egress from an upper landing were sufficiently secured. Furthermore, the firm failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety, a high-risk violation. These were all repeated violations.

Kadium Construction Ltd. | \$2,500 | Coquitlam | March 25, 2025

This firm's worksite was the construction of a townhouse development. WorkSafeBC inspected the site during the excavation phase and advised the firm that they needed to have written confirmation from a structural engineer that the perimeter foundation wall was capable of supporting the excavation before removing the rakers. During a follow-up inspection, WorkSafeBC observed that most of the rakers had been removed but no engineer's confirmation had been obtained. A stop-work order was issued. The firm failed to ensure that its excavation was supported as specified in writing by a professional engineer. This was a repeated violation.

Kalamoir Construction Inc. | \$1,789.21 | Revelstoke | February 11, 2025

This firm was the prime contractor for the construction of a multi-building residential complex. WorkSafeBC inspected the site and observed multiple deficiencies with electrical circuits being used to power temporary heating appliances and lighting fixtures. There were four workers on site, but no first aid attendant was available. As prime contractor of a multiple-employer workplace, the firm failed to ensure health and safety activities were coordinated and to establish a system of regulatory compliance. The firm also failed as prime contractor to assess the workplace and provide first aid services accordingly. In addition, the firm failed to conduct regular inspections. These were all repeated violations.

Kamatt Ventures Ltd. | \$2,500 | Port Coquitlam | March 18, 2025

This firm was disassembling a crane. While leaning over the guardrail of a scissor lift to remove parts from a beam, a worker was struck by a moving crane bridge. The worker sustained serious injuries. WorkSafeBC's investigation determined no fall arrest system or other fall protection was in place at the time of the incident, exposing the worker to a fall risk of about 6.8 m (22 ft.). The firm failed to ensure fall protection was used and failed to ensure its equipment was capable of safely performing its functions. 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.

Lane Construction Services Ltd. | \$68,479.59 | North Vancouver | March 12, 2025

This firm was conducting concrete forming work at an apartment complex construction site. A worker tasked with acting as the standby person for confined space work in a below-ground storm water tank fell about 4.3 m (14 ft.) through an unsecured floor opening into the tank. WorkSafeBC determined the worker had been wearing a fall protection harness but had not been provided a lanyard or anchor. WorkSafeBC also determined the worker not been properly trained for confined space work, and there were deficiencies with the firm's confined space entry procedures. The firm failed to ensure a ventilation system to control airborne contaminants in a confined space was installed and maintained according to engineering principles, and failed to ensure it conducted atmospheric testing before a worker entered a confined space. The firm failed to ensure fall protection was used, a repeated violation, and failed to ensure floor openings accessible to workers were securely covered or guarded. In addition, the firm failed to ensure the health and safety of all workers at its worksite. These were all high-risk violations.

LaPrairie Crane (Alberta) Ltd. | \$50,051.75 | Wonowon | February 20, 2025

This firm was providing crane services at an oil and gas site. WorkSafeBC inspected the worksite and determined the mobile crane in use had not been inspected in the previous 12 months. The firm failed to ensure mobile cranes were inspected at least annually, a repeated violation.

Mainyoung Roofing & Painting Ltd. | \$2,500 | Coquitlam | January 30, 2025

This firm was re-roofing a house and replacing a skylight. WorkSafeBC inspected the site and observed four workers near the peak of the 5:12 sloped roof. The workers were wearing fall protection harnesses but were not connected to lifelines. This exposed the workers, two of whom were representatives of the firm, to a fall risk of up to 8.5 m (28 ft.). WorkSafeBC also observed two unsecured ladders being used to access the roof. The firm failed to ensure fall protection was used, a repeated and high-risk violation. The firm also failed to ensure non-self-supporting ladders were sufficiently secured, and failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety, both repeated violations. In addition, the firm failed to have a written fall protection plan in place.

Matrix Metal Inc. | \$7,231.47 | Burnaby | January 30, 2025

WorkSafeBC inspected this firm's worksite and issued orders related to health and safety deficiencies observed. After multiple follow-up communications, the firm had not complied with orders related to hazardous welding fumes, UV radiation from welding, occupational noise, and first aid procedures. The firm failed to comply with regulatory requirements and applicable orders within a reasonable time, a high-risk violation.

Mountain West Roofing Inc. | \$6,213.11 | Coquitlam | March 27, 2025

This firm was re-roofing a three-storey house. WorkSafeBC inspected the site and observed four workers on various sections of the sloped roof. No effective fall protection was in place, exposing the workers, one of whom was a supervisor, to fall risks greater than 3 m (10 ft.). WorkSafeBC issued a stop-work order. The firm failed to ensure fall protection was used, a repeated 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 high-risk violations.

M.R. Crane Service Ltd. | \$39,116.05 | Esquimalt | March 12, 2025

This firm's worksite was a six-storey building under construction. WorkSafeBC attended the site to inspect the firm's tower crane and determined the crane's zone-limiting device did not meet regulatory requirements. The firm failed to ensure that its tower crane had a zone-limiting device that prevented the crane from operating within the minimum distance to exposed electrical equipment or conductors. This was a repeated violation.

Napp Enterprises Ltd. | \$24,945.12 | Vernon | April 15, 2025

This firm was conducting asbestos abatement at a building slated for demolition. WorkSafeBC inspected the site and found multiple health and safety deficiencies. The firm failed to ensure that, before beginning work that would disturb asbestos-containing materials (ACMs), necessary precautions were taken to protect workers and a risk assessment was conducted by a qualified person. The firm also failed to prevent the spread of asbestos dust and debris to other work areas and failed to ensure its procedures for handling asbestos were acceptable to WorkSafeBC. These were repeated violations. In addition, the firm failed to sample for airborne asbestos fibres and failed to ensure all ACMs were controlled and that the procedures for handling ACMs prevented or minimized the release of airborne asbestos fibres. The firm also failed to ensure that workers at risk of exposure to asbestos were adequately instructed and trained in work procedures and failed to ensure the decontamination facility included a shower. These were all high-risk violations.

Penalties (continued)

New Future Construction Limited | \$2,500 | West Vancouver | January 30, 2025

This firm was conducting framework-related activities at a construction site. WorkSafeBC inspected the worksite and determined that workers had removed equipment and had installed a temporary staircase in an area of the worksite where stop-work orders had been issued. The firm failed to comply with WorkSafeBC orders.

Nordstar Construction Ltd. | \$3,403.78 | Vancouver | February 11, 2025

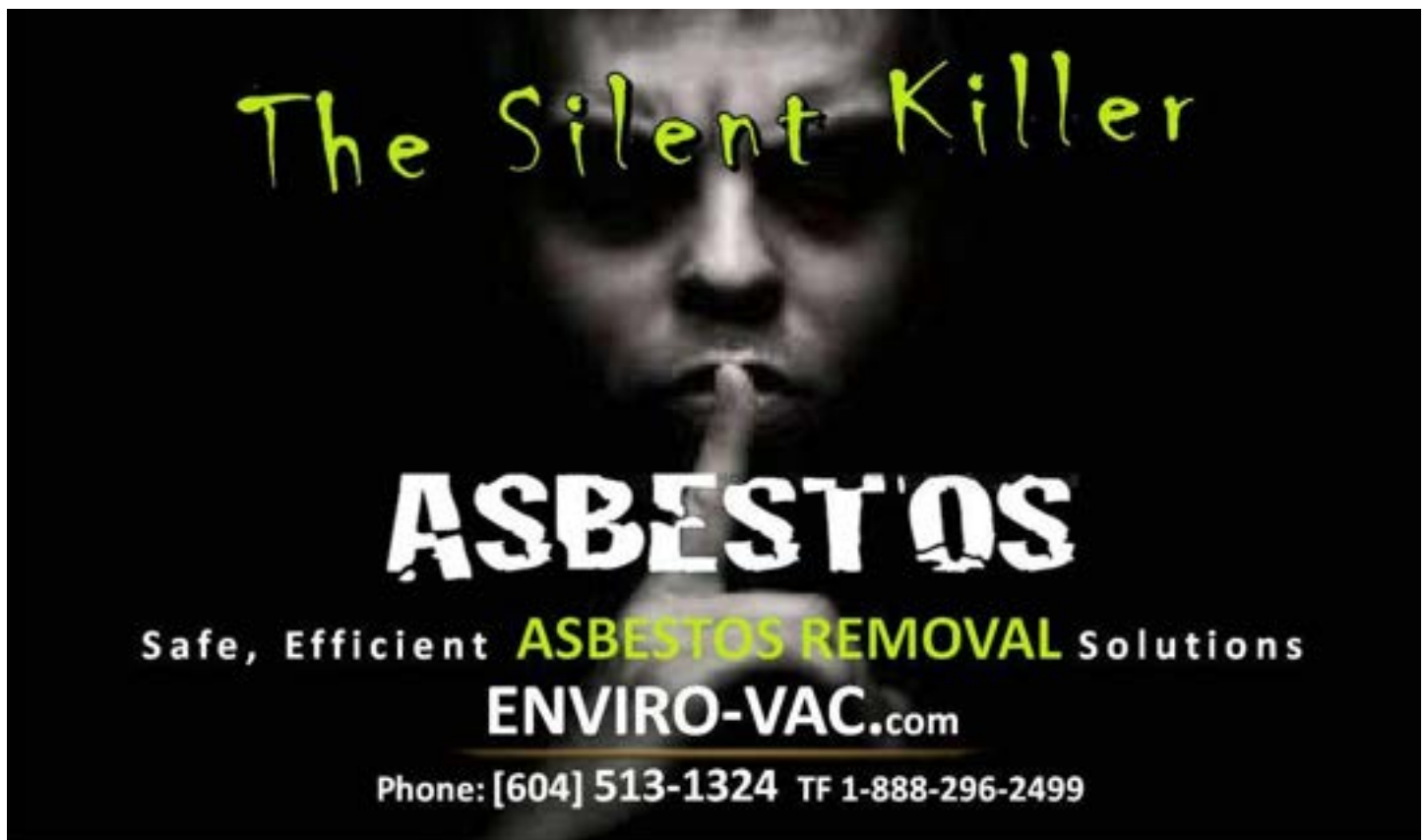
WorkSafeBC inspected this firm's construction site and observed three workers on a thrust-out crane landing platform several stories high. The workers were wearing fall protection harnesses, but they were not properly fastened. No other form of fall protection was in place, exposing the workers to a fall risk of at least 10 m (33 ft.). WorkSafeBC issued a stop-work order. The firm failed to ensure fall protection was used, a high-risk violation.

Northwest Framing Ltd. | \$5,000 | Burnaby | March 27, 2025

This firm was framing a house. WorkSafeBC inspected the site and observed three workers, including a representative of the firm, on the second storey collecting a wood delivery. No guardrail or other form of fall protection was in place, exposing the workers to fall risks of up to 4.6 m (15 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

Only Best Framing Ltd. | \$2,568.18 | Vancouver | April 3, 2025

This firm was framing a three-storey house. WorkSafeBC inspected the site and observed workers on the unguarded leading edge of the third storey and on the 8:12 sloped roof. No fall protection was in place, exposing the workers to fall risks of up to 7.6 m (35 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.



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Pacific Waterproofing Ltd. | \$19,731.13 | Surrey | April 3, 2025

This firm was conducting waterproofing work at an apartment building construction site. WorkSafeBC attended the worksite in response to an incident where one of the firm's workers was exposed to toxic vapours while applying waterproofing primer and membrane to the walls of a deep pit outside the building. WorkSafeBC's investigation determined the pit had not been identified as a confined space, and no controls had been in place to protect workers. The firm failed to ensure all confined space hazards were eliminated or minimized and work was performed in a safe manner. The firm also failed to prepare and implement a written confined space entry program prior to worker entry. These were both high-risk violations. In addition, the firm failed to ensure its workers were made aware of all known or reasonably foreseeable hazards, to ensure the health and safety of all workers at its workplace, and to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety.

PB13 Framing Ltd. | \$2,500 | Kelowna | February 18, 2025

This firm's worksite was a new two-storey house. WorkSafeBC inspected the site and observed a worker at the leading edge of a dormer 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 9.1 m (30 ft.). WorkSafeBC also observed second-floor decks and windows that did not have guardrails, and a staircase that did not have a continuous handrail installed. The firm failed to ensure fall protection was used, a high-risk violation. The firm also failed to ensure guardrails were used when practicable, and that stairs had continuous handrails. These were all repeated violations. In addition, the firm failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety, a high-risk violation.

Phoenix Construction Systems Ltd. | \$3,883.45 | Abbotsford | January 30, 2025

WorkSafeBC conducted a follow-up inspection at a worksite where a stop-work order had been issued for traffic control work. WorkSafeBC observed two workers performing traffic control activities, in violation of the stop-work order and in direct line of sight of the supervisor and the prime contractor. The firm failed to comply with a WorkSafeBC order.

Pole Star Contracting Limited | \$3,897.44 | Monte Creek | February 6, 2025

The firm's worksite was a fuel station under construction. WorkSafeBC inspected the site and observed four workers on the roof of a canopy above the fuel pumps. The workers were wearing fall protection harnesses but were not connected to lifelines, exposing the workers to a fall risk of about 5.5 m (18 ft.). WorkSafeBC also determined that the one lifeline available had been inadequately secured. The firm failed to ensure fall protection was used, a repeated violation. The firm also failed to ensure that anchors for a temporary fall restraint system were able to carry a load four times the weight of the worker using it, and failed to ensure the health and safety of all workers present at its workplace. These were all high-risk violations.

Power Frost AC & Heating Ltd. | \$8,490.70 | North Vancouver | March 25, 2025

This firm was installing heating systems at a residential construction complex. WorkSafeBC inspected the site and observed a worker close to the edge of a second-level balcony. No fall protection was in place, exposing the worker to a fall risk of about 3.7 m (12 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

RJD Framing Ltd. | \$2,500 | Port Moody | March 25, 2025

This firm was framing a two-storey house. WorkSafeBC inspected the site and observed two workers, both representatives of the firm, working on the second storey. The workers were wearing fall protection

Penalties (continued)

harnesses but were not connected to lifelines. No other fall protection was in place, exposing the workers to a fall risk of up to 6.7 m (22 ft.). The firm failed to ensure fall protection was used, and failed to provide the instruction and supervision necessary to ensure workers' health and safety. These were both repeated and high-risk violations.

Rocky Junk Removal Ltd. | \$5,000 | North Vancouver | February 6, 2025

This firm was conducting pre-demolition asbestos abatement at a house. WorkSafeBC inspected the site and observed one worker, who was also a supervisor, removing window mastic, an identified asbestos-containing material (ACM). Another worker wearing a respirator was not clean-shaven, and there were no barriers to prevent unprotected workers from entering asbestos work areas. The firm failed to allow work that would disturb ACMs without taking precautions to protect workers, a repeated violation. The firm also failed to ensure workers required to wear respirators were clean-shaven where the respirator seals with the face, and failed to post signs at the boundaries of asbestos work areas and the precautions required for entry. These were all high-risk violations. In addition, the firm failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety, a repeated violation.

Rudolph Sartison / Hotzies Contracting | \$5,000 | West Kelowna | April 17, 2025

This firm was framing a two-storey house. WorkSafeBC inspected the site and observed four workers, including a representative of the firm, at various points on the roof. No fall protection was in place, exposing the workers to fall risks of up to 8.8 m (29 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

S G H Enterprises Ltd. | \$8,500 | Abbotsford | April 9, 2025

WorkSafeBC inspected this firm's residential asbestos abatement worksite after five houses had been demolished. Three of the houses had been confirmed to contain asbestos containing materials (ACMs). WorkSafeBC determined the firm was unable to provide reports showing that equipment testing and air monitoring had been done during ACM removal, or that the ACMs had been properly disposed of. In addition, the firm had filed a notice of project (NOP) for only one of the properties. The firm failed to ensure it safely contained or removed hazardous materials, a high-risk violation. The firm also failed to have a written hazardous materials report available at the worksite and failed to provide WorkSafeBC with a notice of project at least 48 hours before beginning work. These were all repeated violations.

Span Canada Enterprises Ltd. | \$2,500 | North Vancouver | March 25, 2025

This firm was the prime contractor for the construction of three residences. WorkSafeBC inspected the site and observed multiple health and safety deficiencies, including deficiencies related to ladder use, excavator use, and a lack of a first aid attendant on site while workers were present. WorkSafeBC issued a stop-work order. The firm failed to ensure floor openings were securely covered or guarded, and to ensure elevated work areas had guardrails installed. As prime contractor of a multiple-employer workplace, the firm also failed to ensure health and safety activities were coordinated and to establish and maintain a system of regulatory compliance. These were all high-risk violations.

Stephen Klinaftakis / Platinum Roofing and General Contracting | \$5,000 | Chilliwack | January 30, 2025

This firm was re-roofing a two-storey house. WorkSafeBC inspected the site and observed three workers on the 6:12 sloped roof. No form of fall protection was in place, exposing the workers to a fall risk of about 6.1 m (20 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

Sto:lo Electric Ltd. | \$3,218.13 | Revelstoke | February 27, 2025

This firm was conducting electrical work at a multi-building residential complex under construction.

WorkSafeBC inspected the site and observed multiple deficiencies with electrical circuits being used to power temporary heating appliances and lighting fixtures. Workers from other employers were in proximity to the energized equipment. The firm failed to ensure uninsulated, energized parts of low-voltage electrical equipment were effectively guarded. The firm also failed to ensure its workplace was maintained to protect workers from danger and failed to ensure the health and safety of all workers at the worksite. These were all high-risk violations.

Symphony Homes Limited | \$1,250 | Burnaby | March 18, 2025

This firm was performing traffic control for a residential complex under construction. WorkSafeBC inspected the site on multiple occasions and observed a worker performing traffic control without wearing the required personal protective equipment. In addition, no traffic control signs were being used. The firm failed to ensure that a qualified supervisor was designated to traffic control and failed to ensure that temporary traffic control devices were used as specified in the traffic control plan. These were repeated violations.

TL Housing Solutions Ltd. | \$78,099.97 | Surrey | April 3, 2025

This firm was the prime contractor at an apartment building construction site. WorkSafeBC attended the worksite in response to an incident where two workers were exposed to toxic vapours during work to apply waterproofing primer and membrane in a pit outside the building. WorkSafeBC's investigation determined the pit had not been identified as a confined space, and no controls had been in place to protect workers. The firm failed to prepare and implement a written confined space entry program prior to worker entry. The firm also failed to ensure the health and safety of all workers at its workplace and failed to ensure that, as a prime contractor of a multiple-employer workplace, it established and maintained a system of regulatory compliance. These were all high-risk violations. In addition, the firm failed to ensure that each confined space in its workplace was identified, and that each unsecured access point into a confined space was identified by a sign or other effective means to indicate the hazard and prohibit entry by unauthorized workers.

Transwest Roofing Ltd. | \$21,069.14 | Port Moody | April 9, 2025

This firm was roofing a new school. WorkSafeBC inspected the site and observed three workers on a roof, unloading materials from an elevated forklift. No fall protection was in place, exposing the workers to a fall risk of about 6.1 m (20 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

Tribal Construction Ltd. | \$2,500 | Victoria | March 6, 2025

This firm was framing stairs at a construction worksite. WorkSafeBC attended the site in response to an incident where a set of stairs between floors collapsed, injuring two workers who had been on the stairs at the time. WorkSafeBC's inspection determined the stairs had not been effectively fastened to the landing. In addition, there was no documented evidence that the firm had conducted inspections to ensure the structural integrity of the stairs after the initial installation. The firm failed to ensure that each temporary or permanent structure in a workplace was capable of withstanding any stresses likely to be imposed on it. The firm also failed to ensure that regular inspections of the workplace were made at intervals that would prevent the development of unsafe working conditions. These were both high-risk violations.

Valorous Construction Ltd. | \$2,500 | Vernon | February 18, 2025

This firm was framing a residential complex under construction. WorkSafeBC inspected the worksite and observed a worker near the leading edge of the second floor of one of the buildings. No form of fall protection was in place, exposing the worker to a fall risk of about 4.6 m (15 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

Penalties (continued)

Velocity Cranes Ltd. | \$62,480.96 | Vancouver | February 18, 2025

WorkSafeBC inspected this firm's mixed-use construction site in response to a close-call incident. The firm was using a crane to hoist a load of pipe, which had been rigged using metal chains. As the load was raised, it shifted, and two pipes slid out from the bundle and fell to the ground. WorkSafeBC determined there was no evidence the worker who had rigged the load had been directly supervised. At another worksite where the firm was providing rigging services for the construction of a residential complex, WorkSafeBC observed a tower crane lifting a pallet of boxes and one of the firm's workers standing underneath the load. The firm failed to ensure that a load consisting of two or more pieces of material was slung according to standards. The firm also failed to ensure rigging and slinging work was done under the direct supervision of qualified workers, and to ensure that workers did not stand under or pass beneath a suspended load. These were all repeated and high-risk violations. The firm also failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety.

Webber and Company Roofing Ltd. | \$5,000 | Victoria | March 27, 2025

This firm was re-roofing a house. WorkSafeBC inspected the site and observed workers on the 8:12 sloped roof wearing fall protection harnesses but not connected to lifelines. No other fall protection was in place, exposing the workers to a fall risk of up to 7.6 m (25 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

Wescott Developments Ltd. | \$15,627.16 | Surrey | April 24, 2025

This firm was conducting concrete forming work at the construction of a four-storey commercial building. WorkSafeBC inspected the site and observed a worker standing on the horizontal reinforcing steel stirrups of the elevator core framework. The worker was wearing a fall protection harness that was not properly connected. No other fall protection was in place, exposing the worker to a fall risk of about 7.6 m (25 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

Whitetail Homes Ltd. | \$27,438.44 | Langley | April 24, 2025

This firm was the prime contractor for the construction of a six-storey apartment building. WorkSafeBC inspected the site and observed two partially constructed masonry block walls that had missing or incorrect connecting hardware. The firm failed to ensure that, during erection of a structure, all partially assembled components were supported to safely withstand loads. As prime contractor of a multiple-employer workplace, the firm also failed to ensure health and safety activities were coordinated. Both were high-risk violations. In addition, the firm failed to ensure regular inspections were made to prevent the development of unsafe working conditions. These were all repeated violations.

Manufacturing

BKB Cedar Manufacturing Ltd. | \$6,518.13 | McBride | February 18, 2025

WorkSafeBC attended this firm's manufacturing facility in response to an incident involving a rail cleaner used to split and remove bark from wood. A worker was caught between the knife of the rail cleaner and the wood and was seriously injured. WorkSafeBC observed that none of the rail cleaners at the facility had safeguards and issued a stop-work order. The firm failed to ensure machinery and equipment was fitted with adequate safeguards to prevent workers from accessing hazardous points of operation. This was a high-risk and repeated violation.

Rio Tinto Alcan Inc. / Kitimat Plant, Division of | \$710,488.79 | Kitimat | February 6, 2025

WorkSafeBC responded to two incidents at this firm's smelter worksite. In the first incident, a subcontracted worker received an electrical shock injury from an energized conductor on an electrical

power distribution system. In the second incident, a subcontracted worker was injured when they made contact with a rotary valve on a dust collector. WorkSafeBC determined the machinery had not been adequately safeguarded or locked out. Following the first incident, WorkSafeBC determined there were inadequate controls in place to warn workers of and protect them from the electrical hazard. The firm failed to ensure workers remained the minimum distance from exposed electrical equipment and were informed of electrical hazards before being permitted to do work in proximity. In relation to the second incident, the firm also failed to ensure machinery was effectively safeguarded, and to ensure no work was done until the machinery was locked. These were all high-risk violations. In addition, the firm failed to ensure regular inspections were made of its workplaces to prevent the development of unsafe working conditions and failed to ensure the health and safety of all workers present at its workplace, both repeated violations. The firm also failed to ensure that hazardous areas were adequately secured, that physical hazards were marked clearly, and that safeguards met the requirements of applicable standards. Furthermore, the firm failed to provide information necessary to identify and eliminate or control health and safety hazards at the workplace.

Troico Home Solutions & Manufacturing Inc. | \$7,135.55 | Coquitlam | April 9, 2025

WorkSafeBC inspected this firm's manufacturing facility and issued several orders related to health and safety deficiencies. After multiple follow-up inspections and communications, the deficiencies had not been fully addressed. The firm failed to comply with WorkSafeBC orders within a reasonable period, a repeated violation.

Primary Resources

Jealous Fruits Ltd. | \$145,441.46 | Monte Creek | February 6, 2025

WorkSafeBC inspected this firm's orchard in response to an incident. A worker was driving a tractor with a towed sprayer when it began sliding down a steep slope. The worker jumped out of the tractor and sustained serious injuries. WorkSafeBC determined that the worker had not been trained in the safe operations procedures for the tractor and that the worker had not been adequately supervised when choosing the equipment or performing the work. The firm failed to provide its workers with information, instruction, training, and supervision necessary to ensure their health and safety, a repeated violation.

Quik's Farm Ltd. | \$ 61,512.64 | Chilliwack | January 7, 2025

WorkSafeBC inspected this firm's tractor after observing it on a public highway without a rollover protective structure (ROPS) in place. WorkSafeBC determined no rollover risk assessment had been performed on the vehicle to demonstrate it could be used without a ROPS. The firm failed to ensure mobile equipment was used with a ROPS, a repeated and high-risk violation.

Seneca Enterprises Ltd. | \$24,008.71 | Prince George | April 9, 2025

WorkSafeBC inspected this firm's cutblock worksite and issued orders to the firm to provide documentation related to its first aid procedures and new and young worker training. After multiple follow-up communications the firm had not provided all the required documentation. The firm failed to comply with a WorkSafeBC order within a reasonable period.

Service Sector

0407 Holding Ltd. / Anchor Inn & Suites | \$15,528.72 | Campbell River | April 9, 2025

This firm operates a hotel and restaurant. WorkSafeBC inspected the site and observed that a water leak

had caused structural instability to the floor of a walk-in cooler. A stop-work order was issued for access to and under the cooler, and another stop-work order was issued until a hazardous materials survey was completed by a qualified person. During follow-up inspections and communications, WorkSafeBC determined the cooler had been dismantled and sections of flooring and walls had been removed in violation of the stop-work orders. The firm failed to comply with WorkSafeBC orders.

A1 Basant Landscaping Corporation | \$2,500 | Langley | February 6, 2025

WorkSafeBC inspected a residential worksite where this firm was conducting tree removal and observed multiple health and safety deficiencies. The firm failed to ensure tree-climbing activities were done by a qualified arborist, that activities were not undertaken until a qualified person assessed the risk and developed a tree-climbing plan, and that workers engaged in tree-climbing activities could be rescued promptly. The firm also failed to ensure tree pruning was not done within the minimum distance from overhead high-voltage conductors and was not done until the utility owner issued an assurance that reclose features were disabled. In addition, the firm failed to ensure its workplace was maintained to protect workers from danger, 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.

A Plus Enterprises Ltd. | \$5,227.47 | Kamloops | April 24, 2025

WorkSafeBC attended this firm's in response to an incident. While washing windows from a ladder at an apartment building, a worker's extended wash pole contacted an overhead high-voltage power line. The worker received an electrical shock and fell off the ladder, sustaining serious injuries. WorkSafeBC's investigation determined the firm's window washing procedures had not been planned to maintain the safe limit of approach for electrical hazards. The firm failed to ensure workers and tools maintained at least the minimum required distance from electrical equipment, and failed to obtain an assurance in writing from the utility owner if the minimum distance could not be maintained. The firm also failed to ensure non-self-supporting ladders were set at an angle of 75 degrees. 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.

Clarity Property Maintenance Ltd. | \$2,500 | Maple Ridge | April 3, 2025

WorkSafeBC inspected this firm's worksite, a two-storey house, and observed a worker on the roof. No 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.

Key Pile Camp (2021) Ltd. | \$3,116.74 | Greater Sierra | April 24, 2025

WorkSafeBC inspected this firm's work camp location and observed multiple health and safety deficiencies. The firm failed to keep up-to-date written first aid procedures, to ensure emergency lighting was tested as required, and to conduct emergency drills at least once a year. In addition, the firm failed to ensure tools and equipment were capable of safely performing their functions and to ensure regular inspections were made to prevent the development of unsafe working conditions. The firm also failed to ensure its young and new worker orientation addressed the required topics and to provide workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were all repeated violations. In addition, the firm failed to ensure the health and safety of all workers present at its worksite, a high-risk violation.

Revelstoke Mountain Resort Inc. | \$78,369.61 | Revelstoke | March 12, 2025

Workers at this firm's ski resort were using a utility vehicle to transport materials to install parking lot signage. As one worker backed the vehicle up, it went over an embankment and down a steep slope. The vehicle rolled over and the worker sustained serious injuries. WorkSafeBC conducted an investigation and

determined there was no curb or guard at the edge of the parking lot, and the vehicle was not equipped with a rear-view mirror. In addition, the firm had not provided adequate supervision or training regarding operating mobile equipment adjacent to areas with steep terrain. The firm failed to ensure riders of mobile equipment used seat belts while the equipment was in operation, and to ensure its mobile equipment had at least one rear-view mirror installed. The firm also failed to ensure a curb was installed wherever there was a danger of a vehicle or equipment running over the edge of an elevated area. 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.

The Wack Window Cleaning Company Inc. | \$2,500 | Chilliwack | April 9, 2025

This firm was cleaning the exterior of a school. WorkSafeBC inspected the site and observed two workers on the roof. No fall protection was in place, exposing the workers to a fall risk of up to 12.2 m (40 ft.). The firm failed to ensure fall protection was used, a high-risk violation, and failed to ensure it had a written fall protection plan. These were both repeated violations.

Welbec Properties Inc. | \$9,270.23 | Vernon | March 25, 2025

This firm was the owner and property manager of a multi-unit commercial building undergoing renovations. WorkSafeBC inspected the site and determined that a representative of the firm had removed vinyl floor tile, an asbestos-containing material (ACM), from a staircase shared by multiple building tenants without the appropriate controls in place. WorkSafeBC issued a stop-work order. The firm failed to ensure a risk assessment was conducted by a qualified person before beginning work that would disturb ACMs. The firm also failed to take the necessary precautions to protect workers, to prevent the spread of asbestos dust and debris, and to ensure procedures for handling ACMs minimized the release of airborne asbestos fibres. These were all high-risk violations.

Welbec Properties Inc. | \$18,540.46 | Vernon | March 25, 2025

This firm was the owner and property manager of a multi-unit commercial building undergoing renovations. WorkSafeBC inspected the site and issued a stop-work order after observing that removal of asbestos-containing materials (ACMs) had taken place without the appropriate controls. During a follow-up inspection, WorkSafeBC observed a representative of the firm and two abatement consultants exiting the workplace without personal protective equipment and in violation of the stop-work order. The firm failed to ensure people in a designated work area wore protective clothing resistant to asbestos fibres and respirators with an adequate level of protection. The firm also failed, as owner, to maintain its premises in a manner that ensured the health and safety of persons at or near the workplace. These were all high-risk violations. In addition, the firm failed to comply with a WorkSafeBC order.



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Trade

Eagle Building Center Ltd. | \$5,380.12 | Quesnel | January 7, 2025

This firm operates a retail store. Several workers at the store were involved in an altercation with a suspected shoplifter and one of the workers was injured. WorkSafeBC's inspection determined the firm failed to perform a violence risk assessment and failed to instruct workers on the procedures for recognizing and responding to acts of violence, both high-risk violations.

Sinclair Supply Ltd. | \$11,523.24 | Nanaimo | March 6, 2025

WorkSafeBC inspected this firm's wholesale facility and observed storage racks that lacked the required signage and documentation. The firm failed to ensure the rated capacity of storage racks was clearly posted near the rack and readily visible to workers, and failed to ensure storage racks were designed and constructed according to good engineering practice. These were both repeated violations. The firm also failed to ensure that instructions from the manufacturer or an engineer for loading, unloading, and maintaining storage racks was available to workers.

Taishan Enterprises Ltd. / Oasis Hotel | \$1,200 | Cache Creek | March 27, 2025

This firm's worksite was a hotel undergoing renovations. WorkSafeBC inspected the site and issued orders for health and safety violations. After multiple follow-up communications, the firm had not complied with orders to have an asbestos inventory and to conduct a pre-renovation hazardous materials inspection report. The firm failed to comply with a WorkSafeBC order, a repeated violation.

Wal-Mart Canada Corp. | \$783,068.26 | Williams Lake / Burnaby | January 30, 2025

WorkSafeBC inspected two of this firm's retail store locations and observed multiple deficiencies with warehouse storage racks in use. The firm failed to ensure the rated capacity of storage racks was clearly posted, and failed to ensure material was placed on storage racks in a stable and secure manner and was stabilized or retrained as necessary. The firm also failed to have a qualified person inspect the storage racks for damage at intervals that would prevent the development of unsafe working conditions and to have written instructions available to workers as part of its health and safety program. These were all repeated violations. In addition, the firm failed to ensure storage racks were used in accordance with the specifications and instructions of a professional engineer. All of these were all high-risk violations.

Transportation & Warehousing

Saltair Marine Services Ltd. | \$2,500 | Ladysmith | April 9, 2025

WorkSafeBC inspected this firm's worksite and observed work underway to use a crane to pull a tugboat onto a transport trailer. When the WorkSafeBC officer requested manufacturer's instructions for using the crane dragline for this work process, a representative of the firm became aggressive with the officer. The firm attempted to hinder or interfere with a WorkSafeBC officer in the performance of their duties.

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