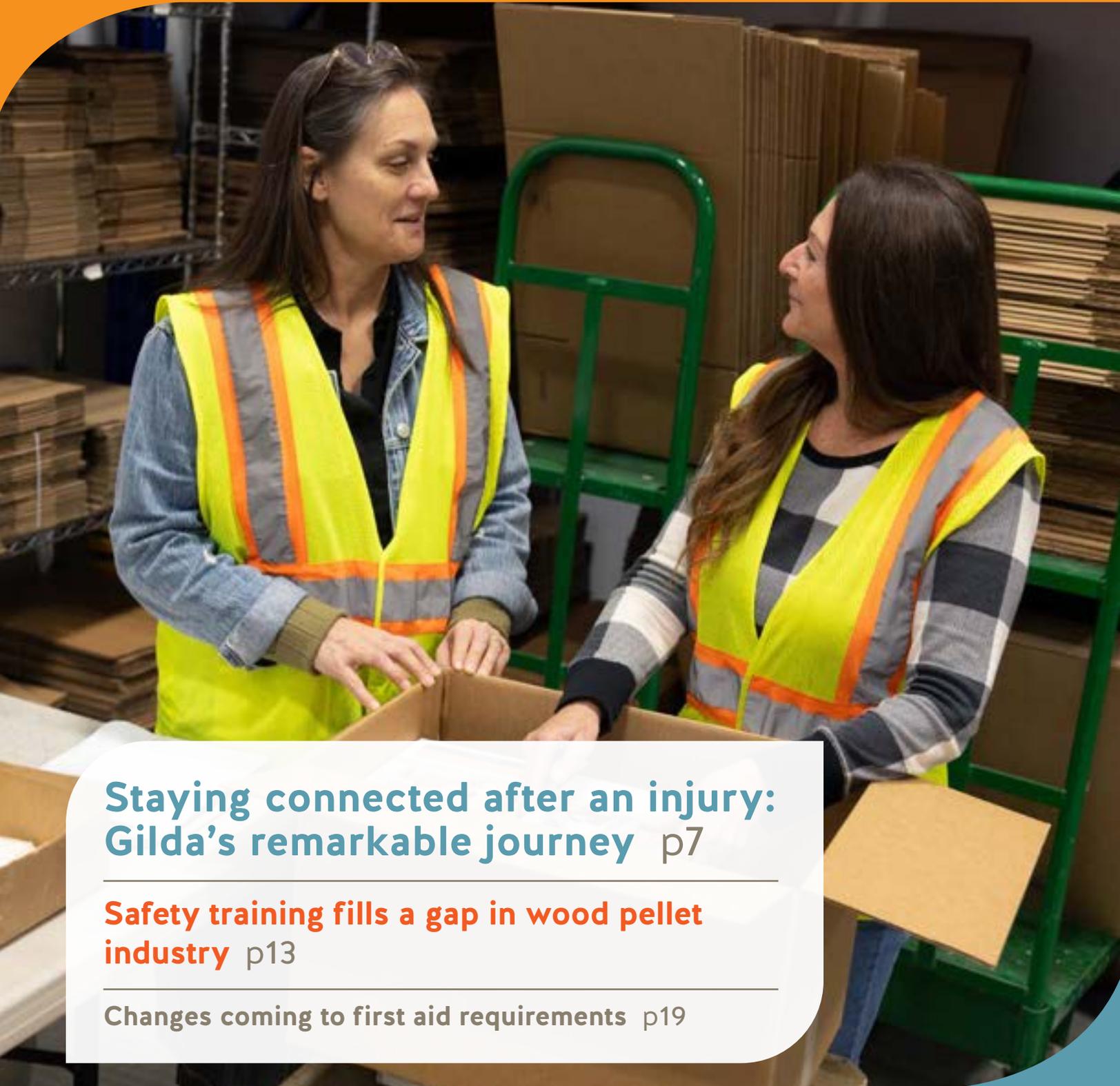


# WorkSafe

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**On the front cover:** Shipper/receiver Gilda Adamson and her ALCA Distribution employer, Loretta Fulton, identified meaningful work for Gilda while she recovered from a shoulder injury.

## Strong co-operation the key to safe and timely return to work

With the new duty for workers and employers to cooperate in return to work now in place, you might wonder what this means for your business. Our cover story (page 7) features Gilda, a shipper/receiver whose collaborative relationship with her employer made all the difference to her recovery.

After a shoulder injury meant she could no longer lift heavy objects, Gilda's boss and coworkers collaborated to find her meaningful modified work that would support her safe recovery at work and eventual return to her highly physical job.

We introduce a new guide that will help employers in the welding industry understand and manage the health risks of cutting and welding processes. Our regular "Ask an officer" (page 5) complements the guide, outlining the exposure risks, ways to control them, and respiratory protection that should be used.

Our usual features include a safety spotlight (page 13) on the wood pellet industry, a safety talk on protecting against the risk of fatigue (page 17), and an update on important changes to first aid requirements (page 19), which come into effect on November 1, 2024.

April 28 marks the annual Day of Mourning, and you'll find a pull-out poster honouring those who have lost their lives on the job. To see where you can attend a local commemoration ceremony, please visit [dayofmourning.bc.ca](http://dayofmourning.bc.ca).



**Gillian Burnett**  
Editor-in-chief

# WorkSafe

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**WORK SAFE BC**



### Marnie Douglas

Marnie is a West Kelowna-based journalist, writer, and communications professional. In our cover story (page 7), she shares the journey of a warehouse worker who remained at work through a shoulder injury. Marnie also brings us this issue's "Ask an officer" (page 5) covering welding and cutting exposures.



### 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 "WorkSafe update" (page 19).



### Susan Kerschbaumer

Victoria-based writer Susan runs a communications firm focused on communications planning, writing, and media relations. In our "Spotlight on safety" (page 13), Susan writes about safety e-training for the wood pellet industry.



### Sarah Ripplinger

Sarah is a marketer, writer, editor, and journalist, and the principal of Sarah Ripplinger Marketing Communication in Vancouver, B.C. In our "Safety talk" (page 17), Sarah shares some new insights on protecting workers from the risk of fatigue.

# Controlling the risk of welding fume exposures



### Jeanette Campbell Senior occupational hygienist

**Region:** Vancouver/Richmond  
**Years on the job:** 36

WorkSafeBC has released updated OHS guidelines and a new guide, *Controlling Exposure Risks from Cutting and Welding Processes*, to provide key information about safely controlling welding fume exposures to prevent serious illness and disease.

The guide will help the welding industry understand the health risks and provide guidance on how to manage them. We spoke with senior occupational hygienist Jeanette Campbell about how this resource can be used to make welding work safer.

## Q. Who should use this resource and how will it help them?

**A.** The guide will help employers and workers understand the health risks of exposure to airborne welding fumes and provide guidance on how to manage these risks. It can also provide information for qualified persons conducting hazard assessments for welding activities in confined spaces.

## Q. What are the risks of exposure to airborne welding fumes and gases?

**A.** Welders and others nearby are at risk of developing occupational diseases and illnesses, including associated short- and long-term health effects. The International Agency for Research on Cancer (IARC) has classified both welding fumes and the UV radiation from welding as carcinogens.

Welding fume contains many substances — some of which have very low exposure limits and are carcinogenic, sensitizers, and/or reproductive toxins. Exposure to these designated substances in welding fume must be kept as low as reasonably achievable (ALARA) below their exposure limits.

The health effects depend on the contaminants that workers are exposed to and how high their exposures are. Short-term effects can

include metal fume fever (a flu-like condition), irritation of eyes, nose, and throat, and risk of asphyxiation, while long-term effects can include neurotoxicity, occupational asthma, cancer, and chronic obstructive pulmonary disease

### Q. What are the three basic types of risk controls for welding fumes and gases?

A. The best way to reduce the risk of exposure to welding fumes and gases is to eliminate the source of exposure. If that's not possible, the other three types of risk controls, following the [hierarchy of controls](#), are engineering controls, administrative controls, and personal protective equipment.

### Q. What is an effective engineering control to reduce the risk from common welding processes?

A. Local exhaust ventilation (LEV) systems that capture and remove the hazardous fumes and gases are typically the best engineering control. If the welder or another worker's breathing zone is in the welding fume, then it isn't effective.

Mechanical dilution ventilation can be an additional control to help prevent the buildup of welding fume. These systems may be effective for welding processes that generate small amounts of fume in relatively large work areas with high ceilings. They can also help to control workers' exposures in adjacent areas.

It's important that workers are trained in how to use these controls, and procedures need to be in place to ensure the controls are used effectively and maintained. Training and written procedures are two examples of administrative controls.

### Q. What types of effective ventilation are needed when welding indoors?

A. There are several types of LEV systems that can be used indoors, including those that use moveable

capturing hoods, on-torch extraction, or extracted welding booths and benches. In most situations, natural ventilation is not an effective control. Except for short tasks where welding fume doesn't accumulate in the worker's breathing zone, LEV and/or respiratory protection will be required. Many outdoor welding tasks will also require the use of local exhaust ventilation or respiratory protection.

### Q: What respiratory protection should workers wear?

A: The type of respiratory protection depends on the type and concentration of contaminants present. If LEV isn't practical or is only partially effective, a minimum of a half-face respirator is required. For welding applications that require a higher level of control, full-face respirators or powered air purifying respirators will be required. Refer to [Breathe Safer](#) and the Occupational Health and Safety Regulation (including [sections 8.32](#) and [12.124](#)) for additional information about respirator requirements.

### Q: Where can I get more information?

A: Download the guide [Controlling Exposure Risks from Cutting and Welding Processes](#), from our website. You'll also find more resources on the [Welding gases & fumes](#) webpage. 🌐



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On the cover



Gilda Adamson, shipper/receiver, and her employer, ALCA Distribution, demonstrate the value of workers remaining engaged with the workplace while they recover from an injury.

# Staying connected after an injury: Gilda's remarkable journey

By Marnie Douglas

## Should someone who is injured on the job stop working until they have fully recovered? For many injured workers, the answer is no.

Depending on their injury, they can benefit from remaining at work and taking on modified or alternative duties as needed.

The key is for the worker and their employer to collaborate and stay connected every step of the way. These actions will help shorten the worker's recovery time and strengthen the workplace's health and safety culture. In addition, as of January 1, 2024, employers and workers have a legal duty to cooperate with one another in safe and timely return to work.

### One worker's experience

Gilda Adamson is a shipper/receiver at ALCA Distribution in Surrey, B.C. This firm operates a small warehouse that wholesales and distributes baby and children's products such as clothing and wooden toys. Her work is physical — unloading shipping containers, lifting heavy boxes for several hours at a time, and building and wrapping pallets.

On July 6, 2022, after several days of heavy lifting, Adamson's shoulder felt sore. As she tried to lift her right arm, it didn't respond, but rather hung limp at her side.

"I couldn't raise my arm anymore, couldn't lift. I knew something was wrong," she recalls.

She took a week or so off work due to the injury and then returned on modified duties, including data entry, operating a forklift, and picking small items. ALCA Distribution owner Loretta Fulton says Adamson collaborated with her partner in the warehouse to find opportunities where they could help each other out.

"We are a small company with just 11 employees, so there's a lot of teamwork needed to get the job done. In the warehouse, one worker would lift boxes when Gilda couldn't, and Gilda would do other meaningful work," explains Fulton.

### Extensive surgical procedures

But the pain persisted. In September 2022, Adamson was diagnosed with a condition known as frozen shoulder, and an MRI confirmed she needed shoulder surgery. In total, three medical procedures would be needed to fix the shoulder: the reattachment of the

tendon to the bone, the repair of a torn muscle under the shoulder blade, and surgery to release the frozen shoulder. Adamson continued on modified duties while also working with an occupational therapist to assist her at work. A key component for her was staying fit and active and maintaining muscle strength ahead of the surgery, which was scheduled for the following February.

"I was a bit of a mess. In addition to my job, simple things in daily life like washing my hair or tying it back in a ponytail were a challenge," she says. "But I knew that I had to put in the work ahead of and after my surgery. I felt I had a lot to lose — a paycheque and a job that I loved. And I was afraid I'd be unable to return to my regular duties if I couldn't get back to or close to 100 percent."

Adamson continued with her modified work until the day before her surgery. Her surgeon suggested she'd be off work for nine to 12 months based on the extensive surgical procedures; Adamson was having none of it.

### Remarkable recovery and return to work

WorkSafeBC case manager Tai McLavy explains that Adamson's occupational therapy resumed within a week of her surgery, followed by more intense occupational rehabilitation treatment several months later. In July, Adamson started back at ALCA Distribution on gradual, modified work. Incredibly, she was back to her full-time regular duties in August — just five months post surgery.

"To say that she broke the mold with her speed of recovery is an understatement," says McLavy. "There were several factors, including that she stayed working prior to surgery, she stayed physically fit, and she was so determined in her recovery."

For her part, Adamson reiterates just how motivated she was and says she "used every second of the physio and rehabilitation available," often five to six hours a day. These days, she's pain free, running five

**"I'm just so grateful to everyone who assisted me in my journey."**

—Gilda Adamson, shipper/receiver  
at ALCA Distribution

kilometres a day, lifting weights, and continuously working on range of motion through ongoing physiotherapy to manage scar tissue.

“I’m just so grateful to everyone who assisted me in my journey,” she adds.

Even her employer was shocked with the results.

“Gilda needed to be able to lift 50 pounds and have full range of motion to be able to return to regular duties, and she did it. She was so determined. It was pretty amazing from where she was at the start of her injury to where she is today,” says Fulton.

When it comes to a successful return-to-work journey, McLavy says the employer is the deciding factor in terms of accommodation, while the employee is the deciding factor when it comes to rehabilitation and motivation.

“Sync those together, and you can have an excellent outcome,” he adds.

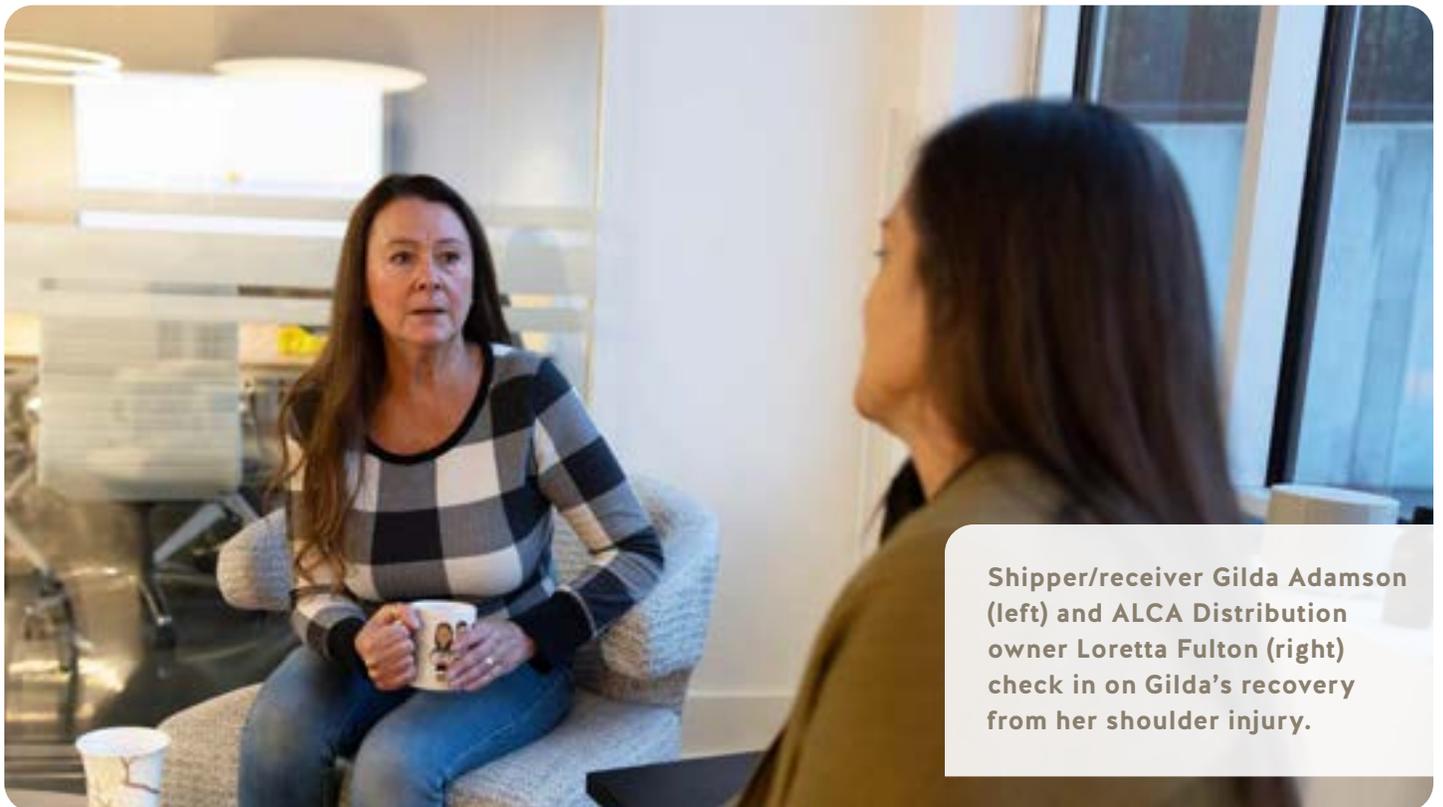
### **Duty to cooperate and duty to maintain employment**

The provincial government has made amendments to the *Workers Compensation Act* that affect return

**“Gilda needed to be able to lift 50 pounds and have full range of motion to be able to return to regular duties, and she did it. She was so determined. It was pretty amazing from where she was at the start of her injury to where she is today.”**

—Loretta Fulton,  
ALCA Distribution owner

to work. As of January 1, 2024, employers and workers have a legal duty to cooperate with each other and with WorkSafeBC in a worker’s timely and safe return to work following a work-related injury. In addition, employers with 20 or more employees have an obligation to maintain a worker’s employment if they employed the worker for at least one year before the injury.



Shipper/receiver Gilda Adamson (left) and ALCA Distribution owner Loretta Fulton (right) check in on Gilda’s recovery from her shoulder injury.

Employers who have a duty to maintain employment must offer the worker their pre-injury work or a comparable alternative if the worker is fit to return to their pre-injury work. If the worker cannot perform their pre-injury job but is otherwise fit to work in another capacity, the employer is required to offer the first suitable work that becomes available. The legislation also requires these employers to make any changes necessary to the work or workplace to accommodate an injured worker, unless the changes create an undue hardship for the employer.

The worker must also work with the employer to identify suitable modified job duties. If the worker can no longer perform their pre-injury job, but is otherwise fit to work in another capacity, they must not unreasonably refuse suitable work when it has been made available by any employer.

As Adamson learned, there are many benefits to returning to work as soon as it is safe to do so after an injury. When workers perform some duties while they recover, it keeps them connected to their workplace and can minimize the disruptive impact of a workplace injury. Returning to work helps workers avoid other health complications and protects their income, employment benefits, social contacts, regular routines, and job security.

Similarly, supporting injured workers in their recovery at work is good for employers and their businesses. By keeping a worker connected to the workplace and giving them suitable duties, businesses can experience several benefits. These may include:

- Retaining a skilled and experienced worker, which reduces recruitment and retraining costs
- Developing a stronger relationship with the worker by demonstrating that they are valued

- Reducing the burden on co-workers
- Reducing productivity losses and workflow interruptions
- Reducing WorkSafeBC premiums

As ALCA Distribution and Gilda clearly demonstrate, many employers already recognize the importance of return to work and engage in effective practices. The legislation formalizes these obligations, reinforces the value of return to work, and promotes positive outcomes for workers.

For more information on these duties, see [worksafebc.com/returntoworkduties](https://worksafebc.com/returntoworkduties).

## Steps for employers to support a worker's safe return to work

To help ensure a worker's timely and safe return to work, follow these steps:

### 1 Talk with the worker as soon as possible and maintain ongoing communication.

Stay connected with the injured worker after the injury. Your relationship with the worker is key to their successful return to work and a faster recovery.

### 2 Keep the worker connected to the workplace.

Include the injured worker in staff meetings, special events, training, or even coffee with co-workers to keep them involved. Staying connected supports the worker's recovery and return to work.

### 3 Ask the worker what duties they can do.

Be flexible, and together with the worker identify safe and suitable work for them. To support them while they recover, the worker's duties must be meaningful, be within their abilities, and not cause harm or slow their recovery.

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**4 Collaborate with the worker to develop a return-to-work plan.**

Encourage everyone to focus on what the worker can do. Collaborate with the worker to develop a return-to-work plan that progresses them back to their pre-injury level of employment and allows them to restore their earnings. Meet with the worker regularly and support their progress as they recover. Modify and adjust the plan as needed.

**5 Document the return-to-work plan.**

A written return-to-work plan helps everyone understand the plan's goals and expectations. Give the injured worker a copy of the plan and send one to WorkSafeBC. Although WorkSafeBC doesn't require medical approval for a worker to return to work, a written plan helps the worker to update their health care provider if needed.

Adamson was motivated and determined to return to work promptly and safely, and she wholeheartedly credits Fulton for supporting her journey. "Just to be able to hear 'we support you and we want you back' from Loretta meant so much — it really kept me going," she says. "To have two arms that are fully mobile and functional again is amazing. I'm very appreciative of the support I've received and really happy to be back to my regular duties." 🗨️

**"I'm really happy to be back to my regular duties."**

—Gilda Adamson, shipper/receiver at ALCA Distribution



Staying connected and engaged with your injured workers supports a positive health and safety culture in the workplace.

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Cody Braun, plant operator at Premium Pellet helped develop the training program by ensuring course content was accurate, relevant, and useful for other plant operators.

# Safety training fills a gap in wood pellet industry

By Susan Kerschbaumer

As a 24-year veteran of the wood pellet industry, Frank Wall understands the risks plant operators in his field face. So when Wall, operations superintendent of Vanderhoof's Premium Pellet, speaks about the Wood Pellet Association of Canada's e-training safety program, his enthusiasm is noteworthy.

## Small pellets mean big risks

The wood pellet itself is a tiny, seemingly humble product, but one that's become a powerhouse in the move toward low-carbon fuels. Its production is far more complex — and more fraught — than might be expected. The pellets are manufactured from dry wood fibre, making combustible dust an ongoing concern. And the heating and drying processes produce flammable gases, further boosting the potential for flash fires and even explosions. "There are a lot of moving parts," says Wall.

"It requires careful monitoring," agrees Cody Braun, a plant operator for Premium Pellet since 2017. "There's always a chance for things to go sideways." Although Braun has never experienced an explosion, he has managed the potential for a fire. Operators face other

**"The single operator has a lot of responsibility for how safe everything is.**

—Gordon Murray, executive director of the Wood Pellet Association of Canada (WPAC)

hazards too — all the risks associated with working around mobile equipment like loaders and trucks, for example, and even the ergonomic issues that come with sitting at the operator's desk for long, focused periods.

"The heart of every wood pellet plant is the control room," says Gordon Murray, executive director of the Wood Pellet Association of Canada (WPAC). Highly automated pellet plants typically have a single operator who runs the plant remotely, supported by a handful of maintenance workers on the floor. "The operator has a bank of screens in front of them and the plant is at their fingertips," explains Murray. "So that person has a lot of responsibility for how safe everything is."

## Risk reduction through standardized training

With that considerable responsibility in mind, WPAC saw the value that a formal training program could bring. “We identified a need to make sure these operators were trained up to the highest standard... an apprenticeship program, per se, for our industry,” says Murray. The result was WPAC’s May 2023 launch of a free online platform for plant operators and supervisors.

**“We identified a need to make sure that these operators were trained up to the highest standard... an apprenticeship program, per se, for our industry.”**

—Gordon Murray, executive director of the Wood Pellet Association of Canada (WPAC)

The aim, says Murray, was to “develop a curriculum for everything an operator needs to know.” A suite of 15 courses covers two categories: One category targets plant operators and teaches subjects such as upset conditions and combustible dust and gas, and another targets supervisors and teaches skills such as effective communication and hazard identification. Each course takes from one to three hours to complete. Webinars and related videos provide added interest, and learners must answer questions throughout. Learners earn a certificate for each course they complete.

Key to the program’s success is its online format, which makes the curriculum available to workers in even the smallest and most remote communities.

## A collaborative effort across Canada

The program is an industry-wide initiative developed through collaboration between WPAC, the BC Forest Safety Council, and a team of operators and safety specialists from across Canada. “We put together a committee of plant operators — people who actually work in the control rooms,” says Murray. The group drew on their own experiences to identify gaps in knowledge and key safety issues. “If you talk to a lot



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Left to right: Premium Pellet's Shawn Harris, maintenance/clean up, Cody Braun, plant operator, and Steven Wiebe, millwright, review plant operations to maximize performance and efficiency while maintaining a safe environment.

of operators, you get an exhaustive list of what everyone needs to know," Murray adds.

Many companies contributed, with Premium Pellet being, according to Murray, "among the most enthusiastic — involved in every aspect and heavily engaged throughout the entire process." As an operator, Braun was part of the trial-run team, reviewing courses to ensure the material made sense, was relevant, and would be helpful.

### **Formal knowledge complements hands-on training**

Braun, like most plant operators who entered the industry prior to the launch of the e-training program, gained his skills while on the job. "We [always had] our own in-house training and emergency procedures, but a lot of it was hands on," says Braun.

"Each company had its own training systems, and each would decide what was important," adds Murray. "There was no standardization." By involving numerous companies and operators in developing the formal training, the industry is now able to ensure a baseline level of knowledge. "It's not like everything was a shambles before," says Murray, "but this was a way to make it better."

Wall sees the online platform as the ideal complement to the hands-on training plants have traditionally provided. "It's a good starting point," he says. "It doesn't make you a plant operator, but it sure helps you understand how to get there."

### **Peace of mind for operators**

Thinking back to his early days on the job, Braun remembers feeling a vague and persistent sense of stress. He says the e-training allows operators to clearly understand the risks, be more prepared, and approach their work with greater confidence. He notes that the courses are a "valuable refresher" for experienced operators too.

### **Training useful across multiple industries**

The program also has broader relevance. Although it was designed for pellet plants, the training applies to all kinds of control room operators, as well as to the wider wood products sector, chemical manufacturing, food processing, and other industries that deal with combustible dust. Currently, more than 80 students represent 25 participating organizations including wood pellet plants, bioenergy companies, and sawmills.

To learn more about the e-training safety program, visit [wpaclearning.com](http://wpaclearning.com). 🌐



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# Protecting your workers from the risk of fatigue

By Sarah Ripplinger

Sleepiness is a psychological state of feeling tired that can not only make time on the job seem longer and more challenging, but also reduce a worker's ability to function safely.

Fatigue puts workers at a greater risk of sustaining injuries from hazards at work. WorkSafeBC's information sheet [Managing the risk of fatigue in the workplace](#) provides guidance for employers and workers.

"This resource represents a shift in thinking about fatigue in the workplace," says Jenny Colman, an ergonomist with WorkSafeBC. "While we once saw fatigue as the hazard, we now think of it in terms of a contributory factor that can increase the risk of harm or potential for harm from work being performed. Therefore, higher protections need to be in place around the tasks performed by a worker who is tired."

## How fatigue affects a task

Fatigue can make it difficult to concentrate, especially when it comes to tasks that require quick reactions, alertness, and vigilance. Recalling information and making decisions may be impeded, particularly when time is of the essence and complex information processing and comprehension is involved.

## Some work schedules put workers at greater risk

Everyone can experience fatigue for various reasons, particularly when they do not get enough restful sleep. However, shift work and working overtime tend to put workers at greater risk, particularly when a shift extends to 12 hours or more and when work takes place during the night — when the urge to sleep is greatest.

Research found that being awake for 17 hours in a row can have effects similar to a blood alcohol level of 0.05, the level at which it is illegal to operate a motor

vehicle in B.C. The longer someone is awake beyond 17 hours, the greater the effect of impairment. Irregular shift rotations can also amplify these effects.

The workplace environment can also contribute to fatigue. To reduce its onset, provide adequate lighting and limit workers' exposure to excess noise, heat, cold, or vibration such as from operating machinery.

Work tasks and type of work can be fatigue-inducing. For example, workers who engage in repetitive or strenuous tasks, or whose work is physically or mentally demanding, are more likely to feel tired.

### A risk assessment informs effective controls

Given that fatigue is a common occurrence, employers should conduct a risk assessment by reviewing work activities and systems to assess for the risk of worker injury or adverse outcomes if a task is performed by a fatigued worker, says Colman. "The employer will need to implement control measures, then monitor them to ensure their ongoing effectiveness."

## "The employer will need to implement control measures."

—Jenny Colman,  
ergonomist with WorkSafeBC.

Three important steps to take:

- 1 Identify workplace activities where being fatigued could increase the risk of harm. Examples include making complex decisions, working at heights, performing calculations, and operating tools or machinery.
- 2 Determine how each workplace activity could increase the risk of harm if and when a worker is fatigued, and who may be affected. For instance, if a driver is tired, what could happen, and could other workers in the vehicle or members of the public be affected?
- 3 Eliminate the hazard if possible, or redesign workplace activities to reduce the risk of harm. Follow the hierarchy of controls to ensure that levels of protection are adequate and effective when fatigue is present.

### Find out more

For more information, see the following on [worksafebc.com](https://www.worksafebc.com):

- [Managing the risk of fatigue in the workplace](#) (information sheet)
- [Fatigue impairment](#) (webpage)
- [Controlling risks](#) (webpage) 

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# Changes coming to workplace first aid requirements

By Tanya Colledge

On November 1, 2024, amendments to the Occupational Health and Safety (OHS) Regulation relating to occupational first aid will come into effect. The changes mean employers across the province will need to review their current first aid plans and make necessary adjustments.

“The current first aid requirements in the OHS Regulation were enacted in 2004 and have been in place for over 20 years with minimal updates,” says senior prevention advisor Angélique Prince. “These updates reflect the learnings from two decades of consultation, education, and enforcement across British Columbia. They also recognize remote or less-accessible workplaces created by the unique geography of our province. We believe the amendments will enhance first aid across B.C. and help keep workers safe.”

## Workplace assessments

Under the amended OHS Regulation, employers will have a duty to establish their workplace first aid requirements in consultation with their workers. Employers will need to complete a written first aid

assessment for each workplace, considering the following characteristics:

- Number of workers at the workplace
- Hazard rating
- Whether the workplace is “remote” — meaning more than 30-minutes’ travel time from the closest ambulance station (previously defined as 20 minutes from the closest hospital)
- Whether the workplace is “less accessible” — meaning either the workplace or a hazardous work area cannot be safely accessed by ambulance or ambulance personnel

The assessment will also help employers determine their minimum requirements for first aid supplies, facilities, and training. There are four classes for determining first aid requirements:

- Class 1: accessible and not remote
- Class 2: a remote workplace but accessible
- Class 3: not a remote workplace, but less accessible
- Class 4: a workplace that is both remote and less accessible



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“We’ve seen gaps in first aid preparedness among different sectors around the province,” explains Prince. “In the forestry sector, for example, a worksite may be close to a hospital or ambulance station but still very isolated because of the terrain. These changes guide employers to ensure they are prepared. They also take what is already best practice and elevate it to a requirement to ensure consistency across all industries.”

## Updated requirements align with national standards

The amendments to the OHS Regulation also align with standards established by the Canadian Standards Association (CSA) — benchmarks used across the country to guide workplace first aid programs. This will result in new names for levels of first aid attendant, as well as changes in the duration of training courses. However, anyone holding a current valid first aid certificate under the old requirements can continue to use it until it expires.

First aid kit and equipment requirements will also change to align with the CSA standards. Once an employer has assessed their workplace factors, they can refer to the OHS Regulation to determine the minimum for first aid kit, supplies, and equipment they will need to have on hand. While some of the kit materials have changed, employers will be required to move to these new contents only if there are significant gaps in their current kits, as new kits are purchased, or as supplies are replaced.

Prince says the impact of the changes is expected to be minimal for employers in accessible urban settings, but it could be significant for those with less accessible and/or remote workplaces.

**“These changes guide employers to ensure they are prepared. They also take what is already best practice and elevate it to a requirement to ensure consistency across all industries.”**

—Angélique Prince,  
senior prevention advisor

“Depending on the number of workers, we anticipate class 3 and 4 workplaces will be required to make quite a few changes to ensure their first aid programs align with these new amendments.”

## For more information

These amendments will take effect November 1, 2024, to ensure employers have adequate time to review their first aid plans, purchase new equipment, and prepare their workers.

WorkSafeBC is developing guidelines and additional resources that will be rolled out over the coming months to support employers in implementing the new requirements. For more information, visit [worksafebc.com](https://worksafebc.com):

- [Backgrounder: Occupational first aid regulatory changes](#)
- [First aid requirements](#) 🗣️



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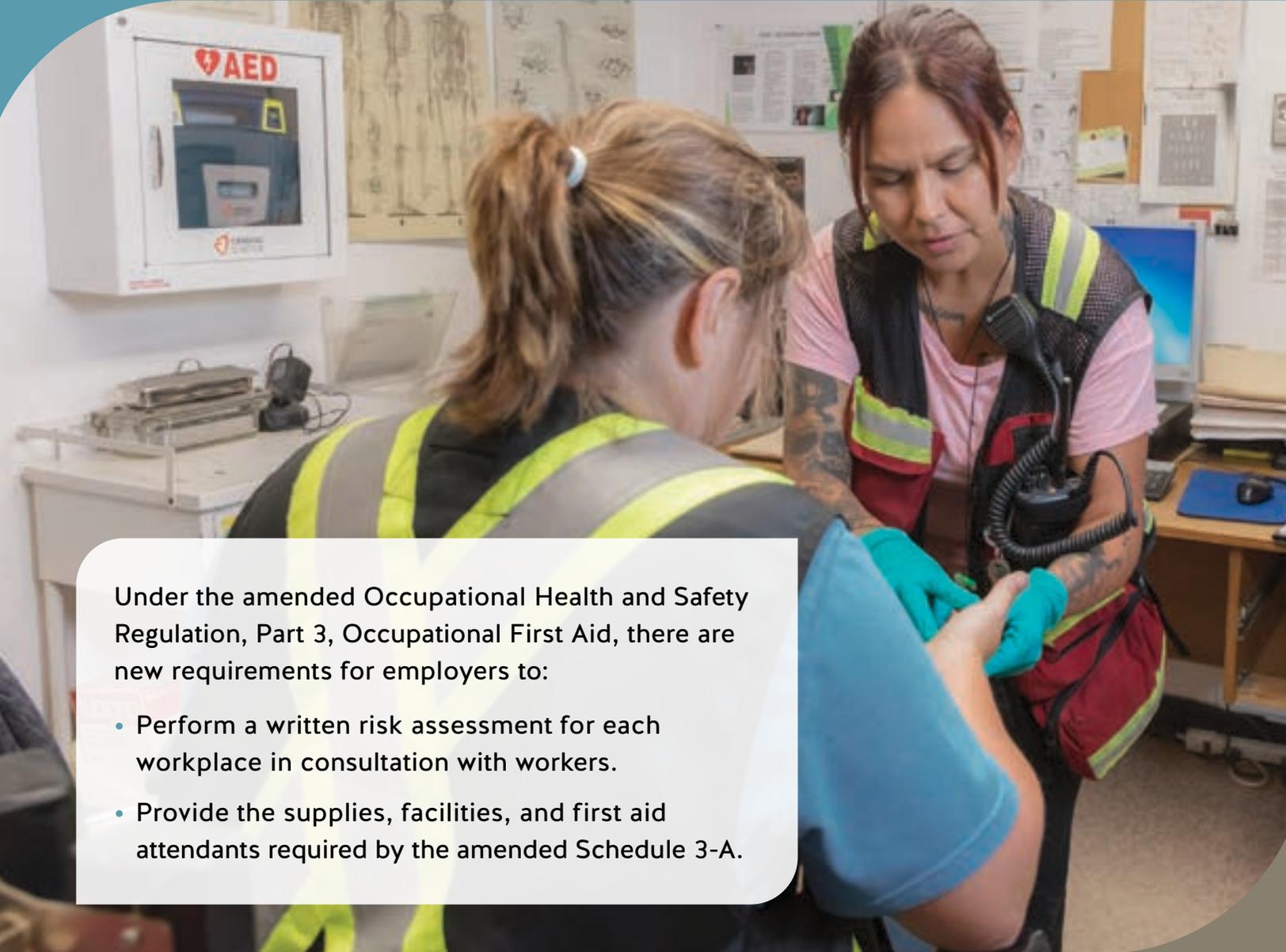
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# Occupational first aid regulatory changes

effective November 1, 2024



Under the amended Occupational Health and Safety Regulation, Part 3, Occupational First Aid, there are new requirements for employers to:

- Perform a written risk assessment for each workplace in consultation with workers.
- Provide the supplies, facilities, and first aid attendants required by the amended Schedule 3-A.



Learn more at [worksafebc.com/first-aid-requirements](https://worksafebc.com/first-aid-requirements)

**WORK SAFE BC**

# Safety on the agenda

Looking for health and safety inspiration? Check out these conferences and events happening online and in North America in 2024.

## ActSafe Safety Association

B.C.'s Arts & Entertainment Safety Conference and Awards Gala  
April 3 & 4, 2024  
New Westminster, B.C.  
[actsafeconference.ca](https://actsafeconference.ca)

## Western Conference on Safety

Workplace Occupational Health and Safety Conference  
April 18 & 19, 2024  
Vancouver, B.C.  
[wcs.pacificsafetycenter.com](https://wcs.pacificsafetycenter.com)

## Day of Mourning

April 28, 2024  
All over B.C.  
[dayofmourning.bc.ca](https://dayofmourning.bc.ca)

## Energy Safety Conference

April 29 – May 2, 2024  
Banff, Alberta  
[energysafetycanada.com](https://energysafetycanada.com)

## NAOSH Week

North American Occupational Safety and Health  
May 6 – 11, 2024  
All across Canada  
[safetyandhealthweek.ca](https://safetyandhealthweek.ca)

## ITE Canada/Canadian Association of Road Safety Professionals Joint Conference

June 16 – 19, 2024  
Ottawa, Ontario  
[carsp.ca/en/events-and-training/carsp-conference](https://carsp.ca/en/events-and-training/carsp-conference) 

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

## The Way We Hear it! A Community Engagement Exhibition at the Albion Community Centre - MAY 1-31 Everyday



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Now more than ever we are being called to spread awareness of hearing health and reduce the stigma. With the launch of BC's own Accessibility Act and the recent pandemic creating pronounced communication challenges for those with even a mild degree of hearing loss, our hearing health is truly becoming everyone's affair!

**HAVE YOU EVER WONDERED :**

- What it would look like to walk through your auditory system?
- What it sounds like for someone with hearing loss?
- Have you asked yourself if you are a good communicator?
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# New return-to-work duties for workers and employers



Effective January 1, 2024, amendments to the *Workers Compensation Act* added a duty to cooperate and duty to maintain employment.

The new obligations promote the value of return to work and encourage employer-worker connection and collaboration.



**Learn more**

Visit [worksafebc.com/returntoworkduties](https://worksafebc.com/returntoworkduties) or scan the QR code to learn more.

Questions? Please visit [gems.online.worksafebc.com/emailus](https://gems.online.worksafebc.com/emailus) and select “Duty to cooperate and Duty to maintain employment” to submit your questions.



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Dynamic Rescue is the industry leader in customized training programs. Gain valuable insights into WorkSafeBC, CSA and NFPA regulated training and discover how our comprehensive solutions can help improve safety outcomes in your organization. Our Fall Protection and Confined Space Programs offer increasingly technical levels for continuous team training.

Whether you are building inventory or replacing expired equipment, Dynamic Rescue can provide the equipment and industry knowledge needed to ensure you receive the best equipment available for your specific needs. We are authorized dealers for Ferno, CMC, Industrial Scientific, Skedco, PMI, Rock Exotica, Ruth Lee, DBI Sala, Toughbuilt, Teufelberger Ropes, Air Systems and Petzl. Dynamic Rescue is recognized by Petzl as a Petzl Technical Partner.

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Locations in Surrey, Victoria, Kelowna and Calgary

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

### **0987762 B.C. Ltd. / Done Right Demolition and Disposal | \$3,830.76 | North Vancouver | November 8, 2023**

This firm was the prime contractor for the demolition of a commercial building. As an excavator was demolishing an inner wall on the second story, the floor collapsed and fell to the ground level. A worker nearby was fatally injured, and the excavator operator was seriously injured. WorkSafeBC’s investigation determined the demolition plan had not been communicated to workers and was unclear. In addition, debris had been allowed to accumulate, contributing to the collapse of the floor, and there was no system of inspection or oversight of the demolition work to monitor compliance. The firm failed to ensure structures to be demolished were supported as prescribed by a professional engineer, a repeated violation, and as prime contractor, failed to do everything reasonable to establish and maintain a system of regulatory compliance. These were both 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.

### **1056818 B.C. Ltd | \$5,000 | Port Moody | November 1, 2023**

This firm was conducting pre-demolition asbestos abatement at a house. WorkSafeBC inspected the site and observed that no containment, decontamination facility, or ventilation equipment was in place, but there was evidence that asbestos-containing materials (ACMs) had been disturbed. WorkSafeBC issued a stop-work order. The firm failed to safely contain or remove hazardous materials, and failed to ensure that it used acceptable procedures for handling and control of ACMs. These were both repeated and high-risk violations.

### **1056818 B.C. Ltd | \$10,000 | Coquitlam | November 22, 2023**

This firm was conducting pre-demolition asbestos abatement at a house. WorkSafeBC inspected the site and determined that work had begun and furnace duct tape, an identified asbestos-containing material (ACM), had been disturbed inside the building. No asbestos hazard warning signs, containment, respirators, or any other equipment or tools necessary for proper asbestos abatement were available. WorkSafeBC issued a stop-work order. The firm failed to safely contain or remove hazardous materials. 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 and high-risk violations.

### **1159311 B.C. Ltd. | \$2,500 | Abbotsford | October 11, 2023**

This firm was working on the construction of a townhouse complex. WorkSafeBC inspected the site and observed an unsupported excavation, and determined workers had been conducting work in the excavation. No engineering documentation was available, and WorkSafeBC issued a stop-work order. The firm failed to ensure that, before worker entry, excavations were sloped, shored, benched, or otherwise supported, a repeated violation. The firm also failed to ensure excavation work was done with the written instructions of a qualified professional. These were both high-risk violations.

## Penalties (continued)

### 1238641 B.C. Ltd. | \$2,500 | Qualicum Beach | January 10, 2024

WorkSafeBC inspected a worksite where this firm was re-roofing a house. Four workers, one of whom was a representative of the firm, were on the sloped roof. No fall protection was in place, exposing the workers to a fall risk of about 3.4 m (11 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

### 1331312 B.C. Ltd. | \$10,000 | Coquitlam | January 10, 2024

This firm was conducting pre-demolition asbestos abatement at a house. WorkSafeBC inspected the site and issued a stop-work order after observing multiple health and safety deficiencies. During subsequent inspections, WorkSafeBC determined work had been conducted on site in violation of the stop-work order. The firm failed to safely contain or remove hazardous materials and to post signs at the boundaries of the designated work area indicating asbestos work was in progress, both repeated violations. The firm also failed to ensure that procedures for the control and handling of asbestos were acceptable to WorkSafeBC and to ensure work surfaces in designated areas were covered to control the spread of asbestos-containing material (ACM). In addition, the firm failed to ensure workers in designated work areas were authorized and wore protective equipment and respirators. Furthermore, the firm failed to comply with WorkSafeBC orders, to provide accurate information to a WorkSafeBC officer, and to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were all high-risk violations.

### A1 Top Canadian Roofing Ltd. | \$8,276.52 | Surrey | October 18, 2023

This firm was roofing a two-storey house. WorkSafeBC inspected the site and observed five workers, one of whom was a representative of the firm, on the 4:12 sloped roof. The workers were wearing fall protection harnesses but were not connected to lifelines. No other form of fall protection was in place, exposing the workers to a fall risk of about 6.7 m (22 ft.). The firm failed to ensure fall protection was used, a high-risk violation. The firm also failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were both repeated violations.

### A. Carrillo & Brothers Concrete Ltd. | \$4,214.07 | Burnaby | November 22, 2023

This firm was performing concrete forming and finishing work at a commercial highrise construction site. WorkSafeBC inspected the worksite in response to a close-call incident where two pieces of plywood fell from the 62nd floor. WorkSafeBC determined the firm had left its work area without ensuring that all materials were adequately secured from falling. The firm failed to ensure that it used effective means of restraint to secure objects from falling and endangering a worker. This was a repeated and high-risk violation.

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**Allan Ashley-Pryce / ADND Contracting | \$2,500 | Chilliwack | November 1, 2023**

This firm was re-roofing a three-storey residential building. WorkSafeBC inspected the worksite and observed four workers on the 4:12 sloped roof. The workers were wearing fall protection harnesses but three of them were not connected to lifelines and one disconnected from their lifeline while still working on the roof. No other form of fall protection was in place, exposing the workers to a fall risk of about 9.1 m (30 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

**AMA Environmental Ltd. | \$2,500 | Burnaby | September 15, 2023**

WorkSafeBC inspected a residential worksite where this firm was conducting pre-demolition asbestos abatement. WorkSafeBC determined the abatement work was being done in violation of a stop-operations order and without the appropriate controls in place to protect workers. The firm failed to comply with a WorkSafeBC order.

**Amanat Construction Ltd. | \$2,500 | Burnaby | December 13, 2023**

This firm was framing a two-storey house. WorkSafeBC inspected the site and observed a worker installing sheathing near the edge of the 6:12 sloped roof. No fall protection was in place, exposing the worker to a fall risk of about 4.9 m (16 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.

**A & V Roofing Ltd. | \$2,500 | Chilliwack | January 10, 2024**

This firm was re-roofing a townhouse complex. WorkSafeBC inspected the site and observed workers on the 6:12 sloped roof. No fall protection was in place, exposing four of the workers to a fall risk of up to 10.7 m (35 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

**B.C. No. One Roofing Ltd. | \$2,500 | Vancouver | October 18, 2023**

This firm was re-roofing a three-storey house. WorkSafeBC inspected the site and observed three workers on the 8:12 sloped roof. The workers were wearing fall protection harnesses but were not connected to lifelines. This exposed the workers, who were in the direct line of sight of a representative of the firm, to a fall risk of about 9.1 m (30 ft.). The firm failed to ensure fall protection was used, a high-risk violation. The firm also failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were both repeated violations.

**BCW Traffic Management Ltd. | \$38,131.32 | Summerland | October 26, 2023**

This firm was conducting traffic management at a worksite where sand and rock debris was being removed from a highway. WorkSafeBC inspected the site and observed traffic control persons (TCPs) positioned in unsafe locations in the intersections with their backs turned to oncoming traffic and who lacked adequate reflective clothing and equipment. The firm failed to ensure TCPs were not positioned in intersections open to traffic flow, a high-risk violation. The firm also failed to provide its TCPs with appropriate high-visibility apparel. In addition, the firm failed to have a written risk assessment for the work. These were all repeated violations.

**Best Unique Homes Ltd. | \$3,417.08 | Langley | November 1, 2023**

This firm was framing a two-storey house. WorkSafeBC inspected the site and observed a worker standing on the top plate of a second-floor exterior wall. 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 5.8 m (19 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

**BKT Wall Contracting 0744824 Ltd. / Nexgen Homes & General Contractors | \$9,661.32 | Fort Nelson  
November 8, 2023**

This firm was conducting excavation work adjacent to a municipal building to perform repairs to the foundation. WorkSafeBC inspected the site and observed workers in the excavation and a cement truck at the edge of the excavation. The excavation walls were not sloped or shored, and no written instructions from a qualified professional were available on site. The firm failed to ensure excavation work was done in accordance with the instructions of a professional, a repeated violation. The firm also failed to ensure that, before worker entry, its excavation was sloped or shored as specified by a professional engineer. These were both high-risk violations.

# Penalties (continued)

## **Brocor Construction Ltd. | \$22,335.46 | Taylor | November 15, 2023**

This firm was the prime contractor at a highway construction site. WorkSafeBC inspected the site and observed traffic being controlled in an unsafe manner. No traffic control risk assessment had been conducted and no traffic control plan was in place. WorkSafeBC also observed workers doing asphalt cutting work without any respiratory protection, and determined that the exposure control plan for respirable crystalline silica (RCS) was incomplete. In addition, the site safety plan did not contain the necessary elements for first aid procedures. As prime contractor at a multiple-employer workplace, the firm failed to do everything reasonable to establish and maintain a system of regulatory compliance. The firm also failed to ensure the health and safety of all workers at its worksite. These were both repeated and high-risk violations.

## **Brod Demolition Ltd. | \$5,000 | Duncan | December 27, 2023**

This firm was conducting asbestos abatement at a house slated for demolition. WorkSafeBC inspected the site and issued a stop-work order after observing multiple health and safety deficiencies. The firm failed to ensure workers exposed to asbestos were adequately trained and instructed in work procedures, a repeated violation, and failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. The firm also failed to prevent the spread of asbestos dust and debris and to ensure that openings were secured to prevent the release of asbestos fibres into other worker areas. In addition, the firm failed to ensure its decontamination facility included a shower, and failed to make the results of air samples available to the workers involved. These were all high-risk violations. Furthermore, the firm failed to use acceptable practices for control and handling of asbestos.

## **Calvin&Collin Construction Ltd. | \$1,250 | Vancouver | November 8, 2023**

This firm was the prime contractor for a house construction. WorkSafeBC inspected the site while framing work was underway and determined that the firm had not submitted a notice of project (NOP) prior to starting work. The firm failed to submit an NOP to WorkSafeBC at least 24 hours before beginning work on construction. This was a repeated violation.

## **Cap West Forming Ltd. | \$28,150.47 | Burnaby | January 3, 2024**

This firm was conducting concrete formwork for the construction of a highrise complex. WorkSafeBC attended the worksite in response to an incident where a shoring post fell from level 62 of one of the towers, landing in an area frequently occupied by workers. WorkSafeBC determined a knot failed in the rope used to secure the shoring post to an adjacent column, and the knot had not been tied according to safe work procedures. In addition, the firm had not conducted inspections of the shoring work at frequent enough intervals to prevent hazardous conditions from developing. The firm failed to ensure the health and safety of all workers at its workplace, a repeated violation.

## **Cascadia Green Development Ltd. | \$8,914.20 | North Vancouver | January 10, 2024**

This firm was the prime contractor at a construction site. WorkSafeBC inspected the site and observed a concrete pump truck pouring concrete. The concrete placing boom was within the limits of approach to an overhead high-voltage power line, and no safe work procedures or designated safety watcher was in place. WorkSafeBC observed additional safety deficiencies at the site, including a lack of safe access to work areas, missing or ineffective guardrails, shoring that did not conform to engineering specifications, and concrete chipping work done without controls in place to protect workers from respirable crystalline silica (RCS). As prime contractor at a multiple-employer worksite, the firm failed to establish and maintain a system of regulatory compliance and to ensure health and safety activities were coordinated. The firm also failed to ensure workers were informed of the location and voltage of high-voltage electrical equipment and of the work arrangements and procedures to be followed before those workers started work close to the equipment. These were both repeated and high-risk violations.

## **Cavin Contracting Ltd. | \$2,500 | Surrey | November 15, 2023**

This firm was conducting pre-demolition asbestos abatement at a multiple-building worksite. WorkSafeBC inspected the site and observed several deficiencies, including breaches in the containment, the spread of asbestos containing materials (ACMs) into unsealed venting, an inaccurate notice of project, and a failure to ensure the building was secured against unauthorized entry. Compliance orders were issued for the firm to address the deficiencies. During a follow-up inspection, WorkSafeBC determined the firm had not complied with the orders and additional deficiencies were observed. A stop-work order was issued. The firm failed to safely contain or remove hazardous materials, a high-risk violation. The firm also failed to comply with regulatory requirements and applicable orders.

## **C. Chandler Contracting Celtic Construction Ltd. | \$2,500 | Chetwynd | December 20, 2023**

WorkSafeBC observed two of this firm's workers on the roof of a municipal building under construction. 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, who were in the line of sight of a supervisor, to a fall risk of about 3.8 m (12.5 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.

**Chatwin Construction Ltd. | \$2,804.42 | Eagle Bay | October 11, 2023**

This firm was working on a house construction. WorkSafeBC inspected the site and observed an excavation with foundation formwork placed. The excavation's sides were not sloped or benched, and no written instructions from a professional engineer had been obtained. WorkSafeBC issued a stop-work order. The firm failed to ensure that, before worker entry, its excavations were sloped, benched, shored, or otherwise supported. This was a high-risk violation.

**C.H. Removals & Demolition Limited | \$2,500 | Burnaby | January 10, 2024**

This firm was conducting asbestos abatement at a house. WorkSafeBC inspected the site and observed a worker without respiratory protection sweeping debris from vermiculite, an identified asbestos-containing material (ACM), from the front steps. In addition, chimney and roof vents were not sealed, and no hazardous materials inspection had been completed prior to abatement work starting. WorkSafeBC issued a stop-work order. The firm failed to safely contain or remove hazardous materials, a repeated and high-risk violation.

**Colteran Developments Corp. / The Cabinet Gallery | \$5,355.29 | Fort St. John | September 8, 2023**

This firm's worksite was a house under construction. WorkSafeBC inspected the site and observed a worker on the roof, leaning over the edge. No form of fall protection was in place, exposing the worker to a fall risk of about 3.7 m (12 ft.). WorkSafeBC also observed unguarded doorways and window openings and a set of stairs without handrails. The firm failed to ensure fall protection was used, a high-risk violation. The firm also failed to ensure elevated areas had guardrails and stairways had continuous handrails. In addition, the firm failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety.

**Diamond 11 Excavating and Demolition Ltd. | \$2,500 | West Vancouver | November 1, 2023**

WorkSafeBC inspected this firm's residential construction site and observed an excavation supported by a lock-block structure. Some of the lock blocks were loosely placed and not fully interlocked, and others were bulging. There was also evidence of a partial collapse of the structure. In addition, no engineering instructions for the excavation work had been obtained. WorkSafeBC issued a stop-work order. The firm failed to ensure excavation work requiring a support structure was done in accordance with the written instructions of a professional engineer. The firm also failed to ensure its work area was arranged to allow the safe movement of people, equipment, and materials. These were both high-risk violations.

**Diamond 11 Excavating and Demolition Ltd. | \$2,500 | West Vancouver | November 8, 2023**

WorkSafeBC inspected this firm's residential construction site and observed safety deficiencies with an excavation. A stop-work order was issued for work in and around the excavation. During a follow-up inspection, WorkSafeBC observed that work had been done in the excavation in violation of the stop-work order. The firm failed to comply with a WorkSafeBC order.

**Doab Construction Ltd. | \$2,500 | Burnaby | October 4, 2023**

This firm was performing drywall work at an apartment building under construction. WorkSafeBC had inspected the worksite and issued a stop-work order for all work above level five after observing multiple health and safety deficiencies. During a follow-up inspection, WorkSafeBC determined this firm's workers had been working on level 10, in violation of the stop-work order. The firm failed to comply with a WorkSafeBC order.

**Elite Roofing Ltd. | \$3,871.46 | Lake Country | October 11, 2023**

This firm was roofing a new house. WorkSafeBC inspected the site and observed a worker at the leading edge of a flat roof. No fall protection was in place, exposing the worker 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 repeated and high-risk violations.

**Evolution Pools & Spas Inc. | \$2,500 | Penticton | October 26, 2023**

This firm was renovating a hotel pool, work that generated respirable crystalline silica (RCS) dust. WorkSafeBC inspected the worksite and observed a layer of dust throughout the work area. WorkSafeBC determined workers conducting the renovations had not been provided with personal protective clothing and had not been fit-tested for respirators. This firm failed to provide appropriate respirators for workers who may be exposed to air contaminants, a high-risk violation.

**Feather Wood House Ltd. / K.S. Braich Construction Co. | \$2,500 | Richmond | December 20, 2023**

This firm was working on the construction of an apartment building. WorkSafeBC inspected the site and observed a worker installing guardrails at the edge of the third level without a fall protection system in place. The worker, who was in the line of sight of a representative of the firm, was exposed to a fall risk of about 5.5 m (18 ft.). WorkSafeBC also observed window openings on the second floor that were not fully guarded. The firm failed to ensure fall protection was used, a high-risk violation. The firm also failed to ensure elevated work areas had guards or guardrails installed. These were both repeated violations.

## Penalties (continued)

### **Gitxsan Safety Services Inc. | \$11,880.82 | Meziadin Junction | January 10, 2024**

This firm was performing traffic control work on a highway. WorkSafeBC observed one worker directing traffic from an unsafe position on the highway, exposed to traffic. No traffic control plan was available and no effective controls were in place to minimize the risks to workers. The firm failed to ensure traffic control persons (TCPs) were not positioned on the travelled portion of a roadway, a repeated and high-risk violation.

### **GMK Framing and Forming Inc. | \$5,000 | Surrey | January 3, 2024**

This firm was framing a two-storey house. WorkSafeBC inspected the worksite and observed two workers, one of whom was a representative of the firm, at the edge of the second floor. No form of fall protection was in place, exposing the workers to a fall risk greater than 3.7 m (12 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.

### **Gold Leaf Construction Ltd. | \$2,500 | Burnaby | October 26, 2023**

This firm was framing a house. WorkSafeBC inspected the site and observed four workers standing on an exterior wall on the second floor of the house. The workers were exposed to a fall risk of up to 5.2 m (17 ft.). The firm failed to ensure effective fall protection was used, a repeated and high-risk violation.

### **Groundexpert Asbestos Removal Ltd. | \$2,500 | Surrey | November 15, 2023**

This firm had conducted asbestos abatement at a fire-damaged house. WorkSafeBC inspected the site and observed drywall debris, a suspected asbestos-containing material (ACM), still on the property. There was no enclosure and no asbestos caution signage posted on site. WorkSafeBC determined the enclosure and signage had been removed before air clearance results were available. The firm failed to safely contain or remove hazardous materials, a repeated violation, and failed to ensure that air clearance sampling was conducted prior to dismantling the containment. These were both high-risk violations.

### **HLC Holdings Inc. / HLC Hazmat & Demolition | \$10,000 | Langley | October 26, 2023**

This firm was conducting asbestos abatement at a house slated for demolition. WorkSafeBC inspected the worksite and issued a stop-work order after observing multiple health and safety deficiencies. The firm failed to take the necessary precautions to protect workers before allowing work that would disturb asbestos-containing materials (ACMs), failed to ventilate the containment to ensure inward airflow, and failed to adequately secure all openings before starting work. These were 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. These were all repeated violations.

### **H.L. Demolition & Waste Management Ltd. | \$9,869.15 | Victoria | October 4, 2023**

This firm was conducting asbestos abatement at a house slated for demolition. WorkSafeBC inspected the worksite and observed multiple health and safety deficiencies. The firm failed to ensure that all asbestos waste was placed into labelled and sealed containers, a repeated violation, and failed to prevent the spread of asbestos dust and debris to other work areas. The firm also failed to remove asbestos dust and debris at intervals necessary to eliminate or minimize the risk of exposure, to provide and maintain a containment and decontamination facility, and to ensure that written procedures for handling asbestos were acceptable to WorkSafeBC. These were all high-risk violations.

### **H & R Roofing Ltd. | \$2,972 | Maple Ridge | December 20, 2023**

This firm was working on the construction of a two-storey house. WorkSafeBC inspected the site and observed a worker, a representative of the firm, applying torch-on roofing near the roof's edge. No 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.

### **Hua Shi Construction Co. Ltd. | \$2,500 | Vancouver | November 15, 2023**

This firm was framing a house when a worker fell from a second-storey exterior wall, sustaining serious injuries. WorkSafeBC's investigation determined that no fall protection system or plan had been in place. The firm failed to ensure it had a written fall protection plan for work done at heights greater than 7.5 m (25 ft.). It also failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety, a high-risk violation.

### **Humble Roofing Ltd. | \$5,000 | Victoria | November 1, 2023**

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

**Humble Roofing Ltd. | \$10,000 | Maple Ridge | December 6, 2023**

This firm's worksite was a new three-storey townhouse building. WorkSafeBC inspected the site and observed a worker, who was also a supervisor, near the leading edge of the flat roof. The worker was wearing a fall protection harness but was not connected to a lifeline. No other form of fall protection was in place, exposing the worker to a fall risk of about 6.7 m (22 ft.). WorkSafeBC issued a stop-work order. The firm failed to ensure fall protection was used, a high-risk violation, and failed to have a written fall protection plan in place. These were both repeated violations. The firm also failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety, a high-risk violation.

**Infinity Roofing Ltd. | \$4,010.39 | Victoria | October 26, 2023**

This firm's worksite was a two-storey commercial building. WorkSafeBC observed a worker outside the established control zone, leaning over the unguarded edge to lower supplies to the ground. No other form of 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.

**Jagpal Development Ltd. | \$2,500 | Port Coquitlam | September 14, 2023**

This firm was the prime contractor for the construction of an apartment building. WorkSafeBC inspected the site and observed a worker on an unguarded fourth-level balcony. No other fall protection was in place, exposing the worker to a fall risk of about 6.1 m (20 ft.). WorkSafeBC observed additional deficiencies, including a stairway that lacked a handrail, work areas without guardrails, and a damaged ladder. A stop-work order was issued. The firm failed to ensure stairs had handrails and elevated work areas had guards or guardrails, and failed to ensure regular workplace inspections were made to prevent the development of unsafe working conditions. In addition, the firm failed to ensure fall protection was used, a high-risk violation. Furthermore, as prime contractor of a multiple-employer workplace, the firm failed to ensure workplace health and safety activities were coordinated and to establish and maintain a system of regulatory compliance.

**Jaz Roofing Ltd. | \$2,500 | Chilliwack | January 10, 2024**

This firm was roofing a two-storey house. WorkSafeBC inspected the site and observed a worker, a representative of the firm, on the 4:12 sloped roof. The worker was wearing a fall protection harness but was not connected to a lifeline. No other form of fall protection was in place, exposing the worker to a fall risk of about 6.1 m (20 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

**Josh Bola / Bola Contracting | \$5,000 | Langford | October 4, 2023**

This firm was conducting asbestos abatement at a house. WorkSafeBC inspected the worksite and observed health and safety deficiencies. The firm failed to provide and maintain an effective decontamination facility, and failed to ensure that its procedures for handling asbestos were acceptable to WorkSafeBC, both repeated violations. The firm also failed to prevent the spread of asbestos dust and debris to other work areas, and to ventilate the containment to ensure air flowed only from clean outside areas into the contaminated area. These were all high-risk violations.

**Josh Bola / Bola Contracting | \$10,000 | Victoria | January 3, 2024**

This firm was conducting pre-demolition asbestos abatement at a house. WorkSafeBC inspected the site and observed multiple deficiencies in the firm's containment, decontamination, and waste disposal practices. The firm failed to provide and maintain a containment and decontamination facility, to ventilate a containment to ensure there is an inward airflow through the decontamination facility, and to ensure workers within a designated work area wore respirators. The firm also failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were repeated violations. In addition, the firm failed to dispose of containers of asbestos waste promptly to prevent the accumulation of large amounts of asbestos waste. These were all high-risk violations.

**JV Roofing Limited | \$20,000 | Lake Country | November 30, 2023**

This firm was performing torch-on roofing services for a two-storey house under construction. WorkSafeBC inspected the worksite and observed two workers at the leading edge of a flat roof. The workers were wearing fall protection harnesses but were not connected to lifelines. No other form of fall protection was in place, exposing the workers to a fall risk of 4.1 m (13.5 ft.). WorkSafeBC issued a stop-work order. 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.

## Penalties (continued)

### **Legends Contracting Ltd. | \$13,000 | Delta | October 4, 2023**

WorkSafeBC inspected a residential worksite where this firm was conducting asbestos abatement and observed multiple deficiencies with the firm's work practices. A stop-work order was issued for the site and a stop-operations order was issued for the firm. The firm failed to take the necessary precautions to protect workers before allowing work that would disturb asbestos-containing materials (ACMs), and to prevent the spread of asbestos dust and debris to other work areas. The firm also failed to assess the effectiveness of HEPA filters, to cover work surfaces to help control the spread of ACMs, and to ensure all asbestos waste was placed into sealed, labelled containers. These were all repeated violations. The firm also failed to ensure that, before starting work with ACMs, the immediate work area was cleared, and that all openings are adequately secured. The firm also failed to ventilate the containment to ensure inward airflow through the decontamination facility, and failed to effectively wet ACMs before and during work. These were all high-risk violations.

### **Lions Art Roofing Ltd. | \$2,500 | Tobiano | November 8, 2023**

This firm was working on a house construction. WorkSafeBC inspected the site and observed three workers, one of whom was a supervisor, on the 4:12 sloped roof. No fall protection was in place, exposing the workers to a fall risk of about 6.7 m (22 ft.). The firm failed to ensure fall protection was used, a high-risk violation. The firm also failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were both repeated violations.

### **Little Rock Drilling & Blasting Ltd. | \$15,686.71 | Langford | October 26, 2023**

This firm was conducting blasting operations as part of preparing a site for a business park. WorkSafeBC inspected the site in response to a blasting incident where uncontrolled fly material landed near workers and struck a building. WorkSafeBC also determined there had been a previous blasting incident where fly material hit and damaged a weigh station and pails of flammable liquids. Neither incident was reported to WorkSafeBC as required. The firm failed to ensure that all activities of a blasting operation were planned and conducted in a manner consistent with recognized safe blasting practices and regulatory requirements, a high-risk violation. The firm also failed to ensure blasting incidents were reported immediately to WorkSafeBC, a repeated violation.

### **Manpreet Framing Ltd. | \$2,500 | Vancouver | October 4, 2023**

This firm was framing a three-storey house. WorkSafeBC observed two workers at the edge of the third floor, framing the roof. No guardrails or other form of fall protection was in place. This exposed the workers, one of whom was a representative of the firm, to a fall risk of about 7.6 m (25 ft.). The firm failed to ensure fall protection was used, a high-risk violation. The firm also failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were both repeated violations.

### **Nareg Homes Ltd. | \$2,500 | Abbotsford | October 18, 2023**

This firm was working on a new house construction. WorkSafeBC inspected the site and observed an excavation adjacent to neighbouring property fences. Foam sheets used to support the sides of the excavation had been removed on two sides, and the other two sides had not been backfilled as required by written instructions. Two workers from another firm were observed in the excavation. WorkSafeBC issued a stop-work order. The firm failed to ensure excavation work was done according to the written instructions of a qualified registered professional, a repeated and high-risk violation.

### **NOG Contracting Ltd. | \$2,500 | Richmond | November 8, 2023**

This firm was conducting pre-demolition asbestos abatement at a duplex. WorkSafeBC inspected the site and issued a stop-work order after observing multiple health and safety deficiencies. The firm failed to ensure its containment was ventilated, that all openings were secured to prevent the release of asbestos fibre into other work areas, and that asbestos waste and other contaminated materials were placed into sealed and labelled containers. The firm also failed to ensure work surfaces were covered with sheeting to prevent the spread of asbestos-containing materials (ACMs), to prevent the spread of asbestos dust and debris into other work areas, and to effectively wet ACMs. In addition, the firm failed to ensure protective clothing contaminated with asbestos was cleaned according to accepted practices, and that torn or damaged clothing was repaired or replaced. Furthermore, 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.

### **Northern Concrete Cutting Ltd. | \$2,500 | Taylor | November 15, 2023**

This firm was working on a highway construction project. WorkSafeBC inspected the site and observed a worker cutting asphalt without any respiratory protection. WorkSafeBC also determined that the firm's exposure control plan for respirable crystalline silica (RCS) had been created for another worksite and did not include a risk assessment for the work being done at the current worksite. The firm failed to ensure its exposure control plan for RCS included the required elements, and failed to ensure respirators were used if workers were exposed to air contaminants exceeding the exposure limit. These were both repeated and high-risk violations.

**PCA Pacific Construction Inc. | \$5,000 | Langley | November 1, 2023**

This firm was working on the construction of a multi-family residential complex. On two occasions, WorkSafeBC inspected the site and observed mobile equipment in close proximity to high-voltage power lines. A stop-work order was issued for work near power lines. WorkSafeBC subsequently observed a concrete pumper truck in use under the power lines. The firm failed to comply with a WorkSafeBC order.

**Penta Done Construction Ltd. | \$20,000 | Burnaby | December 20, 2023**

This firm had conducted asbestos abatement at a house slated for demolition and was dismantling the containment. WorkSafeBC inspected the site and determined the firm had not conducted daily air monitoring while abatement work was underway. In addition, no air clearance report was available on site, and the report the firm provided later proved to have been falsified. The firm failed to conduct air sampling at least daily during abatement work, and to ensure clearance air sampling was conducted prior to dismantling its containment, both high-risk violations. The firm also knowingly provided a WorkSafeBC officer with false information. These were all repeated violations.

**Phatte Chuk Framing Ltd. | \$5,000 | Surrey | December 6, 2023**

This firm's worksite was a two-storey house under construction. WorkSafeBC inspected the site and observed two workers, one of whom was a representative of the firm, at the leading edge of the sloped roof. No form of fall protection was in place, exposing the workers to a fall risk greater than 6.4 m (21 ft.). The firm failed to ensure fall protection was used. 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 and high-risk violations.

**Proline Roofing Ltd. / Proline Gutters | \$27,019.20 | Victoria | January 10, 2024**

WorkSafeBC inspected a worksite where this firm was replacing a building's gutters and observed a worker on a work platform on a ladder-jack system. No form of fall protection was in place, exposing the worker to a fall risk of about 5.8 m (19 ft.). 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.

**Quick Asbestos Environmental Ltd. | \$10,000 | Surrey | November 30, 2023**

This firm was conducting asbestos abatement at a house. WorkSafeBC inspected the worksite and observed that the flaps of the decontamination facility did not overlap as required to form an airlock in the case of a loss of negative air during abatement. This firm failed to prevent the spread of asbestos dust and debris to other work areas, a repeated and high-risk violation.

**Rai Star Custom Homes Ltd. | \$5,000 | Vancouver | December 20, 2023**

This firm was framing a two-storey house. WorkSafeBC inspected the site and observed a worker standing on top of a second-storey exterior wall without the use of fall protection. A second worker, a supervisor, was observed on a roof truss near the edge of the 7:12 sloped roof wearing a fall protection harness but not connected to a lifeline. No other form of fall protection was in place, exposing the workers to a fall risk of up to 7.9 m (26 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.

**Royal Touch Homes Ltd. | \$2,500 | Surrey | December 6, 2023**

This firm was framing a two-storey house. WorkSafeBC inspected the worksite and observed three workers on the 6:12 sloped roof installing trusses. 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 6.7 m (22 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

**Ruskin Construction Ltd. | \$60,849.07 | Prince George | December 20, 2023**

WorkSafeBC inspected this firm's bridge construction site in response to an incident. As a crane truck was exiting the bridge, the truck struck and injured a worker. WorkSafeBC determined that there were no designated walkways or safe work areas separating pedestrians and mobile equipment, and no speed limits or safe work procedures had been put in place to ensure worker safety. The firm failed to ensure it had effective means to protect pedestrians proceeding through hazardous areas with mobile equipment. This was a repeated violation.

## Penalties (continued)

### **Sandher Roofing Ltd. | \$2,917.94 | Kelowna | December 6, 2023**

This firm was repairing the roof of a two-storey duplex. WorkSafeBC inspected the worksite and observed two workers on the 4:12 sloped roof. The workers were wearing fall protection harnesses but were not connected to lifelines. No other form of fall protection was in place, exposing the workers to a fall risk of up to 6.7 m (22 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

### **Sidhu Roofing Ltd. | \$2,500 | Coquitlam | December 13, 2023**

This firm was working on the construction of a two-storey house. WorkSafeBC inspected the site and observed three workers, one of whom was a representative of the firm, installing shingles on the 4:12 sloped roof. No form of fall protection was in place, exposing the workers to a fall risk of about 7.6 m (25 ft.). The firm failed to ensure fall protection was used, and failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety, both high-risk violations. In addition, the firm failed to have a written fall protection plan in place. These were all repeated violations.

### **SL Enterprizes Ltd. | \$18,450.06 | Taylor / Dawson Creek | December 13, 2023**

WorkSafeBC inspected two public roadway worksites where this firm was conducting traffic control and observed multiple safety deficiencies at each site. The firm failed to ensure that traffic control persons (TCPs) were not positioned open to traffic flow or used to control traffic when speed limits were greater than 70 km/h, a high-risk violation. The firm also failed to ensure a risk assessment was completed by a qualified person and to develop a written traffic control plan. In addition, the firm failed to use effective means to eliminate or minimize the risk of worker exposure to traffic, to ensure a TCP was on duty at the assigned station, and to ensure traffic control equipment and procedures met regulatory requirements. These were all repeated violations. Furthermore, the firm failed to ensure the health and safety of its workers and other workers present at its worksite.

### **SPS Roofing Ltd. | \$2,500 | Surrey | January 3, 2024**

This firm was installing cladding to the exterior of a two-storey commercial building. WorkSafeBC inspected the site and observed two workers, one of whom was a representative of the firm, performing siding activities from a scaffold that lacked guardrails. No other form of fall protection was in place, exposing the workers to a fall risk greater than 6.4 m (21 ft.). This 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.

### **SR Standard Construction Group Ltd. | \$2,500 | Burnaby | September 5, 2023**

This firm was doing drywall work at a multi-storey residential building construction. WorkSafeBC inspected the site and observed multiple health and safety issues. A stop-work order was issued for all work above level five of the building. During a follow-up inspection, WorkSafeBC determined this firm's workers had conducted work above level five, in violation of the stop-work order. The firm failed to comply with a WorkSafeBC order.

### **SS Excavating Ltd. / ERS | \$2,500 | Surrey | November 15, 2023**

This firm was contracted to demolish several houses following asbestos abatement. WorkSafeBC inspected the site and observed that the firm's excavator had been parked with its bucket on the roof of a building undergoing active asbestos abatement, and the bucket had breached the roof of the building. There were also additional breaches in the containment for the building. WorkSafeBC issued a stop-work order. The firm failed to ensure that it did not carry out any demolition work that could disturb hazardous materials before the hazardous materials were safely contained or removed. This was a high-risk violation.

### **Stephen Klinaftakis / Platinum Roofing and General Contracting | \$2,500 | Abbotsford | November 8, 2023**

This firm was re-roofing two adjacent houses. WorkSafeBC inspected the site and observed workers on the 4:12 sloped roofs of each house. No fall protection was in place, exposing the workers, one of whom was a representative of the firm, to a fall risk of about 4.9 m (16 ft.). The firm failed to ensure fall protection was used, a high-risk violation.

### **Sun Light Roofing & Siding Limited | \$5,000 | Richmond | December 6, 2023**

This firm's worksite was a house under construction. WorkSafeBC inspected the site and observed two workers, one of whom was a representative of the firm, at the edge of a 5:12 sloped hip 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 high-risk violation. The firm also failed to provide its workers with the information, instruction, training, and supervision necessary for their health and safety. These were both repeated violations.

**S. Young Enterprises Ltd. | \$12,902.39 | Mackenzie | November 15, 2023**

This firm was working on an addition to a commercial building. WorkSafeBC inspected the site and observed a worker on the roof trusses with no form of fall protection in place. This exposed the worker, who was in the line of sight of a representative of the firm, to a fall risk of about 4.9 m (16 ft.). The firm failed to ensure fall protection was used, a high-risk violation. The firm also failed to keep up-to-date written procedures for providing first aid at the worksite, a repeated violation.

**TJL Construction Ltd. | \$10,000 | Surrey | January 3, 2024**

This firm's worksite was a three-storey house under construction. WorkSafeBC inspected the site and observed a worker walking along the leading edge of a lower roof. No form of fall protection was in place, exposing the worker to a fall risk of 4.1 m (13.5 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 for the workplace. The firm also failed to provide its workers with the information, instruction, training, and supervision necessary for their health and safety. These were all repeated violations.

**True Blue Construction Ltd. | \$7,250.66 | Richmond | November 15, 2023**

This firm was framing a two-storey house. WorkSafeBC inspected the site and observed a worker at the edge of the second floor. No form of fall protection was in place, exposing the worker to a fall risk of 3.5 m (11.5 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.

**Van Isle Hazmat Inc. | \$20,109 | Victoria | November 30, 2023**

WorkSafeBC inspected a residential worksite where this firm was removing exterior stucco, an asbestos-containing material (ACM). Two workers were observed outside the residence cutting the stucco with a grinder, which caused dust to spread. Neither worker had respiratory protection appropriate for the work, and one of the workers had inadequate protective clothing. WorkSafeBC issued a stop-work order. The firm failed to use acceptable procedures for controlling asbestos, and failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were both repeated violations. The firm also failed to ensure workers in designated work areas wore adequate protective clothing and respirators, and failed to ensure procedures for handling ACMs prevented or minimized the release of airborne asbestos fibres. These were all high-risk violations.

**Van Isle Hazmat Inc. | \$5,027.25 | Victoria | December 14, 2023**

This firm had conducted a hazardous materials survey at a ship undergoing a renovation. WorkSafeBC determined the firm had not sampled for lead, a hazardous substance common in older ships. The firm failed to ensure it included representative samples when identifying hazardous materials, and failed to ensure its exposure assessment was conducted using acceptable methods. These were both high-risk violations. The firm also failed to ensure the health and safety of all workers present at its worksite.

**West Star Roofing Ltd. | \$2,500 | Langley | October 26, 2023**

This firm was conducting roofing activities for a two-storey house under construction. WorkSafeBC inspected the site and observed two workers on the sloped roof next to the leading edge. No form of fall protection was in place, exposing the workers to a fall risk greater than 3.4 m (11 ft.). WorkSafeBC issued a stop-work order. The firm failed to ensure fall protection was used, a repeated and high-risk violation.

**West-Struct Contracting Ltd. | \$10,000 | Chilliwack | November 15, 2023**

This firm was framing a house. WorkSafeBC inspected the worksite and observed a worker on a 4:12 sloped section of roof. No form of fall protection was being used, exposing the worker to a fall risk of greater than 4 m (13 ft.). WorkSafeBC also determined another worker was working on the house's second floor, which had openings that lacked guardrails. The firm failed to ensure fall protection was used, a high-risk violation. The firm also failed to ensure raised areas accessible to workers had guardrails. These were both repeated violations.

**Woodtech Kitchen Cabinets Ltd. | \$10,000 | Surrey | December 6, 2023**

WorkSafeBC inspected this firm's worksite and observed two workers operating an edge bander while the bander door was open. WorkSafeBC determined the bander's interlock safety device had been disabled. The firm failed to ensure that safeguards were not intentionally removed, impaired, or rendered ineffective. This was a repeated and high-risk violation.

## Manufacturing

### **BC Box Mfg. Ltd. | \$4,148.62 | Surrey | November 30, 2023**

WorkSafeBC inspected this firm's worksite and issued a stop-use order after observing a pallet rack with damaged bracing. During a follow-up inspection, WorkSafeBC determined the pallet rack had been put back into service, in violation of the stop-use order. The firm failed to comply with WorkSafeBC orders.

### **Canadian Jerky Company Ltd. | \$27,316.28 | Surrey | November 30, 2023**

WorkSafeBC conducted a follow-up inspection of this firm's manufacturing facility after a worker had been injured while operating a meat grinder. It was determined that the running screw conveyor in the grinder did not have a safeguard in place. In addition, WorkSafeBC observed other pieces of machinery, including an auger hopper, that also lacked safeguards. The firm failed to ensure that machinery was equipped with adequate safeguards, a repeated violation. The firm also failed to ensure that moving parts of screw-type conveyors were guarded from contact, and equipment used for normal production work was effectively safeguarded or locked out. These were all high-risk violations.

### **Convertus Canada Ltd. / Orgaworld | \$20,752.70 | Surrey | December 27, 2023**

This firm operates a biogas production facility. WorkSafeBC attended the site in response to an incident where a door on an anaerobic digester failed, resulting in the release of biogas. WorkSafeBC determined that drainage piping had not been completely cleaned after a previous failure incident, and a tee fitting near the digester door was found to be plugged with sulfur deposits. In addition, the water level control was ineffective and had been installed incorrectly, and a warning siren was not functioning. WorkSafeBC issued a stop-use order for the digester. The firm failed to ensure that its equipment was capable of safely performing its functions, a repeated violation. The firm also failed to ensure the health and safety of all workers at its workplace. These were both high-risk violations.

### **P & O Kitchen Cabinets Ltd. | \$3,641.84 | Burnaby | January 3, 2024**

WorkSafeBC inspected this firm's cabinet manufacturing facility and observed multiple health and safety deficiencies. The firm failed to ensure energy isolating devices were secured in accordance with procedures made available to all workers, to ensure compressed air was not used for blowing wood dust from workers' clothing or from equipment if workers could be exposed to the jet, and to ensure spills and waste material were not allowed to accumulate. These were repeated and high-risk violations. The firm also failed to ensure its equipment was fitted with adequate safeguards, to ensure sources of ignition were eliminated or controlled near combustible liquids used as fuel, and to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety, all high-risk violations. In addition, the firm failed to ensure a suitable cover or barrier was provided for workers working near uninsulated and energized parts, and failed to ensure its ventilation system for controlling airborne contaminants was maintained using established engineering principles, both repeated violations.

### **Pro-Fit Structures (2007) Ltd. | \$12,953.58 | Surrey | December 13, 2023**

This firm was working on the construction of a two-storey commercial building. WorkSafeBC inspected the site and observed a worker, who was a representative of the firm, operating an elevated work platform at a height of 4.9 m (16 ft.). A second worker was observed working at the leading edge of the roof at a height of 5.5 m (18 ft.). No form of fall protection was in use for either worker. 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.

## Primary Resources

### **Clayburn Nursery Ltd. | \$1,514.21 | Chilliwack | November 8, 2023**

This firm operates a greenhouse facility. WorkSafeBC inspected the site and observed three ladders in use with various deficiencies, including missing feet, bent spreader bar and shelf, split rails and steps, and legs that had been cut short. The firm failed to ensure ladders met acceptable standards, a repeated violation.

### **Clayburn Nursery Ltd. | \$3,028.41 | Chilliwack | January 10, 2024**

WorkSafeBC inspected this firm's worksite and issued a stop-use order for a rotary tiller that had a broken guard on the power take-off (PTO). During a follow-up inspection, WorkSafeBC observed that the tiller had been used in violation of the stop-use order. The firm failed to comply with a WorkSafeBC order.

**Crescent Bay Construction Ltd. | \$8,995.26 | Beaton | November 30, 2023**

This firm was working on a bridge deck replacement. WorkSafeBC inspected the site and observed two workers on the bridge deck, preparing sections of the bridge for removal. No fall protection was in place, exposing the workers to a fall risk greater than 7.6 m (25 ft.). WorkSafeBC issued a stop-work order. The firm failed to ensure fall protection was used, a high-risk violation.

**R & J Roadbuilding Ltd. | \$15,548.66 | Jackson Bay | October 11, 2023**

This firm was working on the construction of a logging road. During a blasting operation, a worker was struck by a piece of fly rock, sustaining serious injuries. WorkSafeBC's investigation determined that the firm's work procedures had not been followed for ensuring workers were in a safe position during blasting or for giving an audible signal before the blast. In addition, inadequate supervision at the site had allowed unsafe conditions to develop. The firm failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. This was a high-risk violation.

**Sandeep Singh Hothi & Balraj Hothi | \$2,500 | Kelowna | November 22, 2023**

This firm operates commercial tree fruit orchards. WorkSafeBC inspected one of the orchards and observed a worker operating a tractor without the rollover protective structure (ROPS) in the raised position. The worker was also observed not using a seatbelt. The firm failed to ensure mobile equipment were used with ROPS, and failed to ensure riders of mobile equipment used seatbelts. These were both repeated and high-risk violations.

## Public Sector

**Provincial Government | \$710,488.79 | Wonowon | October 26, 2023**

This employer was the owner of a worksite where tree falling and other wildfire fuel reduction activities were taking place. WorkSafeBC inspected the worksite and observed evidence of unsafe falling cuts, including stumps with insufficient holding wood. WorkSafeBC also determined that the employer did not verify faller certification and did not actively monitor work, as required by its falling safety program. As owner of a forestry operation, the employer failed to ensure all activities were both planned and conducted in a manner consistent with regulatory requirements and with safe work practices acceptable to WorkSafeBC.

## Service Sector

**Ash Food Services Ltd. | \$5,000 | Surrey | December 27, 2023**

This firm operates a food production facility. WorkSafeBC made several attempts to inspect the worksite and was denied access by a representative of the firm. The representative also stated that no workers were on site, which was contrary to what was observed by the WorkSafeBC officer and reported earlier by a worker. The firm failed to provide accurate information required by a WorkSafeBC officer.

**Clearwater Seasonal Services Inc. | \$2,500 | Nelson | November 1, 2023**

This firm was removing moss from the roof of a two-storey building. WorkSafeBC inspected the worksite and determined two workers had been on the sloped roof without any form of fall protection in place. This exposed the workers to a fall risk of about 6.1 m (20 ft.). The firm failed to ensure fall protection was used. The firm also failed to ensure workers were instructed in the fall protection system for the area and the procedures to be followed before allowing workers into an area where a fall risk exists. These were both high-risk violations.

**Fabriclean Laundry & Uniforms Ltd. | \$5,477.25 | Kamloops | November 8, 2023**

This firm operates a commercial and industrial laundry facility. WorkSafeBC inspected the worksite and determined there were 27 workers regularly employed but no joint health and safety committee was operating. The firm failed to ensure it established and maintained a joint committee in a workplace with 20 or more workers, a repeated violation.

**Pace Realty Corporation | \$5,497.18 | Mackenzie | October 4, 2023**

This firm was re-roofing a two-storey residential complex. WorkSafeBC inspected the worksite and observed a worker leaning over the edge of the roof, installing shingles. No form of fall protection was in place, exposing the worker to a fall risk up to 6.1 m (20 ft.). WorkSafeBC issued a stop-work order. The firm failed to ensure fall protection was used, a high-risk violation.

## Transportation & Warehousing

### **6271392 Manitoba Ltd. / Tec Truck 2011 | \$1,633.40 | Prince George | November 1, 2023**

WorkSafeBC inspected this firm's warehouse and observed multiple health and safety violations. As prime contractor of a multiple-employer workplace, the firm failed to establish and maintain a system of regulatory compliance, and failed to ensure regular inspections were made to prevent the development of unsafe working conditions. The firm also failed to assess the risk of musculoskeletal injuries to workers, and failed to provide its 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 keep records of all orientation and training provided, and to keep up-to-date written procedures for providing first aid in the worksite. Furthermore, the firm failed to arrange the work area to allow the safe movement of people, equipment, and materials, and failed to ensure its joint committee met regularly.

### **Cryopeak LNG Solutions Corporation / AAAP/ IJT | \$12,066.04 | Fort Nelson | December 13, 2023**

WorkSafeBC inspected this firm's worksite and observed several health and safety deficiencies. The firm failed to ensure machinery and equipment were fitted with adequate safeguards to protect workers from contact with hazardous power transmission parts, a high-risk violation. The firm also failed to implement all components of an effective noise control and hearing conservation program, and failed to maintain up-to-date written first aid procedures. In addition, the firm failed to ensure compressed gas cylinders were kept upright and secured to prevent falling during storage. These were all repeated violations.



# Help prevent noise-induced hearing loss

Exposure to sounds louder than 85 decibels (85 dBA) can cause permanent hearing loss.

Reduce the noise levels, wear appropriate hearing protection while working, and have your hearing tested annually.

Below are average measured noise levels in decibels for some trades. All exceed the safe level.

Trades	L <sub>eq</sub> dBA
Plumber	90
Elevator installer	96
Rebar worker	95
Carpenter	90
Concrete form finisher	93
Dry wall installer	90
Steel stud installer	96
Labourer (road construction)	86
Labourer (shovel hardcore)	94
Labourers (concrete pour)	97
Hoist operator	100
Labourers (drains and roughing concrete)	100



For hearing loss prevention resources visit [worksafebc.com/hearing-loss-prevention](https://worksafebc.com/hearing-loss-prevention)

**WORK SAFE BC**

The BCIT logo is positioned in the top right corner of the page. It consists of the letters "BCIT" in a bold, blue, sans-serif font, with a registered trademark symbol (®) to its upper right. The logo is set against a white rectangular background. The overall background of the page is a photograph of an industrial warehouse or factory floor, filled with large rolls of metal sheet piling. Two workers in safety gear are visible in the distance, and the ceiling features a complex network of steel beams and overhead cranes.

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