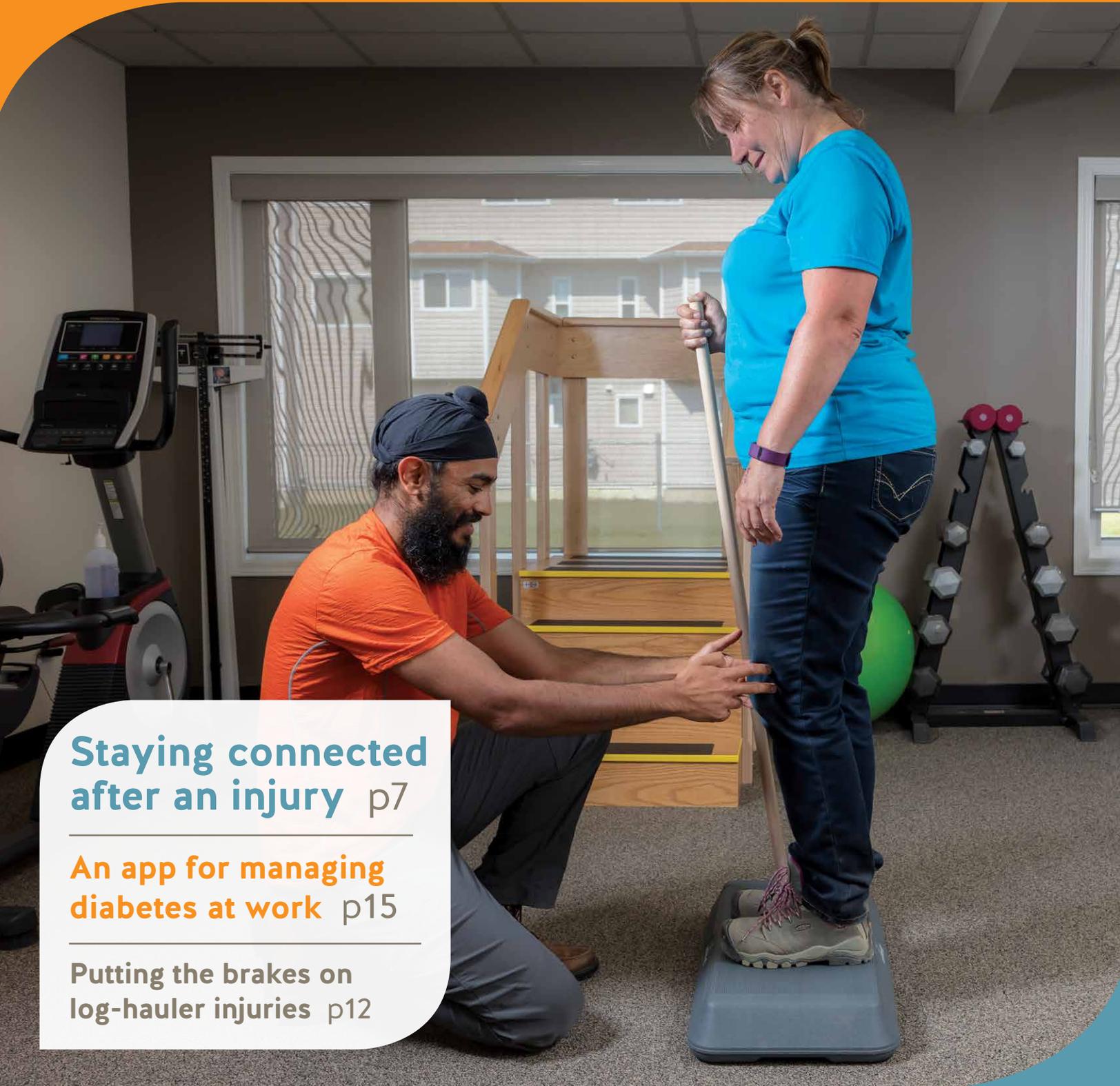


# WorkSafe

Tools for building safer workplaces | worksafemagazine.com | July / August 2019



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after an injury** p7

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A worrisome welding station.

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Answer key and winner of the last “What’s wrong with this photo?” contest.

On the front cover: Physiotherapist Hardeep Kandola demonstrates a checkup with Conifex’s Marla Nicol.

## Staying connected: on the road to recovery

Connections to our workplace help support more positive and productive work environments. That connection is even more important if you are injured.

In this month's edition, we look a wide range of industries taking a connected approach to their health and safety. With a stubbornly high injury rate, log-haulers use a mantra to stay connected to the road, the load, and the truck (page 13); our summer edition also looks at the ways workers stay engaged while at their place of work and during their recovery from an injury.

Our cover story explores a successful recover-at-work program that is the talk of the town (page 8) and reviews emerging research into reducing missed work days from chronic illness, helping connect workers to their self-care — there could be an app for that (page 15). We also check in with the commercial fishing industry to discuss personal flotation devices, when to put them on, and how to maintain a safety mindset (page 18).

Being proactive about health and safety is your chance to innovate, set long-term goals, and provide the platform for better productivity and a positive work environment. What are your plans for staying connected at work?



**Terence Little**  
Editor-in-chief

# WorkSafe

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**Jesse Marchand**

Jesse is the managing editor of *WorkSafe Magazine* and has been working in publishing and journalism since 2002. She writes the cover story on a recovery-at-work program that's changing lives (page 7).



**Gord Woodward**

Gord has run his own communications and business-consulting firm for 24 years. He covers "Ask an officer" (right) and the log-hauling industry in our "Safety spotlight" (page 12).



**Gail Johnson**

Gail has been working as a journalist since 1996. Passionate about health and fitness, she teaches group-fitness classes as a hobby. She brings us our "Work science" story on diabetes management and prevention (page 15).



**Sarah Ripplinger**

Sarah is a marketer, writer, editor and journalist who works out of Vancouver B.C. In this issue she interviews fishermen about PFDs (page 18).

# Reducing risk for lone retail workers late at night



**Cheryl Dulay**  
Occupational safety officer

**Region:** Surrey  
**Years on the job:** 7.5

This month we talk with occupational safety officer Cheryl Dulay about protecting retail workers from the hazards of working alone late at night.

### Q. What qualifies as late-night retail?

**A.** Late night is between 11 p.m. and 6 a.m. This applies to businesses such as gas stations and other retail fuelling operations, and convenience stores or other retail stores where goods are sold directly to consumers. In these circumstances, anyone working alone must be at least 19 years of age.

### Q. What are the key risks for people who work alone late at night?

**A.** The big one is assault. Workplace violence is one of the top 10 costs when it comes to worker's compensation for retail workers in B.C. Other risks for them include dealing with shoplifters, abusive and difficult customers, and unwelcome members of the public. All of these put the worker at risk of the use of force, threatening statements, or behaviours that can lead to violence. Even if there's not a physical confrontation, an incident can be emotionally traumatic for the worker.

### Q. What safety measures do I need to use to protect my retail staff late at night?

**A.** Section 4.22.1 of the Occupational Health and Safety Regulation includes specific requirements when you have a lone worker. You need to identify hazards and assess the risks, then eliminate or minimize them. For example, locking down the store and having a barrier such as a transaction window can prevent physical contact. You also need a written check-in, check-out process for checking on the worker's well-being. It can be as simple as a person calling in or out at regular intervals but it has to explain what steps will be taken if the worker can't be contacted.

You also need a written procedure for handling money, and a time-lock safe that can't be opened during late-night hours. You need to have video surveillance. After completing a risk assessment, the owner can determine how long the recording has to be kept before it can be erased.

If you don't have any physical barriers, your store is very high risk so you need to have a violence prevention program based on risk assessment.

Be sure to train your workers in late-night safety procedures and give them refresher training. Just because something hasn't happened in a year or two doesn't mean it won't happen again. What if there's a medical emergency for the lone worker? Equip them with a personal emergency transmitter.

**Q. You do a lot of inspections. What are some tips you can offer based on what you've seen?**

**A.** As much as possible, try to have a barrier. It's possible to have a fully functional convenience store with a fully enclosed barrier. Keep minimal cash in your float and don't display a lot of lottery tickets. Ensure there's good visibility into and out of the premises — we've had employers take posters off windows because they block sightlines. You need prominent signage that says there's a time-lock safe and video surveillance. Limit access inside the premises by locking the washroom and video equipment room. And test your emergency response system as best you can, so you have a good idea of the response time.

**Q. What safety measures are commonly overlooked?**

**A.** There needs to be a security audit and it has to be repeated every two years. You need to bring in an independent qualified person to audit all your procedures. And all of your written safety procedures need to be reviewed at least annually.

You should review them more often if they are not effective or if your operation has changed.

**Q. What should I emphasize when training my staff?**

**A.** They need to know everything that's covered in the store's security audit report. When I inspect premises, I ask the worker questions such as "How would you report an incident?," "What is your emergency report system?," and "How would you be able to identify an escalating aggressive incident?". The training you provide needs to cover these questions and anything else in the audit.

**Q. My shift sometimes includes working alone late at night. What can I do to help ensure my safety?**

**A.** Most importantly, if there's a robbery or shoplifting, don't put yourself at risk. When dealing with customers, look for changes in their demeanour. Are they raising their voice? Watch their body language, too. Make eye contact with all customers and give each a friendly greeting. Keep a casual eye on anyone who appears to be loitering but don't stare at them or confront them; offer assistance.

You should also keep emergency phone numbers handy. Don't leave back doors open and unattended. Don't take out garbage at night if the bins are in a secluded area.

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

**A.** Visit [worksafebc.com](http://worksafebc.com) and search "retail & wholesale." We've got free downloadable resources you can use for information and training.

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

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On the cover



Marla Nicol, safety coordinator at Conifex, shows Kymm Ducharme, key account performance consultant at WorkSafeBC, the view from Conifex's Mackenzie location.

# Staying connected after an injury

By Jesse Marchand

When people were stopping them in the local coffee shop to talk about Conifex's recover-at-work program and new dedicated physiotherapist — the Conifex team knew they were onto something good.

When workers are disconnected from the workplace because of an injury, they experience much more than just lost work hours. Keeping those injured workers connected to their life and livelihood is at the root of successful recover-at-work and direct-access-to physiotherapy (DAP) programs at Conifex sawmill.

“Our recover-at-work program ensures that anyone who is ill or injured in our workplace — or even out of the workplace — has the proper tools to either recover or maintain their roles. And, if they need to be off work, we support them while they're off so that they will be able to return quickly,” says Kristen Gammel, Conifex's director of people and safety.

Conifex's program covers not just workers who were injured at work, but also those who have been injured outside of work. It's unusual, notes Gammel, but it works for this small community. Many people who

work at the mill are long-time employees. “If their livelihood is affected by a physical limitation, Conifex wants to help,” she adds.

“We wanted to better support employees so they would not experience loss at work,” she adds. “Loss includes more than lost work hours. It also includes a loss of sense of self, and a loss of connection that can come with being away from your everyday life. It's so much more than just being off work.”

## Staying connected to the team

Dale Parker, a superintendent for Conifex's Mackenzie sawmill, went through the recover-at-work and DAP program recently. He was supervising work on a plug on a blowline when something went awry. In the process of troubleshooting, he found the plug was not where it was supposed to be.

“Instead of stopping and reassessing, I stuck my hand in to pull debris out of the pipe. The pipe slipped and caught my thumb in the end of the pipe and the support structure,” says Parker, a superintendent for the Conifex sawmill.

The tendons on Parker's thumb were 80 percent severed and he needed surgery. Today, he's only able to bend his thumb 70 degrees, but it's not affecting his life at work thanks to a company-wide program to not only recover at work, but recognize all injuries and physical limitations, no matter how big or how small, with no stigma attached.

Parker wore a brace for 10 weeks, then went through physiotherapy. All the while, he was able to stay connected to his team — something that was very important to the 32-year veteran of the mill.

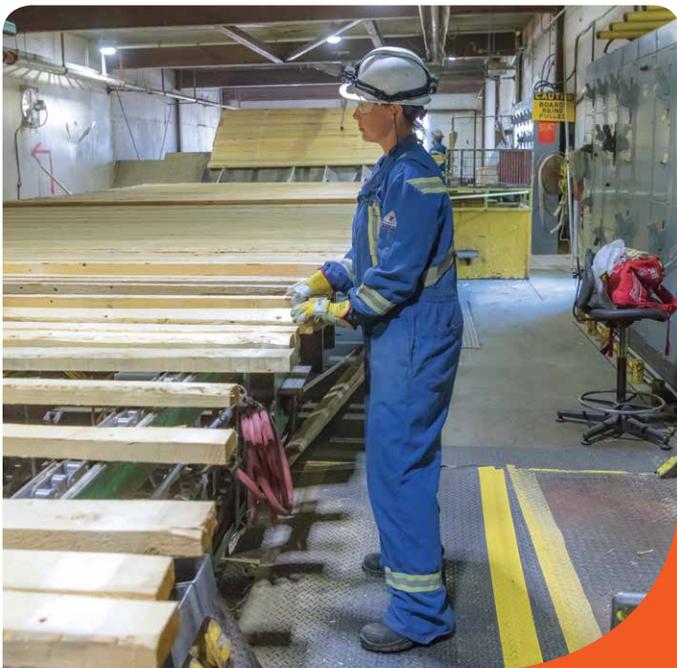
“The only time I was off was for surgery. I went back to work right after I was bandaged.”

While not all injured workers can be back at work as quickly, Parker was grateful that he wasn't pushed to the sidelines, something that had happened to him in the past with other injuries.

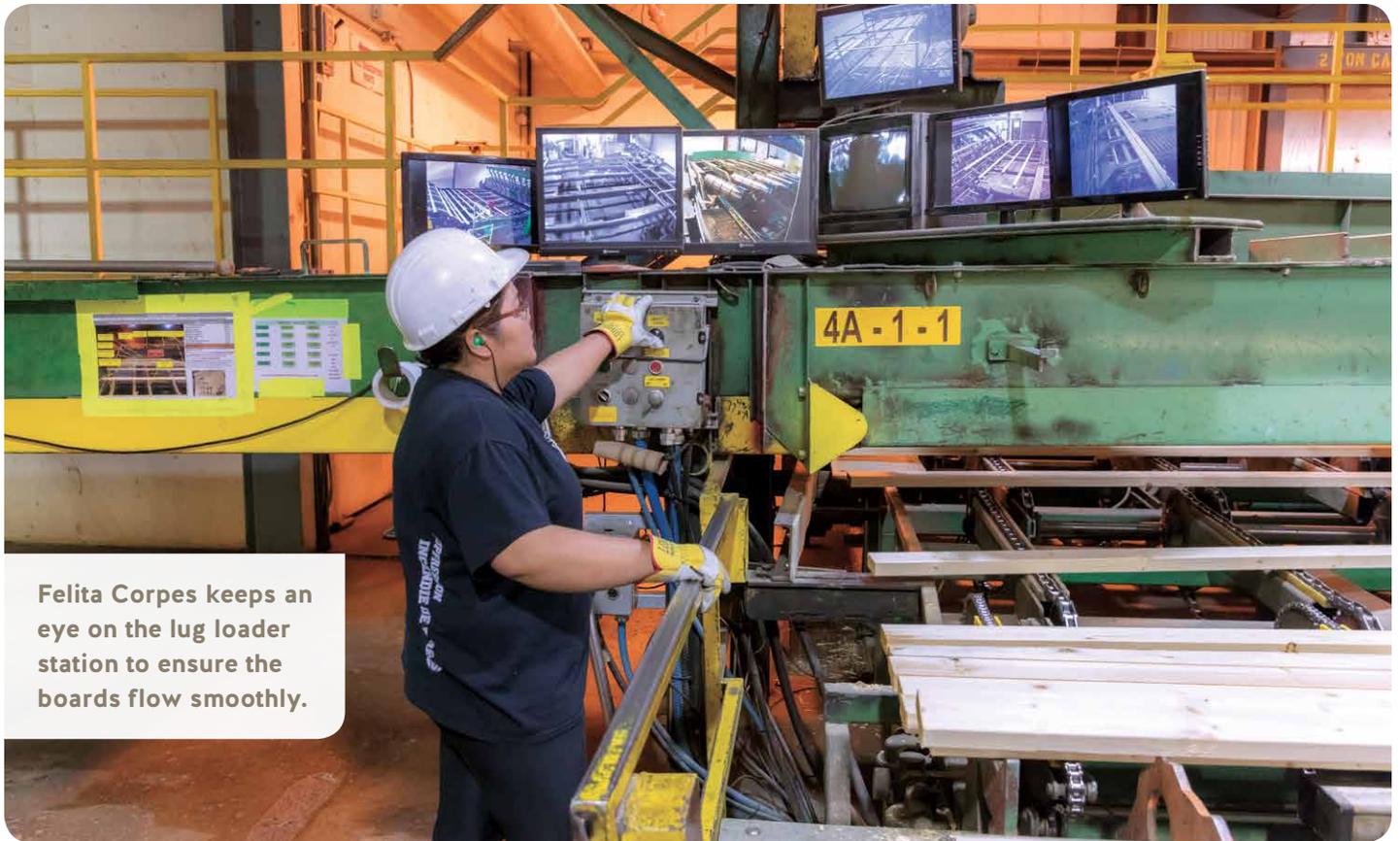
“I've sat at home with injuries. I had a shoulder separation one time and I sat at home for two weeks. I was going nuts,” he says. “Being able to stay at work and be functional was huge.”

## A physiotherapist of one's own

Part of Parker's ability to regain function in his hand was due to Conifex's program to provide direct access



Krista Bruner monitoring the planer feeder station to ensure the boards run smoothly through the planer.



Felita Corpes keeps an eye on the lug loader station to ensure the boards flow smoothly.

to physiotherapy (DAP). The DAP program puts workers in direct contact with a physiotherapist who can help them recover and make recommendations for what kind of activities they should perform or avoid.

To create a DAP program, you need a good physiotherapist. But finding one can take a little legwork. A district of only 3,500 people, Mackenzie wasn't exactly booming with physiotherapists when Gammel was trying to get the program off the ground.

Enter physiotherapist Hardeep Kandola. Born in England, he moved to Mackenzie with his wife, Anna, a kinesiologist, certified personal trainer, and registered dietitian. Anna grew up in the area and her passion for fitness and the outdoors brought her back.

With the Kandolas in town, Gammel saw an opportunity to bring expertise into the DAP program. "We knew we wanted to be able to get people in to see a physio within 24 hours, and we wanted to have someone really understand what the job tasks are in our mill."

She was able to turn Conifex into Hardeep Kandola's biggest client, and guarantee him a livelihood in the small community. To get him set up, she invited the Kandolas to visit the mill to understand the physicality

of the work and the ways in which workers were already using ergonomic factors to protect their bodies. Anna was able to complete a job-demands analysis that Hardeep could later use when assessing injuries.

"I'd never been in any sort of similar industry. I'd never been in a mill before," says Hardeep. "I was surprised by how much was going on. It was good to see what the workers generally do. For example, I had an opportunity to move some of the boards and I got to see how good the workers are at using leverage and the least force possible to move them."

Now, when a patient comes in, Hardeep has a general idea of the type of work they do and the tasks they might be doing when they return. This helps him better understand how the injury occurred, and how something similar could be avoided in the future.

### **'Recordables' are just part of the picture**

Creating recover-at-work and DAP programs was not something that happened overnight. First, Conifex had to assess its needs and create a system that both management and the union could get behind.

When Gammel came on in January of 2017, Conifex had a low injury rate but Gammel wanted to make sure that the rate wasn't because people weren't reporting minor injuries.

A low injury rate is good, but not if it comes at the expense of reporting injuries. "Recordables," as the industry calls recorded injuries, can be frowned upon. Introducing a recover-at-work program can sometimes increase these recordables.

"But that's not the most effective way to look at injury prevention and employee health," says Kymm Ducharme, a key account performance consultant in the Strategic Engagements department at WorkSafeBC. She and other WorkSafeBC departments partnered with Conifex to help develop its recover-at-work and DAP programs.

"Our experience has shown that being honest about injuries and creating a culture of caring for your workers will reduce recordables over time, as long-term time-loss claims eventually go down. There's also an effect on hiring and employee retention. When employees know you care about them and their well-being, it improves retention and employee engagement," adds Ducharme.

**"Loss includes more than lost work hours. It also includes a loss of sense of self, and a loss of connection that can come with being away from your everyday life."**

—Kristen Gammel, director of people and safety, Conifex

One of the ways that Conifex has introduced support is to introduce a limitations card that states what a worker's limitations are. They wear the cards on their person. Now, when supervisors see them performing duties they can ask to check the card and encourage the worker to not push and aggravate an injury. The program also reduces the stigma that having an injury is somehow shameful.

"You're not weak because you have limitations. You have support for those limitations," adds Ducharme.

## Tips for your return-to-work program

The Conifex team has plenty of advice for creating your own recover-at-work or direct-access-to-physiotherapy program. Here are some of their tips:

- 1 Appoint a facilitator for your program.**  
Appoint one person to be the point of contact for external medical staff, union representatives, and executives to connect with.
- 2 Create measures for your success.**  
What does success look like? To get buy-in from senior leadership, set up key performance indicators (KPIs) with your executives and report back every quarter.

- 3 Keep your union a part of the process.**  
Go to the table often during the planning process, and keep checking back about what is and isn't working.
- 4 Find a dedicated physiotherapist.**  
Find someone who can make dedicated time in their schedule and can become holistically part of the organization.
- 5 Support your front-line supervisors.**  
These are the members of your team with the daily face-to-face contact with the workers on the floor. Make sure supervisors have lots of support and are well trained in supervising modified work duties.

Changes at Conifex since introducing the program have been significant says, Ducharme. “Employees have really bought into and are promoting a culture of ‘being proactive about our health.’”

### ‘Can we have the same program?’

“Since we’ve been working with Conifex, we’ve been approached by other employers and workers asking the question ‘Can we have the same program?’” notes Ducharme.

To help with this, Conifex has partnered with the BC Forest Safety Council to help deliver training to other employers in the forestry industry. The council, in turn, is creating a committee and resources for other employers wanting to introduce a return-to-work model. Gammel has also presented to the Manufacturers Advisory Group to encourage other employers to create their own programs.

Conifex is also working with businesses in Fort St. James to partner on bringing a physiotherapist to town for that location. In the meantime, the Fort St. James location has introduced the same programs as the other locations, such as modified duties and first aid training and support. It may take a while, but the team



The team at Conifex gathers for a quick safety talk.

is hopeful they’ll match their Mackenzie program in other locations.

“Creating an effective injury management program doesn’t happen overnight. It’s not about creating a plan and putting it on a shelf, it’s about creating a new company culture,” says Ducharme. “My advice to employers wanting to create their own injury management program is to work through the hurdles. There are always hurdles you need to get through, from getting VPs and union members on board, to finding the right physiotherapist. The key is to keep working through it.” ☺

A promotional banner for the WorkSafeBC's Annual Education Conference for Community Physicians. The background is a scenic view of a lake with mountains in the distance. In the foreground, a wooden boardwalk runs along the water. A woman is walking a dog, a man is riding a bicycle, and a couple is standing and looking at the water. A white sailboat is on the lake. The text is overlaid on the image.

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After the logs are dropped down from the crane, the driver will need to secure them before driving away. Throwing ties and wrappers could be a source of injury — one the industry is trying to prevent.

# Putting the brakes on log-hauler injuries

By Gord Woodward

Log haulers have a stubbornly high injury rate. From musculoskeletal injuries from throwing wrappers to secure the logs, to slips, trips, and falls, to motor vehicle incidents, a lot can go wrong when you're hauling logs.

Safety practices for log haulers have improved significantly over the years. But the injury rate remains high — between 2014 and 2017 the average injury rate for log haulers was 5.85. That means that, on average, for every 100 people working for a full year, 5.85 are injured. By comparison, the injury rate for all industries in B.C. in the same period is 2.25.

“More volume is being hauled and we have more miles and greater distances to go than ever before,” says Trish Kohorst, transportation safety manager for the BC Forest Safety Council. “But the industry is very engaged and committed to reducing injuries, and positive progress is being made,” she adds.

Due to the high injury rate, log transportation is one of the focus areas of the WorkSafeBC High Risk Strategy on forestry. The team of officers specializing in forestry

has been working with the safety council to reach out to drivers and employers across B.C.

“Driving a log truck can be a stressful and demanding job. As a driver, you need to be alert and focused on what is happening on the road, the load, the truck, and yourself,” says Budd Phillips, manager, Prevention Field Services at WorkSafeBC.

Some of the key factors contributing to log-hauler injuries are unsafe driving, lack of road assessment, and improper loading, offloading, and securing of loads. Improper use of seat belts and three-point contact procedures, or not using them at all, are other common factors.

While regulations address each of these areas, they're just part of the solution, says Greg Munden, president of Kamloops-based Munden Ventures, which has hauled logs since 1967. Another important piece is creating a safety culture mindset — and that's the direction he's seeing the industry move toward. “There are lots of companies doing really good things,” he says.

Munden's business, for example, implemented electronic log books about four years ago. It also uses

telematics in its 14 trucks to track driving information such as revolutions per minute (RPM), speed, and harsh braking. Using the information, “we have developed a driver scorecard to work individually with our drivers on opportunities for improvement,” he explains. Each driver’s score is tied to a safety bonus.

“It really demonstrates to them that we are genuinely interested in safety. They know we mean what we say,” Munden says.

## Keep up the training

Jeremy Kuharchuk, owner of Blue Valley Trucking in Vanderhoof, says training is the focus for his company. “I’m very firm about making sure getting home at night is a priority for my guys,” he says. “I’m out there a lot of days with them. We don’t let anything slide.”

Last summer the company was one of the first to volunteer for a B.C. Forest Safety Council competency assessment course for all of its drivers and substitutes. The firm later developed its own training tool.

The safety council’s Kohorst advocates early, and ongoing, education. “We need to make sure that we are training drivers appropriately from the moment they enter the industry,” she says.

Blue Valley’s safety programs cover everything from seat belts to speed. Driver Steve Martens appreciates the emphasis on his well-being. “They tell us to get home safe at the end of the day, and they really stick to it,” says the veteran of 28 years of log hauling.

Kuharchuk encourages employers to view safety as an investment. “It doesn’t cost that much if it means 10 truckers going out with the right attitude and knowing someone is fighting for them,” he explains. “In the long run, you’ll get it back.”

## The road, the load, the truck, the driver

“The mantra of ‘the road, the load, the truck, and the driver,’ are the key elements in keeping you and the truck safe and the wheels headed in the right direction each and every trip, each and every day,” says Budd Phillips, manager, Prevention Field Services at WorkSafeBC:

- **The road:** Keep an eye on changing conditions, including weather, visibility, and especially other road users.
- **The load:** What is happening with your load? Is it stable and secure on the truck?
- **The truck:** When it comes to your truck, is everything working as it should? Is all maintenance and repairs up to date?
- **The driver:** Is your head in the game? Are you alert to everything that is going on around you? Or is it fuzzy and blurred? If so, take a break: Stop, refresh, and carry on when ready. And always wear your seat belt, it could save your life.

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Munden Ventures can even cite a specific return on its investment in safety: It enjoys one of the highest claims discounts available from ICBC.

## Resources to help you prevent injuries

What can employers and drivers do to help reduce injuries for log haulers?

Following the National Safety Code's load securement requirements is an important step, says the BC Forest Safety Council. Employers also need to look for opportunities to use engineering solutions such as log loaders.

The council also offers free resources on preventing musculoskeletal injuries (MSIs) — things like strains and sprains that commonly afflict drivers. Developed in conjunction with Mike McAlonan, owner of Total Physio in Houston, B.C., the resources include videos and pamphlets.

"It's not generic information about how to look after your back, for example. It's very specific to logging," McAlonan explains.

He reviewed statistics on the most common injuries and spent time with drivers to analyze their job. His findings: Shoulders, lower backs, necks, and knees are most often injured, caused mainly by chaining up, throwing wrappers, and being sedentary.

The information helped him create easy-to-follow steps drivers can use to prevent MSIs. "We look at simple things, like a change in head posture," McAlonan says. "There are things they can even do at home."

Education of drivers and early intervention are key, he adds. "Talk to them about what the injuries are and why they are happening." MSIs can be treated successfully, but if ignored can lead to injuries that force time off from work.

The resources are available on [bcforestsafesafe.org](http://bcforestsafesafe.org). 



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PhD student Megan MacPherson hopes to harness the power of push notifications — reminders on your phone to increase healthy habits.

# Better health? There could be an app for that

By Gail Johnson

A new research project is looking at how to reduce missed work days from chronic illnesses such as type 2 diabetes, by harnessing the power of apps and push notifications.

Type 2 diabetes is one of B.C.'s most prevalent health conditions and over half of all new cases of diabetes affect people of working age, according to Medavie Blue Cross.

It tops all chronic diseases for treatment costs, and medication costs are on the rise. There are additional expenses associated with loss in productivity due to absenteeism and presenteeism (coming to work while sick). Research shows that employees with diabetes are absent 2 to 10 days more per year than their co-workers. Left unmanaged, diabetes can lead to other complications, many of which drive workplace disability claims, such as heart disease, kidney failure, and depression.

Thankfully, many symptoms can be kept at bay by exercising regularly, eating a nutritious diet, maintaining a healthy weight, and not smoking. While those kinds

of steps will boost our overall well-being, they sometimes fall by the wayside when stress is piling up.

## Helping people stick with their healthy plans

Enter Megan MacPherson, a PhD student at the School of Health and Exercise Sciences at the University of British Columbia (UBC) — Okanagan. Her research, funded in part by WorkSafeBC, focuses on occasional, unobtrusive reminders — whether it's to go for a short walk, the benefits of drinking more water, or what makes for a nutrient-dense snack — sent via a push notification that they can receive at home or at work.

In her work as a registered occupational therapist, she has found that clients better adhere to plans for physical activity, for example, when she sends follow-up text messages.

While helping people in a diabetes-prevention and lifestyle-modification program offered through the local YMCA, she noticed that, although they found the three-week course extremely helpful, there seemed to be a void once it wrapped up.

“The feedback we've been getting from all participants

is that they're learning so much about prevention strategies, but what happens after those three weeks? One of the most effective ways we've seen to keep that education going, even though it's the lowest cost and easiest to implement, is through text messages," MacPherson says. "My work is backed by existing research but builds on it to promote adherence."

Maybe it's a brief, friendly nudge to go for a short walk or a reminder of where sugar likes to hide — say, in juices, granola bars, yogurt, and fried foods.

MacPherson sees potential benefits in the app being implemented in workplaces throughout B.C., especially in those where people spend a lot of time at a desk or are otherwise sedentary. Whether you have diabetes or not, current health research suggests that breaking up a long period of sitting at a desk or standing at a work station with a short period of movement can be very beneficial. While the recommended 30 minutes of exercise daily might seem daunting, those 30 minutes can be broken up into three 10-minute breaks.

There's a business case to be made for the use of everyday technology to deliver this kind of motivational, educational information.

## Giving people autonomy

"If we're able to send messages while people are working to remind them of the benefits of walking around for five minutes or changing postures, it could have a big impact," MacPherson says. "Everybody has a phone."

MacPherson is delving deeper into details like how often messages should be sent and whether certain times of day to send texts are more effective than others. The goal is for the texts to be helpful, practical, and useful, not bothersome.

She's also carefully considering exactly how the texts will be worded. The aim isn't to make anyone feel guilty about snacking on chocolate instead of veggie sticks, but to be encouraging and informative. Drawing on behavioural-change theories and counselling-style motivational techniques, MacPherson hopes to craft content that's inspiring and powerful, not preachy or condescending.

"It's really about autonomy," MacPherson says. "We're never telling people what they should be doing, but giving them options and ideas that could fit within their own life."

**"Using a simple app on your smart device can transform awareness of your health and make you think about it differently."**

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

While she hopes to have proof-of-concept completed within a year, MacPherson has presented results to date at several UBC conferences and at the International Society of Behavioral Nutrition and Physical Activity Conference in Prague. She is also writing a paper for the Journal of Medical Internet Research.

To support her project and improve worker well-being on and off the job, MacPherson received a Research Training Award from WorkSafeBC.

Finding novel ways of addressing diabetes has implications for the health of individual workers and also for workplaces overall, with considerations such as managing employee drug plans and leave from work due to illness, says Lori Guiton, director, Policy, Regulation and Research, at WorkSafeBC.

"This project uses the kind of technology we have all become so used to in an innovative way," Guiton says. "Using a simple app on your smart device can transform awareness of your health and make you think about it differently. We encourage other students and early-stage researchers working with new technology to come to us with their ideas. You never know when the next transformative scientific moment will come." ☺



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Canfisco vessel safety and maintenance manager Bob Hall speaks with WorkSafeBC occupational safety officer Bruce Logan on the docks.

# Redefining the risk of drowning

By Sarah Ripplinger

Between 2007 and 2018, there were 15 work-related drowning deaths in the British Columbia commercial fishing industry. A personal flotation device or lifejacket is the best piece of equipment to safeguard workers against drowning, but you have to put it on.

We know that wearing a personal flotation device (PFD) or lifejacket can save lives, but why don't fishermen always wear them?

For Bob Hall, vessel safety and maintenance manager with the Jim Pattison Enterprises Canadian Fishing Company (Canfisco), it comes down to education.

"If you put the PFD on the boat and the crew doesn't understand what it's about, it will just sit there. You need to educate the skipper and the crew about why to wear it and what to do in an emergency."

Hall comes from a long line of fishermen. He started going out on boats as a child and began working as a commercial fisherman in the 1970s when "nobody wore PFDs." It wasn't until around 10 to 12 years ago,

he notes, that the tide started to shift on PFD use.

"Many people that I've known quite well are not here because they drowned. Those deaths are not necessary," asserts Hall.

## A comprehensive approach

"Once I started to see the evidence that there are options that can help people stay safe at sea, or at least keep you alive until you get picked up, I became a real supporter," he says.

Canfisco implemented its safety program and an on-deck PFD policy around 2006. Today, Hall leads safety orientations with skippers and crews on the company's trawlers, seiners, and packers.

The orientations are designed to educate the crew and skippers about the safety features of the vessel — along with safety procedures, regulations, drills, and equipment — including PFDs and lifejackets. The program has evolved to fully apprise the crew of the safety features available, and drills are conducted for practice so they know what to expect in a real emergency.

Canfisco supplies its crews with inherently buoyant foam PFDs, and also offers for purchase at cost slightly less bulky auto-inflatable PFDs that the company designed with Mustang Waterlife Studio.

## Eliminating the guesswork

Processes at Canfisco were recently strengthened by an amendment to the Occupational Health and Safety Regulation that came into effect on June 3, 2019. The amendment “takes out the guesswork of when to wear PFDs,” says Hall.

“Under the new Regulation, PFDs or lifejackets must be worn on the deck of a fishing vessel or on a vessel that has no deck, such as a skiff or punt”, says Bruce Logan, an occupational safety officer with WorkSafeBC. “Prior to June 3, crews working on fishing vessels were required to wear PFDs only ‘under conditions which involve a risk of drowning.’”

While some crews were wearing PFDs on deck long before the regulation change, Logan says that many others would say “I don’t have to wear a PFD. There’s no risk of drowning.”

But PFDs are meant to protect against the unexpected, and when there’s water involved there’s almost always a risk. The amendment to the Regulation was prompted by the tragic sinking of the fishing vessel *Caledonian* in 2015, which took the lives of three out of four crew members. A key reason why one crew member survived was the fact that he was wearing a PFD.

In his role with WorkSafeBC, Logan conducts safety inspections of vessels at sea and regularly sees potential hazards that could land a worker in the water. For example, he says, “crew members setting traps at the stern of crab or prawn vessels have become entangled in lines and pulled overboard.” Some, who were not wearing PFDs, did not survive.

“Incidents like these can have lasting and devastating consequences,” notes Logan.

## A safety mindset

Overall, Canfisco has been seeing lasting and positive consequences of its safety program. The fishermen have been taking it to heart, even when they aren’t out on a boat for Canfisco.

“There was a private boat that caught fire ... and one of our regular crew members was on it and said that he survived because of the training he got from the Canadian Fishing Company,” says Hall.

The other indicator Hall uses to determine the success of the Canfisco safety program and PFD policy: “We haven’t lost anybody since 2008.” ☺

## Gear tips

Safety tips for PFD and lifejacket use from Bruce Logan, occupational safety officer, WorkSafeBC.

- 1 Always read the manufacturer’s instructions for manual and auto-inflatable PFD’s and lifejackets. Become familiar with these devices and check them periodically for leaks.
- 2 Auto-inflatable PFDs and lifejackets have a hydrostatic inflator with a 5-year expiry date. You need to make sure these are not expired, or else they may not inflate when they are supposed to. Make sure that the status indicator button in the window is showing green. If red, replace the cartridge.
- 3 If using an inherently buoyant device such as a foam vest or floater jacket, make sure that there is retro-reflective material on it. Use a brightly coloured vest or jacket. PFDs in darker colours may not be easy to spot in the water in poor visibility.
- 4 When not worn, keep PFDs and lifejackets in a place where you can get to them quickly.

Learn more by visiting [worksafebc.com](http://worksafebc.com) and searching for “PFD.”



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# Care providers pitch to the safety ‘dragons’

By Helena Bryan

A health and safety twist on the popular TV show *Dragon’s Den* is sparking innovation for B.C.’s care providers.

A lighthearted approach is sometimes the best way to handle a serious subject. That’s the reasoning behind an event that took centre stage at the 42nd annual BC Care Providers Association conference in May, targeting more than 860 employers and 28,000 employees in the continuing care sector.

The Safety Den event is modelled on the popular TV show, *Dragon’s Den*, where entrepreneurs pitch their ideas to potential investors, or “dragons.” The event provides a vehicle to share ideas and promote discussion around health and safety in continuing care. The Safety Den’s contestants compete for cash prizes for the most innovative submissions to reduce workplace injuries for continuing-care workers.

One of 12 health and safety associations in the province, SafeCare BC, which promotes healthy, safe,

injury-free workplaces within the non-government continuing care sector, came up with the idea of the Safety Den four years ago. The goal was to help reduce one of the highest injury rates — almost 10 percent of continuing care employees are injured annually — in the health care sector.

“The private health care sector tends to be fragmented,” says John Lam, industry specialist, Industry and Labour Services, WorkSafeBC. “With fewer resources for health and safety, it’s difficult for an individual employer to share innovative ideas. The Safety Den goes a long way to spreading the word.”

## Combining information and fun

This year’s competition was the most attended at the conference, attracting 200 attendees, which was no surprise to Ken Donohue, SafeCare BC’s director, communications and member services.

“It’s about celebrating health and safety innovations in a way that blends information sharing with entertainment,” says Donohue. “It’s a fantastic

opportunity to share great ideas that might otherwise stay within one organization.”

How it works is that competitors in the Safety Den have five minutes to pitch to four safety dragons, all selected from the continuing-care sector. “The dragons then have six minutes to ask questions and keep the presenters on their toes — in a fun way,” Donohue says.

After the presentations, the safety dragons deliberate and pick a winner.

### Winner sets example for creating culture of safety

This year, Brocklehurst Gemstone Care Centre, a 130-bed facility in Kamloops, took home the \$1,000 first prize for its Safety Star program.

Based on the motto “Be aware, take care,” the program encourages employees to pledge to do what they can to create a safe work environment. Those who pledge become Safety Stars and can take part in decision making, inspections, and risk assessments. They are also expected to turn what they see on the floor — whether safe or unsafe — into teachable moments. In addition, being a Safety Star is recognized in performance reviews.

“The ultimate goal is to get every employee to pledge,” says Gemstone’s practice manager Shelly Cantelo. The first people to pledge were nursing staff and joint health and safety committee members who were given bright yellow lanyards for their keys, which helped bring attention to the Safety Star program.

Cantelo and care aide Colleen Cochran competed against two other finalists in the member category of the Safety Den.

“We wore green t-shirts and the yellow lanyards,” says Cantelo. “We also had balloons, poster boards, and a solid script. We were so excited to win that we literally jumped up and down on stage.”

Cantelo says the prize money will go into improving the health and safety initiative with input from employees.

Gemstone Care Centre wasn’t the only one to take home awards. Eden Gardens, a continuing-care home in Nanaimo, won the \$750 second prize for an in-house safety video library featuring employees. And, UBC master’s student Gauravjeet Singh won the \$500 third prize for his Minute of Mindful Meditation practice to reduce burnout and stay alert.

## Hearts and Hands Conference underway



SafeCare BC hosts a popular annual Hearts and Hands Conference the only B.C. conference dedicated to health care assistants. It typically sells out early. The 2019 conference, underway in Langley on October 22 and in Victoria on October 24, features keynote speaker Teepa Snow, a world leader in dementia education and care. For more information visit the website at [safecarebc.ca/heartsandhands](https://safecarebc.ca/heartsandhands).

**“It’s a fantastic opportunity to share great ideas that might otherwise stay within one organization.”**

—Ken Donohue, SafeCare BC’s director, communications and member services

A new commercial category, added last year, also provided an opportunity for suppliers of innovative products to pitch to a large group. Commercial winners receive a Safety Innovation of the Year Award — and bragging rights.

### Submissions a click away

Submissions for next year's Safety Den can be done quickly and easily online at [safecarebc.ca](http://safecarebc.ca). Look for details of next year's Safety Den this fall on their website. ☺

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With noise levels up to 32 times higher than safe limits, Vancouver and Victoria bars could pose a risk for workers.

# Harmful noise exposure not ‘part of the job’

By Holly Munn

**Loud music in a bar or nightclub may seem like a normal part of the industry, but no one should lose their hearing because of their job.**

Music and chatter in restaurants can improve ambiance and encourage table turnover, but too much noise can have long-lasting and damaging results. Noise measurements gathered over the years, including some recently by WorkSafeBC, show that many Vancouver and Victoria bars have noise levels up to 32 times higher than the safe limit of 85 decibels (dB) — approximately the volume of a heavy traffic intersection or power lawn mower. This means that permanent hearing loss can happen in as few as 15 minutes.

In addition to louder music, over the past 20 years, the design of restaurants has changed dramatically: plush chairs, carpeting, and canvas pictures on the wall that previously reduced the amount of ambient noise have been taken out in favour of bare industrial spaces with shiny concrete or tile floors, high ceilings, and bare walls. This has increased the sound level in many restaurants.

Regardless of how a restaurant is designed for customers, employers need to make sure the noise isn't causing long-term hearing damage to their staff. A good first step is to reduce the amount of noise that workers are exposed to. This may be as simple as turning down the music or adding noise absorption.

“Most workers assume that a noisy atmosphere is just part of the job of working in a bar or restaurant,” says Lorne Scarlett, a WorkSafeBC industry specialist. “But employers can prevent permanent hearing loss by introducing hearing-loss prevention programs.”

## **Once you notice the damage, it's too late**

If your job requires you to be in a noisy environment for hours every week, you may find your hearing isn't as sharp as it used to be.

“Damage happens before a person even realizes there is a problem,” says Sasha Brown, a WorkSafeBC occupational audiologist. Hearing loss occurs when the tiny sensory cells, called hair cells, no longer effectively transmit the sound to your auditory system.

“Even people with more substantial hearing loss may not notice what they are missing.”

## Hearing protection can improve conversation

Many restaurant and hospitality workers don't want to wear hearing protection because they think it will be ugly and are worried they won't be able to hear patrons. But, as Brown explains, “Most people find they can hear people better when they are wearing hearing protection. The reason is that the ears aren't overloaded with sound and can process conversation and music normally. We did a small survey with a number of servers and bartenders in Vancouver and they were surprised at how well they could hear their customers,” says Scarlett.

They also learned that modern hearing protection can look good and feel comfortable. “They loved the look of the high-fidelity hearing protection we provided. Finally, some were concerned about comfort, but when they tried hearing protection for a weekend, most felt hearing protection was surprisingly comfortable.”

## Test noise levels at your business

By law, all employers whose workers are regularly exposed to noise over 85 dB must have a hearing conservation program that includes hearing protection and annual hearing tests. As a first step, employers can download the free NIOSH Sound Level Meter app in IOS and test it out at your busier times. The NIOSH app is produced by the National Institute for Occupational Safety and Health.

Though the NIOSH app can be quite accurate if used with a calibrated external microphone, when using smartphone apps in general “it's best to assume that the measurement has a large margin of error, as much as  $\pm 10$  dB. This means that if a smartphone app measures 75 dBA (a decibel rating system that takes the human ear into account), you should conduct measurements with a calibrated sound-level meter and start a hearing conservation program,” notes Brown.

To encourage industry partners to take notice, WorkSafeBC offered free hearing screenings at a recent BC Hospitality Industry Summit and the demand was overwhelming. A hearing screening only takes about 15 to 20 minutes and is easy and painless. “After you are done, the technician will explain your results

and let you know if you need to see your doctor for further testing,” adds Brown.

The tide of noisy establishments may be turning — customer review apps are beginning to ask guests to rate the noise in an establishment, indicating that some customers are actively seeking out quieter locations. Until you decide to turn down the volume in your establishment, test the noise level and make sure you are protecting your workers' hearing.

## Read the bulletin

The WorkSafeBC bulletin [Protecting workers from noise in the service industry](#) has more detailed information on exposure limits for noise. Find it on [worksafebc.com](#). ☺

## What noise does to your ears



Hearing loss can seriously affect your lifestyle. The video [Protect your hearing: What noise does to your ears](#) highlights what workplace noise does to your ears and what you can do to prevent noise-induced hearing loss. Find it on [worksafebc.com](#).

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## Safety on the agenda

Looking for health and safety inspiration? Check out these conferences and events across Canada. An up-to-date listing of our upcoming events can be found in the News & Events section calendar on [worksafebc.com](http://worksafebc.com).

### BC Road Builders fall conference

BC Road Builders and Heavy Construction Association  
September 15, 2019 | Whistler, B.C.  
[roadbuilders.bc.ca](http://roadbuilders.bc.ca)

### BCMSA and PWABC joint conference

BC Municipal Safety Association and  
Public Works Association of BC  
September 15–18, 2019 | Penticton, B.C.  
[pwabc.ca](http://pwabc.ca)

### Professional development conference and exhibition

Canadian Society of Safety Engineering  
September 22–25, 2019 | Winnipeg, Manitoba  
[csse.org/site/events/conference](http://csse.org/site/events/conference)

### Vancouver Island safety conference

BC Forest Safety Council  
October 5, 2019 | Nanaimo, B.C.  
[bcforestsafesafe.org](http://bcforestsafesafe.org)

### Ergonomics forum

WorkSafeBC  
October 10, 2019 | Richmond, B.C.  
[worksafebc.com](http://worksafebc.com) (search “ergonomics forum”)

### Conference for community physicians

WorkSafeBC  
October 19, 2019 | Kelowna, B.C.  
[communityphysiciansconference.com](http://communityphysiciansconference.com)

### Transportation Health & Safety Speaker Series

SafetyDriven — Trucking Safety Council of BC  
October 22, 2019 | Prince George, B.C.  
[safetydriven.ca/speaker-series](http://safetydriven.ca/speaker-series) 📞

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



## WorkSafeBC Ergonomics Forum

**When:** Thursday, Oct 10, 2019  
12:30 to 4:30 pm

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

**October is Ergonomics Month** and in recognition WorkSafeBC is hosting a free ergonomics forum.

Join us for an afternoon of presentations, a tradeshow, and networking with B.C.'s ergonomic experts.

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[eventbrite.ca/e/worksafebc-ergonomics-forum-2019-tickets-64636007037](http://eventbrite.ca/e/worksafebc-ergonomics-forum-2019-tickets-64636007037)

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

**WORK SAFE BC**

## Construction

### **0805760 B.C. Ltd. / Haztec Environmental Consulting | \$2,500 | Vancouver | March 12, 2019**

This firm conducted the hazardous materials assessment at a pre-1990 house slated for demolition. WorkSafeBC inspected the worksite and determined that the firm had not collected sufficient representative samples of several potential asbestos-containing materials (ACMs), including asphalt shingles and fibreglass insulation backing. The firm had also not identified the approximate quantity of other identified ACMs. In addition, the sample collection process had created potentially hazardous debris that had not been cleaned up and properly disposed of. The firm failed to have a qualified person collect representative samples of potential hazardous materials, and failed to make a written report identifying the approximate quantity of hazardous materials identified. The firm also failed to conduct exposure monitoring and assessment using acceptable methods. These were all repeated violations.

### **1155382 B.C. Ltd. | \$2,500 | Lumby | March 21, 2019**

This firm's worksite was a pre-1990 commercial building undergoing demolition and renovation work. WorkSafeBC inspected the site and observed three workers removing materials from the building, including drywall and floor linoleum, both of which were suspected asbestos-containing materials (ACMs). The workers had not been fit-tested for respirators and were not wearing the appropriate personal protective equipment. WorkSafeBC confirmed that a hazardous materials survey had not been completed to determine the presence of asbestos, lead, or other hazardous materials. The firm failed to ensure that a qualified person inspected the building and the worksite to identify any hazardous materials before demolition or renovation work began. This was a high-risk violation.

### **1159319 B.C. Ltd. | \$2,500 | Sidney | April 15, 2019**

This firm was framing a new building. WorkSafeBC observed one worker at the edge of an exterior unguarded balcony, installing rim board. The worker, who was in view of a representative of the firm, was not using a personal fall protection system and no other form of fall protection was in place. This exposed the worker to a fall risk of 6.1 m (20 ft.). The firm failed to ensure fall protection was used, a high-risk violation.

### **1721430 Alberta Incorporated / RAI Builder's Group | \$2,500 | Coldstream | February 19, 2019**

This firm was renovating a house. A worker, who was also a supervisor, was using a handheld angle grinder to cut rebar when the grinder's abrasive wheel broke apart. A piece of the wheel struck and seriously injured the worker. WorkSafeBC determined that the grinder did not have a guard. In addition, the angle grinder's abrasive wheel had been replaced with a chop saw's abrasive wheel, which was not rated for the grinder's speed. Furthermore, the worker had not been instructed or trained on the use of angle grinders or in the duties of a supervisor. The firm failed to ensure abrasive wheels were guarded, used, and maintained in accordance with the required safety standard. 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.

### **501546 B.C. Ltd. / Labour Unlimited | \$14,344.61 | Surrey | April 17, 2019**

This firm supplied temporary labour to a metal foundry plant. WorkSafeBC inspected the worksite and observed that workers were engaged in work to clean up sand inside a confined space. The sand contained crystalline silica, and controls to protect workers from respirable crystalline silica (RCS) dust were inadequate. WorkSafeBC also determined that one of the firm's workers had refused to do work because of concerns about the safety and had reported those concerns to a supervisor, but no one from the firm had investigated or taken corrective action. The firm failed to train workers in the hazards of RCS dust, safe work procedures, and the use of personal protective equipment. The firm also failed to train its workers in the hazards of and safe work practices for confined spaces. In addition, the firm failed to conduct regular inspections of workplaces, and failed to take corrective action after receiving a report of unsafe conditions. Finally, 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.

**24-7 Building Maintenance Ltd. / Vancouver Asbestos Removal | \$2,500 | Vancouver | April 11, 2019**

This firm was conducting pre-renovation asbestos abatement at a house. WorkSafeBC inspected the site and observed breaches in the containment where workers were removing stucco, an identified asbestos-containing material (ACM), from the exterior of the house. Four workers were observed exiting the containment without decontaminating. One of the workers had not been using a powered air purifying respirator, as required for the risk level of the abatement activity being conducted. WorkSafeBC also observed that ACM debris had spread outside the containment and onto a neighbouring property. 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 provide its workers with the supervision necessary to ensure their health and safety. These were both repeated violations.

**825 East 8th Avenue Holdings Ltd. | \$5,000 | Vancouver | February 11, 2019**

This firm was owner and prime contractor for a pre-1990 apartment building undergoing renovations. WorkSafeBC inspected the site in response to a report from a worker concerned about the potential presence of asbestos-containing materials (ACMs). A hazardous materials survey conducted earlier for the site had identified the presence of ACMs throughout the building, including drywall joint compound, textured ceiling coat, and vinyl floor tiles. WorkSafeBC confirmed that these materials were present while workers were undertaking renovation work, and no controls had been implemented to protect workers. The firm failed to ensure hazardous materials were safely contained or removed before undertaking renovation work that would disturb those materials. This was a high-risk violation.

**A-1 Stucco Ltd. | \$2,500 | Surrey | April 26, 2019**

WorkSafeBC observed one of this firm's workers on a balcony of a residential building under construction, leaning over the unguarded edge of the balcony to lower materials below. The worker was not using a personal fall protection system and no other form of fall protection was in place, and was exposed to a fall risk of about 5.5 m (18 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

**AA Insulation Depot Ltd. | \$5,849.18 | Surrey | March 20, 2019**

This firm had conducted asbestos abatement at a house and had begun demolition work. When WorkSafeBC inspected the worksite, no containment or decontamination facilities were in place, and a supervisor and one of the firm's workers were removing drywall inside the house. WorkSafeBC observed debris from vermiculate insulation, a confirmed asbestos-containing material (ACM), in several areas. In addition, no work procedures were in place for workers to follow if they discovered suspected ACMs during the demolition work. The firm failed to safely contain

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](http://worksafebc.com). Find it easily by entering the word "penalties" into our search bar.

## Penalties (continued)

or remove hazardous materials, 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.

### **Akal Siding & Soffit Ltd. | \$2,500 | Kamloops | April 25, 2019**

This firm was installing siding at an apartment building under construction. WorkSafeBC observed three workers, including a representative of the firm and a supervisor, working on a balcony. The workers were wearing fall protection harnesses but were not connected to lifelines. Guardrails were installed but were inadequately constructed and secured, and no other form of fall protection was in place. The workers were exposed to a fall risk of about 12.2 m (40 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.

### **Arrow Enviro Inc. | \$2,500 | Port Coquitlam | April 16, 2019**

This firm was conducting pre-demolition asbestos abatement at a house. WorkSafeBC inspected the site and observed three workers inside a containment area. The workers were not wearing protective clothing or using the respirators required for abatement of asbestos-containing materials (ACMs). In addition, there were breaches in the containment, and the decontamination unit had been disconnected. Furthermore, no hazardous materials survey or safe work procedures were available on site. The firm failed to take necessary precautions to protect workers before allowing work that would disturb ACMs, 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.

### **The Beast Construction Ltd. | \$2,500 | Langley | April 24, 2019**

This firm was sheeting the roof of a two-storey house. WorkSafeBC observed three workers on the 8:12 roof, one of whom was a representative of the firm. None of the workers was using a personal fall protection system and no other form of fall protection was in place, exposing them to fall risks of up to 8.5 m (28 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. Furthermore, the firm failed to have a written fall protection plan on site as required. These were all repeated violations.

### **Blu Fox Form & Frame Inc. | \$10,000 | Langford | March 4, 2019**

This firm's worksite was a house under construction. WorkSafeBC inspected the site and observed a worker working on the roof trusses and near a leading edge of the 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 risk of falling about 6.7 m (22 ft.). The firm failed to ensure the use of fall protection, a repeated and high-risk violation.

### **Blue Mountain Construction & Contracting Ltd. | \$3,368.01 | Vancouver | March 5, 2019**

This firm was performing excavation work in preparation for a new house construction. WorkSafeBC inspected the site and observed two workers inside the unsloped, unshored excavation, which had depths of up to 2.4 m (8 ft.). A third worker, who was also a representative of the firm, was operating an excavator and loading soil into a dump truck. WorkSafeBC determined the excavation had not been reviewed by an engineer and issued a stop-work order. The firm failed to ensure that, prior to worker entry, the excavation was sloped, shored, or supported as required. This was a repeated and high-risk violation.

### **Blue Mountain Construction & Contracting Ltd. | \$1,250 | Vancouver | April 11, 2019**

WorkSafeBC inspected this firm's workplace and observed workers entering an unsupported excavation. WorkSafeBC issued an order to the firm to provide a written notice of compliance (NOC) to address a lack of adequate instruction and supervision related to the excavation work. After multiple follow-up communications, the

firm had not submitted the required NOC. The firm is being penalized for failing to comply with a WorkSafeBC order within a reasonable period.

**Cedar Grove Framing Corp. | \$20,880.40 | Nanaimo | March 7, 2019**

WorkSafeBC inspected this firm's worksite and observed a worker applying building paper to a house under construction. The worker was standing on a non-compliant work platform: a stepstool positioned on a plank that was set on the top steps of two scaffold ladders. The worker was not using a personal fall protection system and no other form of fall protection was in place, exposing the worker to a fall risk of about 3.4 m (11 ft.). The firm failed to ensure fall protection was used, a repeated violation. Furthermore, the firm failed to ensure that equipment in the workplace was used and operated in accordance with the manufacturer's instructions. These were both high-risk violations.

**Colin Wilson Woodworking Ltd. | \$2,500 | Esquimalt | March 14, 2019**

This firm's worksite was a three-storey building under construction. WorkSafeBC inspected the site and observed two workers on the roof. The workers were not using personal fall protection systems and no other form of fall protection was in place, exposing the workers to a fall risk of up to 8.8 m (29 ft.). The firm failed to ensure fall protection was used, a high-risk violation.

**Craftsman Glass Inc. | \$2,500 | Surrey | April 12, 2019**

One of this firm's workers was measuring a mezzanine on the second floor interior of a house under construction, preparing for the installation of railings. The worker fell about 3.7 m (12 ft.) from the unguarded edge of the mezzanine, and sustained fatal injuries. WorkSafeBC's investigation determined temporary guardrails had been removed for the worker to perform the work task, and no other form of fall protection had been in place. In addition, WorkSafeBC found that the firm had not conducted a risk assessment, established safe work practices, or provided the worker with fall protection equipment or training to safely perform work at heights. 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.

**Culos Development (1996) Inc. | \$11,557.30 | Kelowna | February 21, 2019**

This firm's worksite was a pre-1990 building undergoing renovation. WorkSafeBC determined that a pipe trench had been cut into a hallway of the building and had disturbed the vinyl flooring, an identified asbestos-containing material (ACM). Typical asbestos control measures were not in place at the worksite, including isolation of the work area, HEPA-filtration, safe work procedures, and appropriate personal protective equipment for workers. WorkSafeBC issued a stop-work order. The firm failed to take necessary precautions to protect workers before allowing work that would disturb ACMs, a high-risk violation.

**Daniel Coal Murphy / MK Demo | \$5,000 | Maple Ridge | March 22, 2019**

This firm was conducting asbestos abatement at a house slated for demolition. WorkSafeBC inspected the site after the majority of the asbestos-containing materials (ACMs) had been removed and observed several safety deficiencies, including a breach in the containment, a lack of decontamination facilities, and no evidence of air monitoring. WorkSafeBC issued a stop-work order. The firm failed to provide and maintain a containment and decontamination facility, ventilate the containment, and assess the effectiveness of HEPA filters by DOP-testing. These were high-risk violations. Furthermore, the firm failed to sample for airborne asbestos fibres during removal cleanup; prevent the spread of asbestos dust and debris to other work areas; take the necessary precautions to protect workers before allowing work that would disturb ACMs; and provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were repeated and high-risk violations.

**David William Lysohirka / G & T Roofing | \$2,500 | Cranbrook | March 25, 2019**

WorkSafeBC inspected this firm's worksite in response to an incident where a worker had fallen 4 m (13.25 ft.) off a

## Penalties (continued)

roof and was seriously injured. WorkSafeBC determined that at the time of the incident, the worker had not been using a personal fall protection system and no other form of fall protection had been in place. 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.

### **Doodle Development Ltd. | \$2,500 | Nelson | February 21, 2019**

This firm was owner and prime contractor at a residential construction site. WorkSafeBC inspected the worksite in response to an incident involving a concrete lock-block retaining wall that was being used to support an excavated bank. A section of the wall became unstable and collapsed, damaging an excavator. WorkSafeBC determined that no engineering documents were available on site for the wall construction and excavation work. In addition, a worker for a subcontractor's firm had been standing on top of the retaining wall at the time of the incident, directing the excavator operator. No form of fall protection had been in place, exposing the worker to a fall risk of about 4.6 m (15 ft.). WorkSafeBC issued a stop-work order. The firm failed to ensure fall protection was used. The firm also failed to ensure that excavations were sloped, benched, shored, or otherwise supported as required. These were both high-risk violations.

### **EFE Hazmat Ltd. | \$40,000 | Surrey | April 11, 2019**

This firm had conducted asbestos abatement at a pre-1990 house, and issued a clearance letter indicating all asbestos-containing materials (ACMs) had been removed. WorkSafeBC inspected the site and observed ACMs still present throughout the building, including drywall and ceiling insulation materials. The firm failed to safely contain or remove all hazardous materials. This was a repeated and high-risk violation.

### **Evolve Environmental Services Ltd. | \$2,500 | White Rock | March 20, 2019**

This firm was removing asbestos-containing materials (ACMs) from a pre-1990 house slated for demolition. WorkSafeBC inspected the site and observed three workers exit the building without wearing the required personal protective equipment and without decontaminating. Disturbed vermiculite insulation, a confirmed ACM, was visible inside the building where the workers had exited. WorkSafeBC issued a stop-work order. The firm failed to safely contain or remove hazardous materials, a repeated and high-risk violation.

### **Expert Hazmat Ltd. | \$5,000 | Surrey / Vancouver | February 15, 2019**

WorkSafeBC inspected two of this firm's worksites, both of which involved the abatement of asbestos-containing materials (ACMs) from houses slated for demolition. At the first site, there were piles of open asbestos waste bags, and there was no evidence that wetting had been used during abatement work. In addition, no safe work procedures were in place for locking out electrical energy sources. A stop-work order was issued. At the second site, windows with asbestos-containing mastic had been removed without being safely contained. Furthermore, the work procedures in place were inadequate for respirator fit-tests and inspections, de-contamination and disposal of protective clothing, and the removal of ACMs in window frames. The firm failed to safely contain or remove hazardous materials, and failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were repeated and high risk violations.

### **Five Arrows Construction Ltd. | \$5,000 | Coquitlam | March 4, 2019**

This firm was framing two three-storey houses under construction. During an inspection, WorkSafeBC observed one worker on a 6:12 sloped roof on one building and a second worker installing trusses and plywood sheeting on the adjacent building. The workers were not using personal fall protection systems and no other form of fall protection was in place, exposing them to a fall risk of about 4.9 m (16 ft.). WorkSafeBC issued a stop-work order. The firm's failure to ensure the use of fall protection was a repeated and high-risk violation.

### **Fraser Framing Ltd. | \$2,500 | Vancouver | March 6, 2019**

This firm was framing a house. WorkSafeBC inspected the site and observed three workers, one of whom was a representative of the firm, on the 4:12 sloped roof. Two of the workers were not using personal fall protection

equipment. The third 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 workers to a fall risk of 6.1 m (20 ft.). The firm failed to ensure that 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 Seal Roofing Ltd. | \$3,446 | Langford | March 3, 2019**

WorkSafeBC observed one of this firm's workers conducting torch-on roofing work on the 7:12 sloped roof of a new house. The worker was not using a personal fall protection system and no other form of fall protection was in place, which exposed the worker to a fall risk of about 5.5 m (18 ft.). The firm failed to ensure fall protection was used, a high-risk violation. The firm also failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were both repeated violations.

**Heydewerk Homes Ltd. | \$2,868.12 | Salmon Arm | March 21, 2019**

This firm's worksite was a two-storey house under construction. WorkSafeBC inspected the site and observed a worker at the edge of a sloped roof. The worker was not using a personal fall protection system and no other form of fall protection was in place, exposing the worker to a fall risk of about 4.9 m (16 ft.). The firm failed to ensure fall protection was used, a high-risk violation.

**Hi-Fi Construction Ltd. | \$10,000 | Coquitlam | April 11, 2019**

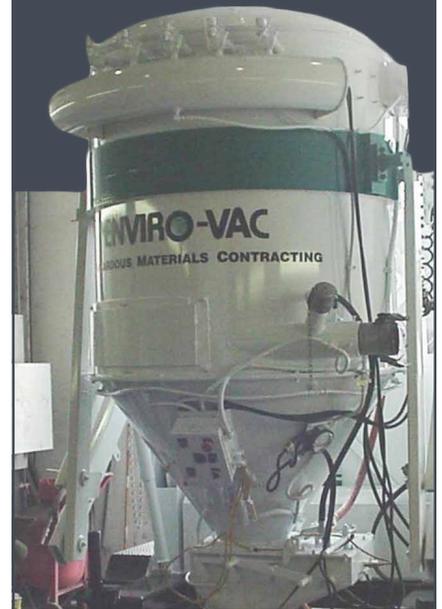
This firm was framing a new house. WorkSafeBC observed three workers sheeting the 4:12 sloped roof at a height of greater than 6.1 m (20 ft.). A fourth worker was observed on an unguarded second-storey balcony. None of the workers were using personal fall protection systems and no other form of fall protection was in place. The firm's failure to ensure fall protection was used was a high-risk violation. The firm also failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were both repeated violations.

**Honghot Enterprises Inc. | \$80,000 | Surrey | March 6, 2019**

This firm was conducting asbestos abatement at a house. WorkSafeBC inspected the site and determined that negative air pressure was not being maintained at the decontamination unit. There were also several breaches in the containment, including holes in the exterior walls, soffit venting, and around several windows. In addition, none of the four workers observed exiting the building followed proper decontamination procedures, and two of the workers were wearing street clothes underneath their coveralls. WorkSafeBC issued a stop-work order. The firm is being penalized for allowing work that disturbed asbestos-containing materials (ACMs) before taking the necessary precautions to protect workers. This was a repeated and high-risk violation.

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## Penalties (continued)

### **Honghot Enterprises Inc. | \$20,000 | Vancouver | March 11, 2019**

This firm was conducting asbestos abatement at a pre-1990 house slated for demolition. WorkSafeBC inspected the site and observed that drywall inside the house had been removed before power to the house had been disconnected and a lockout system implemented. The firm failed to isolate and effectively control an energy source, a high-risk violation. At a subsequent inspection, WorkSafeBC observed that the abatement work area did not have poly sheets covering the floor and that duct tape, an identified asbestos-containing material (ACM), was on the ground. Furthermore, a doorway and windows in work areas were not sealed to prevent the release of asbestos fibres. WorkSafeBC issued a stop-work order. The firm failed to take necessary precautions to protect workers before beginning work that disturbed ACMs. This was a repeated and high-risk violation.

### **Infinite Supplier Incorporated | \$2,500 | Vancouver | March 12, 2019**

This firm had performed asbestos abatement at a pre-1990 house slated for renovation work and issued a clearance letter. WorkSafeBC determined that no air sampling had been conducted at the worksite before the firm dismantled the containment and issued a stop-work order for the renovation work. The firm failed to ensure that clearance air sampling was conducted in previously contaminated areas prior to dismantling the containment, a repeated and high-risk violation.

### **Island Force Contracting Ltd. | \$2,783.62 | Langford | April 11, 2019**

This firm was working on the construction of a new house. WorkSafeBC observed one worker on a non-compliant elevated work platform. The worker was not using a personal fall protection system and no other form of fall protection was in place, which exposed the worker to a fall risk of about 7.3 m (24 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

### **Marc Harding / Image Pro Exterior Contracting Co. | \$2,519.43 | View Royal | March 22, 2019**

This firm was working on the construction of a new apartment building. WorkSafeBC inspected the site and observed two workers on a non-compliant work platform. The workers were wearing fall protection harnesses but were not connected to lifelines. In addition, guardrails in the work area were incomplete and lacking mid-rails. No other form of fall protection was in place, exposing the workers to a fall risk of about 12.2 m (40 ft.). The firm's failure to ensure fall protection was used was a high-risk violation.

### **MG Roofing and Siding Ltd. | \$2,896.27 | Port Coquitlam | February 22, 2019**

WorkSafeBC observed two of this firm's workers performing siding work at a house under construction. One worker was standing on a work platform supported by a ladder jack system. The second worker, a supervisor, was standing at the leading edge of a 4:12 sloped porch roof. Neither worker was using a personal fall protection system and no other form of fall protection was in place, exposing the workers to a fall risk of about 6.1 m (20 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation. The firm also failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety.

### **Mondiale Development Ltd. | \$7,960.02 | Richmond | February 27, 2019**

This firm was prime contractor at a highrise construction site. WorkSafeBC inspected the site and observed safety deficiencies related to an excavation. WorkSafeBC also determined that a subcontractor had conducted an earlier inspection and communicated the results to the prime contractor, but the prime contractor had not taken action to correct the identified deficiencies. A stop-work order was issued. The firm failed to conduct regular inspections, and failed to remedy unsafe conditions found in the course of inspections. The firm also failed to post a detailed site drawing that showed the project layout, first aid location, emergency transportation provisions, and evacuation marshalling station. Furthermore, as prime contractor, the firm failed to establish and maintain a system to ensure regulatory compliance at the worksite. These were all repeated violations.

### **Mountview Construction Ltd. | \$2,500 | Burnaby | April 11, 2019**

WorkSafeBC observed three of this firm's workers on the roof of a two-storey house under construction. One of the

workers was wearing a fall protection harness but was not connected to a lifeline. The other workers were not using personal fall protection systems, and no other form of fall protection was in place for any of the workers. This exposed them to fall risks 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 have a written fall protection plan in place as required. These were both repeated violations.

**New Mode Framing Ltd. | \$5,000 | Surrey | April 11, 2019**

This firm was sheathing the roof of a new two-storey house. WorkSafeBC observed one worker walking on the top plate near the edge of an exterior framed wall. The worker, who was in view of a supervisor, 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 6.9 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 to ensure their health and safety. These were both repeated violations.

**Noble Construction Management Corp. | \$12,032.19 | Burnaby | March 18, 2019**

This firm was the prime contractor at a large residential construction site. WorkSafeBC inspected the site and observed multiple safety deficiencies. Excavation work was being done adjacent to overhead power lines without written procedures in place. The excavation lacked adequate access and egress, and an appropriate emergency preparedness plan was not in place. In addition, traffic control signs were lacking from one side of the street. Furthermore, no exposure control plan or safe work procedures were available for the concrete chipping work being performed by a subcontractor's workers, and the respirators provided were inadequate for this type of work activity. WorkSafeBC issued a stop-work order for the concrete chipping work. As prime contractor of a multiple-employer worksite, the firm failed to ensure that health and safety activities were coordinated, and failed to establish and maintain a system to ensure regulatory compliance. This was a repeated and high-risk violation.

**Oasis Windows (Canada) Inc. | \$15,373.90 | Surrey | April 10, 2019**

WorkSafeBC was conducting an inspection of this employer's manufacturing facility. WorkSafeBC had become aware of an injury incident that had occurred at the workplace. One of the employer's workers had been operating a welding machine to frame sections of a window. The worker's hand was caught between the machine's actuator plate and alignment bar, and the worker sustained injuries. WorkSafeBC inspected the machine and determined that it had not been fitted with guards for the base plate, the actuator plate, or the space between them since the incident occurred. A stop-use order was issued. The employer failed to ensure machinery was adequately safeguarded to prevent workers from accessing hazardous points of operation. This was a repeated and high-risk violation.

**Paul DeWolff / DeWolff Contracting | \$2,500 | Langley | January 29, 2019**

This firm was working on the construction of a new two-storey house. A worker was on a ladder, handing a skylight to a representative of the firm. The ladder kicked out and the worker fell about 6.4 m (21 ft.) to the concrete floor below, sustaining serious injuries. WorkSafeBC determined that the worker had not been provided with fall protection equipment. In addition, the ladder had not been secured at the top or bottom. Furthermore, the worker had not received training in either ladder safety or fall protection use, and had not been oriented to the worksite. 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.

**Rai Roofing Ltd. | \$2,500 | Surrey | April 26, 2019**

WorkSafeBC observed one of this firm's workers on the roof of a house. The worker, who was in view of a supervisor, was not using a personal fall protection system. No other form of fall protection was in place, exposing the worker to a fall risk of greater than 4.6 m (15 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.

## Penalties (continued)

### **RDL Exteriors Ltd. | \$2,500 | Coquitlam | March 12, 2019**

WorkSafeBC observed one of this firm's workers installing siding on the flat roof of a three-level house under construction. The worker was not using a personal fall protection system and no other form of fall protection was in place, exposing the worker to fall risks of up to 7.6 m (35 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

### **Safe and Sound Environmentals Ltd. | \$40,000 | Delta | April 12, 2019**

This firm had conducted pre-demolition asbestos abatement at a house. WorkSafeBC inspected the site after the house had been demolished. The firm was unable to provide a clearance letter, air sample results, waste disposal records, or other evidence to show that asbestos-containing materials (ACMs) had been removed in accordance with safe work practices. The firm failed to safely contain or remove all hazardous materials, and failed to have a qualified person confirm in writing that all hazardous materials had been contained or removed. These were both repeated and high-risk violations.

### **SD Roofing Ltd. | \$5,000 | Abbotsford | April 12, 2019**

This firm was working on the construction of a 2.5-storey house. WorkSafeBC observed one worker walking across the 5:12 sloped roof and then across an unguarded second-storey patio. The worker was wearing a fall protection harness but was not connected to a lifeline, and no other form of fall protection was in place. The firm failed to ensure fall protection was used, a repeated and high-risk violation.

### **S.G. Roofing Ltd. | \$3,953.02 | White Rock | February 22, 2019**

This firm's worksite was a three-storey house under construction. WorkSafeBC inspected the site and observed two workers, one of whom was a supervisor, performing flashing installation work on the flat roof. The workers were wearing fall protection harnesses, but were not attached to lifelines. No guardrails or other forms of fall protection were in place, exposing the workers to a fall risk of about 10.7 m (35 ft.). Furthermore, no fall protection plan was available on site. The firm failed to ensure fall protection was used, a high-risk violation. The firm also failed to have a written fall protection plan for the workplace, 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.

### **Sky Blue Environmental Services Inc. | \$2,500 | Surrey | April 10, 2019**

This firm was hired to conduct asbestos abatement at a house slated for demolition. WorkSafeBC inspected the worksite after the firm had issued a clearance letter and another firm was conducting demolition work. A debris pile was observed that included uncontained vinyl sheet flooring and drywall joint compound, both of which had been identified as asbestos-containing materials (ACMs) in the hazardous materials inspection report. WorkSafeBC issued a stop-work order. The firm failed to safely contain or remove all hazardous materials, a repeated and high-risk violation.

### **S.S. Construction Ltd. | \$10,000 | Abbotsford | March 25, 2019**

This firm's worksite was a house under construction. WorkSafeBC inspected the site and observed two workers installing sheeting at the edge of the roof. Neither worker was using a functioning personal fall protection system, exposing the workers to a risk of falling about 4.6 m (15 ft.). The firm failed to ensure the use of fall protection, a repeated and high-risk violation.

### **S & S Insulation, Flooring and Rebar Ltd. | \$1,250 | Surrey | April 2, 2019**

At a residential construction site, two of this firm's workers were injured when the scaffold they were working on collapsed. WorkSafeBC attended the worksite and advised the firm of its requirement to complete and submit an incident investigation report. A report was eventually received but lacked key details, including unsafe conditions that contributed to the incident and measures the firm would take to prevent future incidents. WorkSafeBC issued an order for the firm to submit an amended version of the report. After multiple follow-up communications, the firm

had still not submitted an amended report with the required information. The firm is being penalized for failure to comply with a WorkSafeBC order within a reasonable period.

**Sun Sage Developments Ltd. | \$2,500 | Kamloops | April 12, 2019**

This firm was working on the construction of a new house. WorkSafeBC observed two workers, one of whom was a supervisor, working on the roof. Neither worker was using a personal fall protection system and no other form of fall protection was in place, exposing the workers to fall risks greater than 7.6 m (25 ft.). The firm failed to ensure fall protection was used, a high-risk violation, 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. In addition, the firm failed to have a written fall protection plan in place as required.

**Team Asbestos Ltd. | \$10,000 | Mission | March 25, 2019**

This firm was conducting asbestos abatement at an apartment building. WorkSafeBC issued a stop-work order after observing multiple deficiencies with the firm's work related to asbestos-containing materials (ACMs). The firm failed to collect ambient, clean room, and occupational air samples, a repeated violation, and failed to conduct clearance air sampling prior to dismantling a containment. The firm also failed to adequately provide and maintain a containment and decontamination facility, and failed to assess the effectiveness of HEPA filters by DOP testing. These were all high-risk violations. In addition, the firm failed to provide workers with task-specific work direction that addressed hazards and necessary controls, a repeated and high-risk violation. The firm also failed to include a hazardous materials inspection report in its notice of project (NOP), and did not have the report available on site. These were both repeated violations. Finally, the firm failed to adequately clear work areas before beginning work with ACMs, and failed to ensure its exposure control plan was administered by a properly trained person.

**Tycon Steel (1998) Inc. | \$26,813.79 | Burnaby | March 20, 2019**

This firm was providing concrete reinforcing services at a multi-building highrise construction site. While the firm was installing a prefabricated rebar cage, a previously installed rebar cage started to lean, leading to the



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## Penalties (continued)

collapse of several cages. WorkSafeBC determined that the temporary supports in place were inadequate for the rebar cages, each of which was about 9.1 m (30 ft.) high. A stop-work order was issued. The firm failed to ensure that, during the erection of a structure, all partially assembled components were supported as necessary to withstand any loads likely to be imposed on them. This was a high-risk violation.

### **Valley Trend Construction Ltd. | \$2,500 | Osoyoos | February 20, 2019**

This firm's worksite was a two-storey house under construction. WorkSafeBC inspected the site and observed that stairs to the second level of the house had not been installed. In addition, the second-floor stair opening and the entire perimeter of the second floor did not have guardrails. The firm failed to ensure that guardrails were used, a high-risk violation. The firm also failed to ensure that floor openings were securely covered or guarded with guardrails, a high-risk and repeated violation. Furthermore, the firm failed to provide a stairway to each floor level before beginning construction of the next floor, a repeated violation.

### **West Side Asbestos Ltd. | \$5,000 | Chilliwack | February 22, 2019**

This firm was conducting asbestos abatement at a pre-1990 house slated for demolition. WorkSafeBC inspected the site and observed that plaster and attic insulation, both confirmed as asbestos-containing materials (ACMs), had been disturbed inside the house. These materials had not been safely contained, and the firm had not conducted any air monitoring. The containment was not airtight at windows and doorways, and the decontamination facility lacked water and effective airlocks between containment rooms. WorkSafeBC issued a stop-work order. The firm failed to ensure all hazardous materials were safely contained or removed, a high-risk violation.

### **West Side Asbestos Ltd. | \$5,000 | Chilliwack | February 22, 2019**

This firm was conducting asbestos abatement at a pre-1990 house slated for demolition. When WorkSafeBC inspected the site, a representative of the firm stated that abatement work had not yet begun. Relying on the initial representations made by the firm's representative, a WorkSafeBC officer attempted to enter the containment area while not equipped with the proper personal protective equipment. The officer then observed evidence of abatement work underway, including plaster and insulation that had been disturbed inside the house. The representative later confirmed that workers had indeed begun abatement work inside the house. The firm is being penalized for knowingly providing a WorkSafeBC officer with false information.

## Manufacturing

### **Allen Brands Inc. / Big Surf Beer | \$2,500 | Kelowna | February 20, 2019**

WorkSafeBC inspected this firm's brewery facility and observed a worker inside a lauter tun (large tank), an identified confined space. The worker had not been trained in confined space entry. In addition, no pre-entry inspection had been conducted, no air monitoring equipment was available to conduct pre-entry testing, and no

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confined space entry procedures were in place. The firm failed to conduct a confined space hazard assessment, and failed to conduct pre-entry testing and inspection. 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.

**Integro Building Systems Inc. | \$11,323.08 | Surrey | April 4, 2019**

This firm assembles windows for commercial building installations. While hand-feeding pieces of wood through a table router, a worker's hand contacted the router blade, and the worker sustained serious injuries. WorkSafeBC inspected the worksite and determined that, at the time of the incident, no guard was in place on the router. A stop-use order was issued for the router. The firm failed to ensure that machinery was fitted with adequate safeguards to prevent workers from accessing hazardous points of operation. This was a repeated and high-risk violation.

**Robar Industries Ltd. | \$33,922.91 | Surrey | February 22, 2019**

This firm operates a foundry plant. WorkSafeBC inspected the worksite and observed that workers were engaged in work to clean up sand inside a confined space. The sand contained crystalline silica, and controls to protect workers from respirable crystalline silica (RCS) dust were inadequate. WorkSafeBC issued a stop-work order. The firm failed to have a qualified person develop an exposure control plan, and failed to use adequate control measures to protect workers from exposure to RCS dust. The firm also failed to train workers in the hazards of RCS dust, safe work procedures, and the use of personal protective equipment. In addition, the firm allowed the use of dry sweeping to clean RCS dust, contrary to regulatory requirements. Furthermore, the firm failed to prepare and implement a written confined space entry program. These were all high-risk violations. Finally, the firm failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety.

**West Fraser Mills Ltd. | \$637,415.60 | Quesnel | March 6, 2019**

This firm is owner and prime contractor at a fibreboard plant. A worker from a subcontractor's firm was vacuuming ash from a hatch midway up a multi-cone hopper when compacted hot ash in the multi-cone broke free. The ash rushed out of the hatch onto the worker, causing serious injuries. WorkSafeBC's investigation determined that the prime contractor had not conducted an adequate assessment of the risks associated with accumulated hot ash. Safe work procedures had not been communicated to the subcontractor firm, and the subcontractor's workers had not been trained in the work task. As owner, the firm failed to provide the information necessary to identify and control hazards to the health and safety of workers, a repeated violation. The firm also failed to instruct workers in safe work procedures and provide adequate personal protective equipment for work around extreme temperature sources. In addition, the firm failed to provide the information, instruction, training, and supervision necessary to ensure workers' health and safety. These were all high-risk violations.

## Primary Resources

**Alligator Creek Falling Ltd. | \$2,500 | Union Bay | March 11, 2019**

WorkSafeBC observed two trees fall in an active falling area. During its inspection, WorkSafeBC determined the trees had been felled within two tree lengths of each other by different fallers. The firm failed to ensure that all workers were cleared of the area within a two-tree-length radius of a tree before it was felled. This was a high-risk violation.

**Consolidated Aggregate Loading Services Ltd. | \$12,203.15 | Chilliwack | February 27, 2019**

This firm operates an asphalt plant. A worker was in a motor control centre using a multimeter to test electrical circuitry. An arc flash occurred, and the worker sustained serious injuries. WorkSafeBC determined that the worker had not been adequately trained for the work task. In addition, no arc flash personal protective equipment was

available at the site. The firm failed to establish safe work procedures for testing electrical equipment. The firm also failed to ensure that electrical equipment work was performed by qualified and authorized workers in accordance with safe work procedures. 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.

### **SMA Falling Ltd. | \$2,500 | Secret Cove | February 19, 2019**

This firm was hired to clear trees from a parcel of land. WorkSafeBC inspected the site and observed several dangerous trees that had been left standing adjacent to trees that were being felled. WorkSafeBC also observed a tree that had fallen out of control as a result of the holding wood being rotten and the firm not having recognized visible signs of the tree being a dangerous tree when making the undercut. The firm failed to ensure that sufficient holding wood was maintained in falling trees. The firm also failed to fall dangerous trees before falling adjacent live trees. These were both high-risk violations.

### **Western Forest Products Inc. | \$29,049.91 | Woss | April 5, 2019**

While workers from this firm were moving railcars loaded with logs on a railway siding, 11 loaded cars rolled out of the siding and onto the main line. The cars struck an occupied maintenance crew vehicle and pushed it into an occupied maintenance backhoe. Three workers were killed and two workers were seriously injured. WorkSafeBC's investigation determined that the derail device, which was intended to stop free-rolling railcars, had not been installed with proper ties and ballast. The firm is being penalized for failing to ensure the health and safety of all workers. This was a high-risk violation.

## Service Sector

### **652434 B.C. Ltd. / Eco Bins Disposal | \$5,000 | Surrey | April 12, 2019**

WorkSafeBC inspected a residential demolition worksite and observed deficiencies related to hazardous materials inspections and asbestos abatement. A stop-work order was issued for the site, including for the firm's waste bins on site that contained demolition debris. The only work permitted by the stop-work order, until it was cancelled by WorkSafeBC, was that done by protected and qualified persons for the purpose of assessing and remediating hazardous materials on the property. The firm subsequently removed the waste bins from the worksite in violation of the stop-work order. The firm is being penalized for failing to comply with a WorkSafeBC order.

### **A Plus Cleaning and Janitorial Limited | \$8,348.33 | Vancouver | March 4, 2019**

This firm was providing cleaning services for the exterior of a commercial building. While cleaning a glass panelled awning, a worker stepped onto a temporary plywood panel that was replacing a broken glass panel. The panel gave way and the worker fell to the ground, sustaining serious injuries. WorkSafeBC's investigation determined that no fall protection had been in place for the worker. In addition, the worker was unsupervised at the time of the incident, and had not been informed of any risks associated with the temporary plywood panel. The firm failed to ensure fall protection was used for work at heights of 3 m (10 ft.) or greater. 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.

### **EnviroSystems Incorporated | \$8,026.98 | Quesnel | February 28, 2019**

This firm was contracted to provide industrial services, including vacuum services, at a fibreboard plant. One of the firm's workers was vacuuming ash from a hatch midway up a multi-cone hopper when compacted hot ash in the multi-cone broke free. The ash rushed out of the hatch onto the worker, causing serious injuries. WorkSafeBC's investigation determined that the worker had not been trained in this work task, and the firm's supervisor had not identified or communicated the hot-ash hazards to workers. In addition, the worker had not been provided with appropriate personal protective equipment (PPE). The firm failed to establish safe work procedures and provide PPE

for work around extreme temperature sources. 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.

**Hamon Custodis-Cottrell (Canada) Inc. | \$2,500 | Kamloops | February 28, 2019**

This firm was hired to demolish an auxiliary stack at a pulp mill. During demolition work, workers identified rope they suspected of being an asbestos-containing material (ACM). WorkSafeBC inspected the site and determined that no hazardous materials survey had been conducted. A stop-work order was issued. A hazardous materials survey conducted later confirmed the presence of ACMs, including in the rope where workers had been working directly. The survey also identified the presence of lead paint. The firm failed to ensure a qualified person inspected the buildings to identify hazardous materials before demolition work began. This was a high-risk violation.

**MEM Services Ltd. / Service Master Residential | \$18,934.51 | Coquitlam | March 6, 2019**

WorkSafeBC observed one of this firm's workers cleaning gutters while on the sloped roof of a two-storey house. The worker was not using a personal fall protection system and no other form of fall protection was in place. WorkSafeBC also determined that the fall protection plan in place for the worksite was incomplete, and that the firm had not effectively implemented working alone, site safety, or supervision procedures. The firm failed to ensure fall protection was used, a repeated and high-risk violation. The firm also failed to ensure an adequate fall protection plan was in place, a repeated violation. Additionally, the firm failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety, a high risk-violation.

**Morwest Crane & Services Ltd. | \$1,351.39 | Burnaby | February 5, 2019**

WorkSafeBC inspected a worksite where this firm had supplied and erected a tower crane. No professional engineered drawings were available on site for the crane's test blocks, three of the blocks were inadequately weighted, and the blocks were inadequately labelled. In addition, the erection report was incomplete, and the fire extinguisher available to the crane operator was too small. The firm failed to ensure its equipment complied with regulatory requirements, a repeated violation.

**Skaha Ford Inc. | \$31,611.99 | Penticton | March 21, 2019**

This firm operates an automotive retailer and service shop. WorkSafeBC investigated an incident at the shop where a worker was struck by a reversing vehicle and sustained fatal injuries. WorkSafeBC determined that, at the time of the incident, the firm's workers were not being adequately supervised, workers had not been adequately instructed about their job responsibilities and corporate policies, and the firm had an inadequate safety management system. Also, workers had not been instructed about the safe movement of vehicles in the shop area. For example, no policies were in place relating to speed, safety signage, or sounding the horn before reversing a vehicle. The firm failed to ensure there were adequate safe work procedures in place to minimize the possibility of a collision in hazardous work areas. Furthermore, the firm 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.

**W.J. Stelmaschuk & Associates / WJS Canada | \$31,187.04 | Richmond | February 5, 2019**

WorkSafeBC inspected one of the employer's worksites, a residential facility. WorkSafeBC determined that the employer's risk assessment lacked necessary information, including an environmental survey specific to the work location, sufficient information about prior incidents of violence, and assessments in relation to equipment used at the site and other workers visiting the site. The employer failed to conduct a violence risk assessment that took the location and work circumstances into consideration. This was a repeated violation, based on violations occurring at another of the employer's locations.

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

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

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

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

## **Hans Roofing Ltd. | April 12, 2019**

On April 12, 2019, the Supreme Court of British Columbia ordered that Hans Roofing Ltd., a firm engaged in the roofing industry in British Columbia, and its principal, Baljit Singh Hans, are restrained from continuing or committing contraventions of the *Workers Compensation Act* and the Occupational Health and Safety Regulation, and are required to comply with the Act and Regulation in the future.

## **Harrison Roofing Ltd. | April 12, 2019**

On April 12, 2019, the Supreme Court of British Columbia ordered that Harrison Roofing Ltd., a firm engaged in the roofing industry in British Columbia, and its principals, Jaswant S. Dhatt and Sarabjit K. Dhatt, are restrained from continuing or committing contraventions of Part 3 of the *Workers Compensation Act* and all of the Occupational Health and Safety Regulation, and are required to comply with Part 3 of the Act and all of the Regulation in the future.

## **Jami Witso, Per Witso, and Patricia Robillard | March 27, 2019**

On March 27, 2019, the Supreme Court of British Columbia ordered that Jami Witso (also known as Jamie Witso and Jami Lynn Witso), Per Witso (also known as Peter Witso), and Patricia Robillard (also known as Patti Robillard), who are engaged in the roofing industry in British Columbia, are restrained from continuing or committing contraventions of Part 3 of the *Workers Compensation Act* and the all of the Occupational Health and Safety Regulation, and are required to comply with Part 3 of the Act and all of the Regulation in the future.

Note: Although the order was made against these individuals personally, their registered business name is “Patricia Robillard and Jami Witso,” and this firm has done business as Aardvark Roofing.

## **Kaile Enterprises Ltd. | March 29, 2019**

On March 29, 2019, the Supreme Court of British Columbia ordered that Kaile Enterprises Ltd., a firm practicing primarily in the roofing industry in British Columbia, and its principal, Bhupinder Singh Kaile, as well as the firm’s supervisor, Tara Kaile, are restrained from continuing or committing contraventions of Part 3 of the *Workers Compensation Act* and all of the Occupational Health and Safety Regulation, and are required to comply with Part 3 of the Act and all of the Regulation in the future.

## **New Remax Framing Ltd. | March 15, 2019**

On March 15, 2019, the Supreme Court of British Columbia ordered that New Remax Framing Ltd., a firm engaged in the construction industry in British Columbia, and its principals, Parmjit Kaur Uppal and Rashpal Uppal, are

restrained from continuing or committing contraventions of the *Workers Compensation Act* and the Occupational Health and Safety Regulation, and are required to comply with the Act and Regulation in the future.

**Sarpreet Singh Gill and Kuldeep Singh Grewal | May 17, 2019**

On May 17, 2019, the Supreme Court of British Columbia ordered that Sarpreet Singh Gill and Kuldeep Singh Grewal, who are engaged in the roofing industry in British Columbia, are restrained from continuing or committing contraventions of section 11.2 of the Occupational Health and Safety Regulation, and are required to comply with section 11.2 of the Regulation in the future.

Note: Although the order was made against these individuals personally, they have done business as AGR Roofing Ltd.

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