

WorkSafe

Tools for building safer workplaces | worksafemagazine.com | January / February 2016



Rising to the risk
of an avalanche p7

Fall protection a growing
greenhouse issue p16

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On the front cover: Andre Ike (left), an avalanche technician for Alpine Solutions Avalanche Services, and Jim Cadden, a safety consultant for Cadden Safety Services Ltd., complete a snow profile above a hydroelectric construction project near Sechelt, B.C.

Investigation reports point the way to safety

In “Ask an Officer” on page 5, Kamloops-based regional prevention manager Patrick Davie touts Sun Peaks Resort as an employer that’s leading the way for B.C. ski hills by using incident investigation reports as a starting point — not an end point.

As Davie says, employers can follow Sun Peaks’ example by using their own in-depth reports to look for clues about common work practices that lead to injury, and then develop action plans to counter that.

That’s why it’s important to do more than just fill out and send the required reports, file copies away, and go back to business as usual. Sun Peaks didn’t do this. And because they learned, for instance, that ski patrollers were pushing the limits of their abilities on and off shift — and getting injured — they set their own limits on staff’s on-mountain speed and access to difficult ski runs.

The principle applies to any industry: unearth the root causes of injury by asking key questions, and answer them by improving workplace health and safety. As Davie says, all employers can benefit from using action plans, and just like any good skier, find creative ways to navigate through challenges.

And, for more information on new employer incident investigation reporting requirements, check out this month’s “Policy notes” on page 14.



Terence Little
Editor-in-chief

WorkSafe

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Lynn Easton

Writer Lynn Easton lives on a winding road in Maple Ridge. She tried out the new Winter Driving Safety course online and immediately put on her snow tires. Her family is breathing easier around icy corners.



Lucy Hyslop

As a writer who teaches skiing and yoga, Lucy says she constantly reminds people about safety. “In writing for WorkSafeBC, it’s fascinating to see the creative ways employers bring safety to the forefront of their employees’ minds.”



Gail Johnson

Vancouver-based journalist Gail Johnson was interested to learn that potentially dangerous workplace exposures are not limited to harmful substances like asbestos; they can also be in the form of noise, mould, and tuberculosis.



Helen Plischke

Helen Plischke is a Port Moody-based writer and editor who found it heartwarming to learn about workers and managers who sought continuous improvement in their safety program, despite the compliance challenges they faced (see page 16).

Ski hill injury sources: digging deep



Patrick Davie WorkSafeBC regional prevention manager

Region: Kamloops
Years on the job: 26

This month, we spoke with WorkSafeBC regional prevention officer Patrick Davie about using incident investigation reports to prevent injuries among ski resort workers.

Q. What are the most common injuries among ski hill employees?

A. We keep seeing a lot of leg and knee issues, and wrist and shoulder injuries. The highest injury rates are among ski school, ski patrol, and ski lift workers. Most of the time, they’re getting hurt during their shifts — while they’re skiing or snowboarding.

Q. We’ve heard of “remedial action plans.” What are they? And how can we use them?

A. Remedial action plans are developed from in-depth investigations into incidents that occur at your worksite. Incident investigations are a legal requirement at any active work location. They can have real value to any hill, big or small — you can apply them to any industry, really. The secret is to get as much value as possible from the investigation process. They’re really a long-term, rather than a short-term, solution to safety problems.

Sun Peaks Resort, near Kamloops, has really set the bar with these plans. They use their incident investigation reports as a starting point, not an end point. The investigation tells them what caused the incident. And, rather than just file the report, they’ll immediately use that information to plan how to prevent the incident from happening again.

Say, for example, a snow-making machine flips on a hill. The investigation might show that the machine flipped because it was going sideways on the slope or the worker positioning it lacked training. Knowing that, a remedial action plan might require a specific training session for operators, posting a reminder in the cab about safe operation, and monitoring the machine’s use.

Q. We're following the regulations but still seeing injuries. How can we improve our safety record?

A. Well, remember that the regulations are the minimum requirements. You have to be as focused on worker safety as you are on customer service. Look at the injury mechanisms of the industry, not just those at your worksite. Never buy into the belief that certain types of injuries are not preventable and thereby acceptable. Speed, for example, can be a problem.

One hill rated the abilities of their ski patrollers and set clear expectations on where and how they operate while on the hill at the beginning of the season. After this review and training, the patrollers with less ability were prevented from going any faster than they should have been, and from going into areas beyond their current abilities.

You should also review work practices on your hill. Get out and observe. Watch for high-risk activities, like workers not paying attention while skiing down runs that intersect with other runs; that could cause collisions. Get your health and safety committee involved in a review of operations and use their experiences to promote innovation within your occupational health and safety program.

Q What are some safety-specific changes we can make to our work practices?

A. Teach ski instructors to avoid guiding students down the slopes between instructors' legs. Numerous injuries have occurred when students cross their skis, fall down, and take their instructors with them. It's safer for instructors to have students hold on to an outstretched ski pole. That way, if the student falls, the instructor won't.

For lift operators, keep in mind that a lot of them get hurt while skiing or snowboarding down the hill

“The secret is to get as much value as possible from the investigation process.”

—**Patrick Davie**, Kamloops-based WorkSafeBC regional prevention manager

after their shifts. They often take an advanced run, which has more risk. Your policy should direct them to use your low-level runs or take the lift when they're finishing work or moving between stations.

For your new and especially younger employees, make sure they're trained; test their competency and supervise them. Set the expectations and lead by example.

Most importantly, give all your employees the support they need to do their jobs safely.

Q. Where can we get more ski resort safety information?

A. Our safety officers have a lot of experience and knowledge that will help you. You'll also find great resources online, including the following:

- Ski resort industry best practices: www.worksafebc.com/publications/health_and_safety/by_topic/assets/pdf/BestPracticesIndustryRecommendedSkiHills.pdf?_ga=1.51764585.1936147614.1446134705
- Research on diet and exercise to reduce ski resort worker injuries: www.worksafebc.com/contact_us/research/research_results/res_60_10_1360.asp

Looking for answers to your specific health and safety questions in *WorkSafe Magazine*? Send them to worksafemagazine@worksafebc.com and we'll consider including them in our next “Ask an Officer” feature. 🍷

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Avalanche technician Peter Marshall of Alpine Solutions Avalanche Services analyzes snow stratigraphy on the slopes north of Pemberton, B.C.

A route to reducing avalanche risks

By Helena Bryan

Last year, Terri Wolfe witnessed Mother Nature at her most breathtaking — and her most terrifying. Wolfe was riding in a Ford pickup through B.C.'s Rocky Mountains when an avalanche struck. "It was amazing and sobering to see it roar down the mountainside," she recalls.

As president of mining company John Wolfe Construction Co., Wolfe wasn't on a sightseeing tour on Mount Brussilof in the middle of the Rockies. Rather, she'd been briefed to expect an avalanche that day. Dynamic Avalanche Consulting Ltd., the company she'd hired to do an avalanche risk assessment and

safety plan for the mine's access road, had invited her for a first-hand look at avalanche control.

As Wolfe has discovered, triggering a slide with explosives can be standard practice for avalanche experts. The idea is to trigger an avalanche on an unstable and deserted slope to avoid a slide occurring when people are actually working in the area.

And while avalanche preparedness needn't be as complex for every workplace, such measures are worth the cost to Wolfe. She is responsible for the safety of more than 40 employees and independent contractors who must travel through avalanche-prone terrain to get to and from the mine.

“When I weighed the costs against the benefits it was simple: I’d much rather be safe than sorry.”

—**Terri Wolfe**, president of John Wolfe Construction Co. in Radium Hot Springs, B.C.

“We have a bus that brings employees in. It’s an hour on forest service roads, 38 kilometres off the highway,” Wolfe explains. “We drive across three or four avalanche slide paths on the way. We’ve had avalanches in the past that haven’t hurt anybody, but they’ve come down as far as the road, which we use every day to haul rocks from the mine for processing.”

Worker, employer stakes are high

B.C. is full of such rugged terrain. And working in it without proper precautions is dangerous, even deadly. From 1999 to 2008, 29 workers in B.C. were either injured or killed by avalanches, or, in some cases, landslides. While almost half of these workers worked for ski resorts or backcountry ski operations, the surprising fact is that the other half worked in fields not commonly associated with avalanche risks: forestry, oil and gas pipeline construction, highway maintenance, and mining.

These statistics — and the fact that many employers outside the ski hill industry overlook their vulnerability to avalanches — are part of the reason why WorkSafeBC introduced a new section to the Occupational Health and Safety Regulation (the Regulation) on avalanche evaluation, risk assessment, and safety planning. Section 4.1.1 requires all employers whose workers travel through, work around, or within an avalanche hazard zone to conduct an evaluation to determine if there is a risk from an avalanche. If the employer determines that a risk exists, the employer must conduct a risk assessment and develop and implement an avalanche safety plan and program to either eliminate or minimize workers’ exposure to the avalanche risk.

However, both the avalanche risk assessment and safety plan and program deemed appropriate for each employer very much depends on the degree of risk and level of worker exposure to avalanches, says Kelowna-based occupational safety officer Kevin Birnie.

“We recognize you can’t always eliminate the risk,” Birnie says. “But if your workers are at risk, the Regulation expects that you’re going to mitigate those risks to the lowest level possible. The way to mitigate those risks is through the development and implementation of an avalanche safety plan, safe work procedures, and worker training specific to avalanches.”

Are you at risk? The answer might surprise you

WorkSafeBC forestry industry specialist Carole Savage, a member of the Canadian Avalanche Association, says one of the biggest misconceptions employers might have regarding avalanches is to assume they are working in safe terrain.

“We often don’t know what we don’t know,” she says. “Without the proper training and experience, people often do not realize they are at risk from avalanches.”

Joe Obad, executive director of the Canadian Avalanche Association, says employers often assume avalanches only happen in winter. “Defining the beginning and end of avalanche season may also require a qualified person,” he says. Obad cites a worker who died in an avalanche in 2012 in conditions not typically associated with winter or avalanche season. “The late winter or spring presents its own challenges, where the snowpack may lock up overnight but release huge slides on warming. These periods call for additional expertise.”

Savage, a registered professional forester and avalanche safety instructor, says the signs of a worksite avalanche risk can be subtle. “And that’s why it’s important to seek out someone qualified to determine if such a risk exists, and if it does, to help you develop a risk assessment and avalanche safety plan or program.”

Revised avalanche regulations in effect

Until recently, employers were still finding it challenging to minimize avalanche risks according to section 4.1.1 requirements. This was because it was difficult to find qualified people — previously defined by the Regulation as having professional accreditation or certification — to meet the demand for avalanche risk assessment and safety plan development.

On February 1, 2015, after several years of consultation with industry stakeholders and the general public, WorkSafeBC revised the criteria associated with the hiring of an avalanche professional to help meet the avalanche risk requirements, including the addition of Regulation section 4.1.2. This has changed the requirements and expectations for individuals conducting avalanche risk assessments and developing avalanche safety plans and programs.

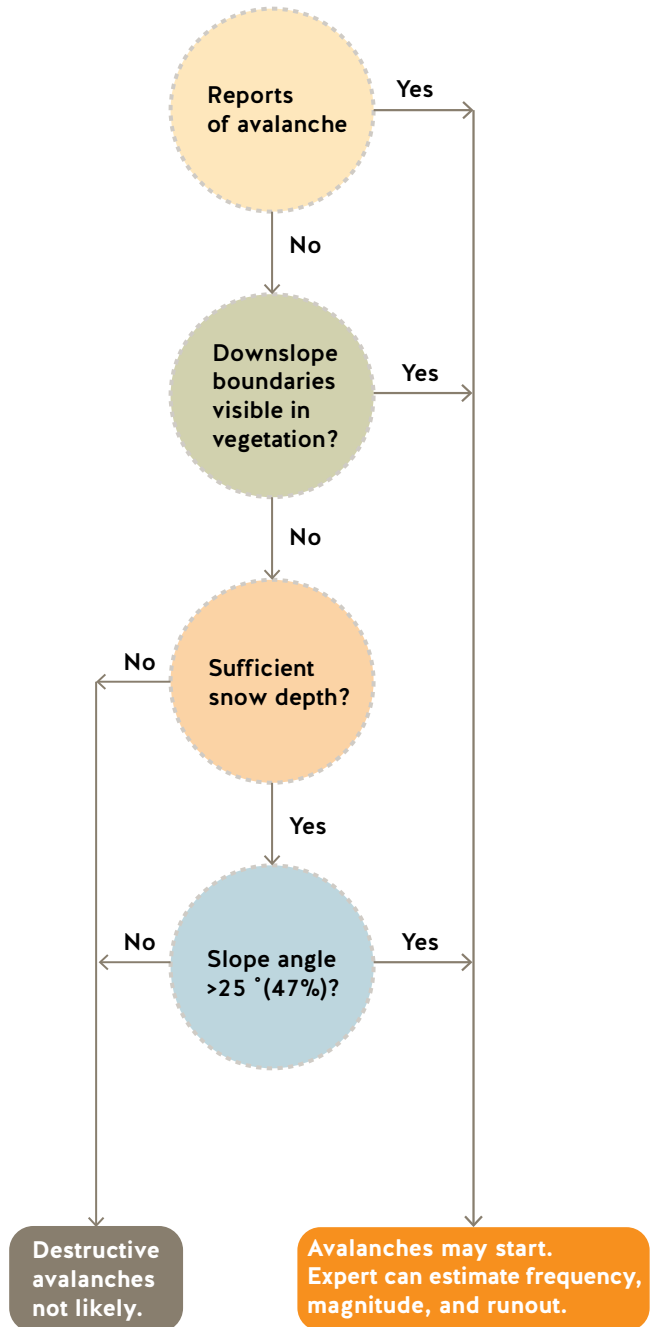
Specifically, the new threshold enables a “qualified person” to conduct the avalanche risk assessment and develop the avalanche safety plan. The definition of a qualified person is anyone with knowledge of the work and the hazards involved, and the education, training, and experience to provide qualified input on avalanche risk assessment and planning. (More information on these requirements can be found in the Occupational Health and Safety Guideline 4.1.1, available on worksafebc.com.)

“Avalanche hazards and risks are variegated,” says Cranbrook-based WorkSafeBC occupational safety officer Tim Birkett. “How detailed that initial risk assessment should be depends on a number of factors.

“A qualified person might find that your employees’ exposure is intermittent, which might include large geographical terrains. This person may prescribe specific training and detailed safe work procedures. If there’s minimal potential that work will trigger an avalanche, it’s not practicable for the employer to do a detailed risk assessment involving extensive and detailed reconnaissance of the terrain or of work during emergency conditions.”

Brian Gould, senior avalanche specialist for Alpine Solutions Avalanche Services, says employers have a way of mapping quickly and cost-effectively using the Avalanche Terrain Exposure Scale, known as ATES. His company has used this method in working for the

Recognizing the potential for an avalanche hazard



— Adapted with permission from page 6 of the Canadian Avalanche Association’s (CAA) Land Managers Guide to Snow Avalanche Hazards in Canada. Available at www.avalancheassociation.ca. (The CAA will publish updated guidelines for land managers and avalanche practitioners in early 2016.)



Ryan Shelley, an avalanche technician for Alpine Solutions Avalanche Services, outlines proper use of an avalanche probe to a First Nations group working in remote mountain terrain on the Prince Rupert Gas Transmission LNG pipeline project.

pipeline industry to map avalanche terrain comprising up to 800 square kilometres.

A safety plan customized for the risks

Simple or complex, avalanche safety plans must be written by a qualified person, Birkett says. And more detailed risk assessments may require more unique skills.

“Smaller companies might want to think about hiring someone in-house with the right training and experience to be that qualified person. That way, the costs of avalanche safety planning and management are embedded. The qualifications you’ll need will depend on the industry, the type of work you’re involved in, and the complexity of the plan.”

John Wolfe Construction in Radium Hot Springs, B.C., has a flexible avalanche safety plan, designed to be responsive to varying winter weather conditions. Dynamic Avalanche Consulting Ltd. developed a plan for John Wolfe after mapping the area and identifying

avalanche paths requiring regular monitoring. “It can be rigorous when conditions dictate, but in some years there will be minimal monitoring,” says Jeff Volp, avalanche technician for Dynamic in Kimberley, B.C.

“If there is stationary work occurring in avalanche areas, the risk is much greater. When conditions create an elevated risk, we regularly monitor the avalanche hazard and conduct mitigation work, such as explosive avalanche control, and we implement worksite restrictions as required. This flexibility keeps the costs lower for the client by not requiring active, frequent monitoring when the risk is low.”

Snow stability can change daily but also by the hour or by the minute; and avalanches can occur any time the terrain offers sufficient snow depth and the right weather conditions and snowpack characteristics. So, as part of John Wolfe’s safety plan, Dynamic monitors nearby weather and snowpack conditions and evaluates the avalanche risk to workers as conditions

warrant it. That monitoring resulted in several planned avalanches last winter.

“Yes, there’s some cost to all this,” Wolfe says. “But when I weighed the costs against the benefits, it was simple: I’d much rather be safe than sorry.”

For more information on avalanche safety resources and services for your workplace, visit the Canadian Avalanche Association website at

www.avalancheassociation.ca.

To find a list of association safety service providers, look under the Resources tab for “Avalanche Safety Services,” or go directly to www.avalancheassociation.ca/search/custom.asp?id=3102. For information on the avalanche safety regulations, look under “OHS Regulation” under “Quick Links” at worksafebc.com.

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Avalanche hazard management: a hierarchy of controls

Mark Harper, a WorkSafeBC occupational safety officer based in Kamloops, says employers should apply the following hierarchy of controls to manage avalanche hazards at their workplaces:

- 1 Administrative control** — Plan the work to include closures or other ways to avoid the avalanche hazard by working in areas where the hazards are non-existent or very low because of meteorological or seasonal conditions.
- 2 Engineering control** — use barriers, guards, diverters, etc., to manage avalanche risks to people and infrastructure, such as the snow sheds erected on the Coquihalla or Rogers Pass highways.
- 3 Avalanche control** — actively manage avalanche hazards through the use of explosive bombing, blasting, or shelling systems to produce avalanches under controlled conditions.
- 4 Procedural control** — implement safety procedures when the above-mentioned controls are not practicable because of the type and nature of work to be conducted. Procedural controls rely primarily on worker training, experience, equipment, and safe work procedures.

These controls are not mutually exclusive, Harper says, and may be used in conjunction with one another as part of the employer’s avalanche safety plan or program.

The pros and cons of avalanche airbags

In 2007, when five people skiing in northwestern B.C. were caught in an avalanche, and two of them died, the B.C. Coroner's Office conducted an accident investigation to try to get to the bottom of the tragedy — and avoid future deaths on B.C.'s mountains.

As it turned out, the ski guide involved in the avalanche was wearing an avalanche airbag, designed to keep the wearer on top of a moving slab of snow, instead of buried beneath it. Fortunately, the guide ended up on top of the debris when the avalanche stopped, and was able to dig himself out. He then went on to immediately assist with the rescue that saved the lives of two buried avalanche victims. The two skiers in the group who died weren't wearing airbags.

Following those events, the Canadian Avalanche Association and Pascal Haegeli, now research chair



A study on the use of avalanche airbags deemed them effective protection in a worst-case scenario.



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“The best safety tactic is still to avoid being in an avalanche in the first place.”

—**Pascal Haegeli**, research chair for Avalanche Risk Management at Simon Fraser University

for Avalanche Risk Management at Simon Fraser University, submitted a successful proposal through the Innovation at Work funding stream from WorkSafeBC's Research Services. The study, completed in 2012, was aimed at providing a thorough analysis of the pros and cons of using avalanche airbags in Canada. Previous studies had focused on the European context, where conditions could be different.

“At the time, there was considerable debate among the avalanche safety community about the effectiveness of airbags, but little solid evidence,” Haegeli says.

Here are the study's main findings regarding the use of avalanche airbags. (Note that the following findings come from a more recent, international study, available at www.resuscitationjournal.com/article/

[S0300-9572\(14\)00566-8/abstract](http://S0300-9572(14)00566-8/abstract); for the original WorkSafeBC-funded study, see www.worksafebc.com/contact_us/research/research_results/res_60_10_1350.asp):

- Avalanche airbags are valuable, but survival is not guaranteed.
- Airbags reduce the risk of dying in an avalanche from 22 percent to 11 percent.
- Non-inflation — mostly due to the wearer not deploying the airbags — considerably limits their effectiveness. Training on the use and maintenance of balloon packs is, therefore, critical.
- The benefits of airbags are quickly nullified if the wearer uses them to justify taking larger risks in avalanche terrain.

“Avalanche airbags are not a replacement for the standard safety equipment — transceiver, shovel, and probe — that everybody travelling in avalanche terrain should carry,” Haegeli says.

“Personal protective equipment can be beneficial, but the best safety tactic is still to avoid being in an avalanche in the first place.” ☺



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Bigger roles for health and safety committees

The provincial government's Bill 35, amending the *Workers Compensation Act* (the Act), expands the role of joint occupational health and safety committees in workplace safety and adds a new type of incident for employers to report.

The changes in Bill 35 build on the legislative changes made last year under Bill 9, which strengthened WorkSafeBC's ability to promote and enforce workplace health and safety.

Other legislative changes are associated with Bill 9 and they include OHS citations. A new policy and Regulation concerning OHS citations is expected to take effect February 1, 2016.

What has changed for health and safety committees?

Bill 35 expands the role of these committees to strengthen the partnership between workers and employers in creating safer workplaces. Effective January 1, 2016, a joint occupational health and safety committee is expected to advise the employer on significant proposed equipment and machinery changes that may affect worker health and safety.

The Act stipulates that employer incident investigations must be carried out with the participation of employer and worker representatives. The new legislation provides specific examples of what that participation includes, and allows WorkSafeBC to identify other examples by regulation.

In addition, the legislation allows WorkSafeBC to take a proactive role in assisting committees to resolve disagreements over health and safety matters, even if the committee has not formally reported these matters to WorkSafeBC.

How will this affect you?

Now, the new legislation specifies that the participation of an employer representative and worker representative



New legislation will require greater vigilance toward incident investigation reporting.

in the employer's investigation of a work-related incident includes, but isn't limited to, the following:

- Viewing the incident scene with the persons carrying out the investigation
- Offering advice on the investigation's scope and methods
- Taking part in other activities set out by WorkSafeBC in the Regulation

The new legislation also confirms that a duty of the joint committee includes advising the employer on any significant changes to machinery or equipment. If, for example, a factory is planning to add a new machine for production, the joint committee may advise the employer on health or safety aspects of the change.

If worker and employer representatives on a committee can't agree, for example, on engineering controls to reduce a hazard, WorkSafeBC can intervene, even without being formally asked to investigate the issue and try to resolve it.

What has changed in incident reporting?

New provisions in the Act require employers to do as follows:

- Immediately report to WorkSafeBC all workplace fires or explosions that have the potential to seriously injure a worker
- Provide both preliminary and full investigation reports to the company's joint occupational health and safety committee or worker representative,

as applicable, or, if neither exist, post these reports at the worksite

How will this affect you?

The Act changes add a requirement that employers must immediately report to WorkSafeBC any explosion or fire that had a potential to cause serious injury to a worker. They must also continue to meet the existing requirement to investigate in accordance with sections 175 and 176 of the Act and related policies.

Previously, employers could voluntarily provide preliminary and full investigation reports to health and safety committees or worker representatives. Now, it's mandatory to do so. Employers that are not required to have a health and safety committee or a worker representative must post investigation reports in the workplace. The goal is to keep joint committees fully informed of investigation findings so they can fulfill their role to enhance health and safety in the workplace.

What are OHS citations?

OHS citations — an additional type of administrative penalty — will be effective February 1, 2016. They are intended to increase compliance with orders.

The new policy allows for OHS citations in the following instances:

- Failure to comply with a non-high-risk order
- Failure to send, prepare, or distribute a compliance report when required

The first citation is for \$500. If another citation is issued to the employer within a three-year period, that second citation is for \$1,000. At any time, an employer could receive an OHS penalty instead of a citation. (OHS penalty amounts are calculated as set out in policy and have a statutory maximum of more than \$621,000.)

How does this affect you?

Employers won't receive a citation unless they've been warned that they could get an OHS citation or OHS penalty for failing to comply with an order and they still fail to comply.

For example, an employer could be ordered to provide an updated Safety Data Sheet (SDS) for a chemical in the workplace in a non-high-risk situation. If the employer doesn't comply, WorkSafeBC will issue a follow-up order and may warn the employer that an OHS citation or OHS penalty will result if the employer fails to comply with the follow-up order.

Legal changes to review timelines

An article in the November/December "Policy notes" section of WorkSafe Magazine incorrectly stated that a WorkSafeBC policy (D12-196-7) provided new timelines for employers to request reviews of decisions related to prevention orders and penalties, as well as claim cost levies imposed under section 73(1) of the *Workers Compensation Act*. This new timeline of 45 days can instead be found in the new Time Period for Review Regulation at bclaws.ca/civix/document/id/complete/statreg/164_2015. (Note that requests for reviews of claims and assessment decisions, unrelated to section 73(1) of the Act, can still be filed within 90 days.)

If the employer still fails to provide the updated SDS, WorkSafeBC could issue a \$500 citation. Continued failure to comply with the order would result in a further citation, for \$1,000. An OHS penalty could be imposed instead of a citation at any time during this process.

Once an employer has received a citation, any further citation within a three-year period would be \$1,000. For example, an employer might receive a citation for failing to comply with an order to make a copy of the Act available. If, within three years, the employer received a second citation for failing to comply with an order to provide an up-to-date SDS, the second citation would be for \$1,000.

Where can you get more information about the new requirements?

A summary of the board of director decisions on consequential Occupational Health and Safety Regulation amendments for employer incident investigations and the policy and regulation related to OHS citations can be found at www.worksafebc.com/regulation_and_policy/policy_decision/board_decisions/2015/oct/default.asp. On February 1, an update to the Prevention Manual and a copy of the new Lower Maximum Administrative Penalties Regulation will be available. For a copy of Bill 35, go to www.worksafebc.com/regulation_and_policy/legislation_and_regulation/default.asp ☺

Olivier Bonnefoy, manager of PRT Growers in Vernon, B.C., and WorkSafeBC occupation hygiene officer Dale Thomas discuss the complex-but-successful steps that enabled the greenhouse operator to meet its fall protection requirements.

Greenhouse operator tackles fall protection

By Helen Plischke

In September 2015, when staff at PRT Growing Services in Vernon climbed on the roof and installed a polyethylene covering on their industrial greenhouse, the company was not only undertaking a vital step in its production process — it was doing so in full compliance with the Occupational Health and Safety Regulation.

The occasion marked a safety milestone at PRT. It also reflected a complex and collaborative effort between WorkSafeBC and the employer to ensure a greenhouse operator was able to meet its fall protection requirements.

This year, the Vernon-based nursery collaborated with a team that included a WorkSafeBC prevention officer, regulatory practices expert, and engineer, as well as the greenhouse supplier, to develop a creative solution to a longstanding compliance problem: minimizing the risk to workers of falling off greenhouse roofs during the spring removal and fall replacement of the polyethylene.

The result is a set of procedures supported by an engineered guard system of flexible wire ropes for working on and maintaining the greenhouse roof. WorkSafeBC's Regulatory Practices division accepted PRT's new procedures in August, and the outcome offers a new regulatory avenue for all polyethylene, gutter-connected greenhouses in the province, says Dale Thomas, the Kelowna-based occupational hygiene officer who coordinated the effort with PRT. (Gutter-connected are those greenhouses attached to each other in rows.)

"It's a really nice example of how people from engineering, from regulatory practices, the officer, and the employer — all looking through our own windows on this — how we could bring this all together," says Alan Brose, WorkSafeBC senior manager of prevention strategy.

It wasn't always this way. As Thomas points out, compliance with the fall protection regulations can be challenging for greenhouse operators, and PRT's struggles were no exception.

One of the difficulties, Thomas explains, was the fact that greenhouse structures are different from traditional buildings. “Greenhouses are not designed to accommodate active fall protection systems,” he says.

Working on the roof of a greenhouse requires stepping in the narrow gutter between the greenhouse arches, meaning there is a risk of falling through the roof onto the tree seedlings below, or off the end of the greenhouse to the ground, says nursery manager Olivier Bonnefoy.

“Fall protection has been on the table for a long time,” he says. “We’ve had no incidents, but because of the potential for injury, we were working to address the issue.”

WorkSafeBC engineer weighs in on a solution

In 2012, a small team within PRT put together a system of cables that would act as an unofficial guardrail and fall arrest system. They held onto the cables while moving about on the roof. “We came up with a system we thought was good, and we installed it.”

That may have been the end of it, except for a visit by Thomas in June 2014.

When Thomas inquired about PRT’s new cable system, he discovered a number of aspects that rendered it non-compliant under section 11.2 of the Regulation on fall protection.

Thomas sought the assistance of WorkSafeBC senior engineer Sally Mitry, and together they determined that PRT’s cable system on its own didn’t comply with the Regulation’s intent to prevent a fall, because it would not prevent the fall of the worker through the roof structure. What’s more, the cable system couldn’t be considered a guardrail, because the ropes didn’t conform to the Regulation’s setback requirements.

To address the problem, Thomas guided PRT to develop a set of procedures — an allowance under section 11.2(5) of the Regulation.

PRT also hired an external engineer to tweak the design of its cable system. Mitry reviewed the design and made sure everyone understood the criteria, including the required loading and maximum deflection — activities that enabled the company to meet its objectives.

“I think we all have the same goal at the end of the day — to keep people safe.”

—Olivier Bonnefoy, nursery manager
for PRT Growing Services in Vernon, B.C.

“Definitely, this is an achievement,” Mitry says. “I’m always happy to support the officers, especially when it comes to providing non-traditional solutions for ensuring safety.”

New safety procedures work in tandem with cable system

The group called on Brose to ensure it adhered to strict regulatory requirements while developing the procedures and engineered guard system of flexible wire ropes. “The collaborative effort demonstrates how various stakeholders can add value to a process,” he says.

WorkSafeBC’s granting of an “acceptance request” applies only to PRT’s Vernon location. PRT’s four other gutter-connected sites in B.C., as well as other growers using that type of greenhouse, Brose says, will need to seek their own approval if they implement a similar system, since circumstances differ from site to site.

But Thomas hopes it will be less onerous for other operators, especially since the company has developed a template for procedures supported by an engineered guard system of flexible wire ropes.

Bonnefoy says there’s a sense of relief knowing the company’s past efforts have paid off. “It makes us feel better and WorkSafeBC is happy with the work we did. I think we all have the same goal at the end of the day — to keep people safe.”

Thomas agrees. “We all have a sense of comfort now that they’re in compliance.”

For more information on WorkSafeBC’s fall protection regulation, you can find Part 11 of the Regulation by going to “OHS Regulation” under the Regulation & Policy tab at worksafebc.com, or see www2.worksafebc.com/publications/ohsregulation/part11.asp. ☺



Employers can learn how to protect working drivers from seasonal roadside hazards by taking part in a new online winter driving safety course.

Winter driving course on track for safety

By Lynn Easton

The arrival of winter signals an influx of hazards — both for occupational drivers who drive as part of their work and commercial drivers with a licence to drive for a living.

That's why Road Safety at Work has created an online Winter Safety Driving course for employers (and supervisors) to plan, implement, and monitor an effective winter driving safety program for their respective workplaces.

Employers have a duty to provide their workers with the information, equipment, and supervision to ensure their health and safety. However, fewer than one third of people WorkSafeBC surveyed for the annual Shift

Into Winter campaign felt they got the on-the-job winter driving information they needed.

"This was an obvious gap," says Anita Deiter, strategy manager for Road Safety at Work. "Winter is one of the deadliest times of the year."

Each year, 24 workers on average are killed on B.C. roads. During winter, the number of collisions as a result of driving too fast for road conditions nearly doubles — from an average of 114 in October to 222 in December.

The Winter Driving Safety Alliance, a joint provincial initiative supported by WorkSafeBC, government, and industry, was instrumental in developing the free course to make sure it has real-life applications.

“We needed something to catch people’s attention.”

—Anita Deiter, strategy manager for Road Safety at Work

Practical scenarios demonstrate safe driving strategies

The information-rich course uses the existing WorkSafeBC employer’s online tool kit to help companies develop, implement, and monitor their winter driving programs. It includes three 45-minute lessons that focus on safety challenges before, during, and after winter. The course takes just a few hours to complete, and can be done at your own pace, on any device. You can earn badges as you go through the lessons, and print a certificate of completion.


“It’s very clear and helpful,” says Steve Langton, City of Prince George safety supervisor, who tried the course as part of the pilot. Prince George holds a yearly winter safety review for City workers, because northern communities must cope with switching from two diverse driving seasons, he says.

“I like the pre-trip preparation aspects of the course. It got me thinking that the course could work well with our winter orientation.”

Employers work through interactive challenges based on practical scenarios, such as what to do in a sudden snowstorm, how to deal with an exhausted driver, or when to ensure tires are adequate for winter driving.

“We needed something to catch people’s attention,” Deiter says.

The course is definitely attracting attention. More than 225 people registered for the course in September and October just as the annual Shift Into Winter campaign kicked off. The Justice Institute of BC has received two Horizon International awards for excellence in interactive media, honouring their role in developing the online course.

Winter Driving Safety is the first in a series of free online courses. A course outlining employer responsibilities to employees who drive for work will be available in early 2016. You can find the Winter Driving Safety course and a wealth of resources and workplace tools by going to shiftintowinter.ca 



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In a still from their award-winning video, staff from the Capital Regional District demonstrate fire safety tactics as participants in an “Amazingly Safe Race.”



NAOSH Week: lights, camera — reaction

By Lucy Hyslop

Cue the pumped-up music. Pan the camera over majestic forests and water. Then zoom in on three teams laden with equipment and trucks that are raring to go....

Welcome to Victoria’s version of the “Amazingly Safe Race,” where — to the rallying cry of “race safely” — staff at Capital Regional District (CRD) charge toward a slew of mock challenges: to chainsaw a hazardous fallen tree, reverse through an obstacle course, fight a fire, rescue an injured firefighter, and perform first aid.

The preceding scenario, all captured on video, marks one of myriad entries in this year’s annual NAOSH (North American Occupational Safety and Health) drive to “Make Safety a Habit.” The idea was to encourage staff across all industries to train a closer lens on workplace health and safety. And the Capital Regional District’s “all-hands-on-deck” approach enabled the Victoria-based regional government to scoop four awards, including Best Overall, Most Innovative, Regional Government–Regional Districts and Nations in B.C., and Most Innovative in Canada.

The CRD’s joint occupational health and safety committee developed the video for NAOSH week in May, with each exercise facing the scrutiny of staff judges, determining how safely each team completed the task. And the winners’ reward? Their choice of hamburgers at the staff barbecue, along with a golden hard hat trophy.

“It was a good mix of activities that showcased how ingrained safety is for employees in the watershed protection group,” says Darren Duffey, human resources advisor for the Capital Regional District, which has more than 500 regular employees, as well as 200 to 400 auxiliary staff. “It also showed the diversity of skills required to be successful in this line of work.”

The CRD has been taking part in NAOSH for more than a decade, with 33 awards and recognitions to date. Duffey says the contest theme of “making safety a habit” is essential to reducing the risk of injury at work. “I don’t know that we would participate in NAOSH Week as wholeheartedly as we do if we thought it didn’t affect the safety bottom line,” he says.

“Employees at all levels have to recognize where they fit into the safety puzzle.”

“Employees at all levels have to recognize where they fit into the safety puzzle.”

—Darren Duffey, human resources advisor
for the Capital Regional District in Victoria

A mindful approach to safety

CRD shared its Most Innovative award with Victoria neighbour, Royal Roads University, which also won in the educational institution category. For its third entry into NAOSH, the university showcased a week-long series of safety-focused activities, culminating in a “Safety Dance” video.

Royal Roads’ video flashes through a series of safety measures that include a cyclist putting on a helmet, someone squeezing a hand sanitizer, and another person placing security signs about possible cougar sightings. The scene is interwoven with a series of staff walking or dancing across the crosswalk, but only after carefully checking for traffic.

The short clips feature a range of university departments from administrative to the grounds and garden staff, all comprising an institution that’s 400-plus-employees strong. “We wanted the video to speak to everybody on campus,” says Jennifer Paulus, program associate at Royal Roads’ Office of Interdisciplinary Studies and co-chair of the university’s joint occupational health and safety committee.

The university’s NAOSH week also featured a distracted driving simulator and impairment-simulated golf putting game, a spot-the-hazards photo competition, a Safety Family Feud game show, and a distracted walking obstacle course designed by the Insurance Corporation of B.C.

“Safety is one of those things that we all need to be mindful of, and yet sadly sometimes it’s something that escapes us,” Paulus says. “So if people find these activities engaging, it means they’re almost tricked into learning about safety. Being mindful is crucial to making sure safety is a habit.”

Once NAOSH finishes, Paulus wants to see the safety momentum continue throughout the year with articles in the weekly staff newsletter and other initiatives. This year, she says she saw a spike in staff wanting to join the joint occupational health and safety committee, which now has a waitlist. “You just can’t ask for more than people wanting to be involved,” she says.

For a complete list of 2015 NAOSH Week winners, visit worksafebc.com. ☺

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Fatigue is one of a number of workplace impairment-related themes that this year's videographers are urged to explore in WorkSafeBC's new student safety video contest.

New video contest zeroes in on impairment

By Gail Johnson

If you've ever been up all night and dragged yourself to work the next day, or have suspected a colleague of drinking before his shift, you've encountered impairment. It comes in many forms: fatigue, like alcohol and drugs, for instance, can affect your ability to work safely, and put people at risk of injury.

Impairment at work affects everyone. WorkSafeBC's new student safety video contest is shining a light on this critical workplace issue.

The idea to look at impairment came from collaboration among WorkSafeBC's New and Young Worker Program industry specialists and a group of leadership students from the Richmond School District.

"We were playing around with different themes for the contest, and when we brought up impairment it really resonated with them," says WorkSafeBC new and young worker specialist Robin Schooley.

"They had so many interesting ideas about what that means to young workers, and they looked at it beyond drugs and alcohol. They brought up things like 'pulling an

all-nighter,' and the emotional stressors that teens often face, and what effect they would have on their jobs.

"It's a hot-button issue that resonates with young workers. It's a subject kids can understand a little bit easier than something like confined spaces."

Early postings garner greater views

The contest is open to B.C. high-school students who have a teacher sponsor. It offers \$10,000 in prize money for students and schools from corporate sponsors, including Seaspan, London Drugs, Ledcor, and ActSafe. There are two categories: Grade 8 to 10 students and Grade 11 and 12 students.

Students can focus on any and all types of impairment and its effects in the workplace, as well as what employers, supervisors, and workers can do to address it. Claymation, comedy, drama, documentary, animation, music video: all genres are fair game.

With a maximum run time of two minutes, the videos offer a powerful way to convey an important message.

"The videos tell a little story quickly in a memorable way," says WorkSafeBC new and young worker specialist Helen Chandler. "They're short and often funny, and students really respond to videos created by their peers."

Deadline for submissions is April 1, 2016. The sooner a video is posted on YouTube, the more time people have to view and rate it. Full contest details can be found under the Safety at Work section on worksafebc.com or by going to www2.worksafebc.com/Topics/YoungWorker/Safety-Video-Contest.asp ☺

"It's a hot-button issue that resonates with young workers."

— Robin Schooley, WorkSafeBC
new and young worker specialist

What's wrong: you tell us



Winner

Machinery maintenance demands lockout



Rob Jones, assistant manager for #140 Cedar Hill Liquor Store in Victoria, B.C., is the winner of the November/December “What’s wrong with this photo?” contest.

The truck

- The truck is not positioned correctly in order to access the “zipper jack” to the loading dock.
- The truck should be positioned so that the dock plates are flush with the zipper jack, thus preventing unnecessary wear and tear to the dock plates (bending) and the worker with the pallet jack overexerting and injuring himself while moving products from the truck. This is also a tripping hazard.
- There is a rock by the truck tire. If this is being used to prevent the truck from moving backward to the loading dock, it would be better to use wooden blocks with more of a wedge design.

The pallet mover

- The pallet mover has no pallet on it, making any materials it’s supporting very unstable and unsafe. The load could shift in any direction and cause injury. A pallet mover is designed to move pallets of material; any other use is a potential disaster.
- The pallet mover is overextended and turned slightly. This eliminates the operator’s ability to control the load and again could lead to potentially serious injuries, rolling back, or the load shifting back or sideways.

The zipper jack

- The zipper jack has shrink wrap debris, which is a tripping and slipping hazard.
- There is more than the pallet jack on the zipper jack. This is a potentially dangerous situation. This item is on its side, so it could fall and cause injury to both workers, should the load shift onto the pallet jack.
- An item is covering the controls of the zipper jack, which could present unexpected dangers.

- The safety chain should be more secure or it will present a tripping hazard.

The worker on the zipper jack

- This worker is distracted. He should be positioned correctly in relation to what he is moving, and he should be paying attention to it.
- He should be wearing a hi-vis safety vest, because he is in and out of his truck in a loading dock, i.e., near moving equipment.

- From what I can see, he's not wearing steel-toed boots, and he should be wearing them.

The clean-up worker

- This worker has no control of the zipper jack, and therefore should never be attempting to reach in and pull something out. The result could be fatal.
- The zipper jack should be locked out before any maintenance is done: no exceptions. ☹️

2016 Student Safety Video Contest

Impairment at work affects everyone

Submit your video and you could win!

We are looking for a creative and original video production that explores the topic of impairment in the workplace, and what workers and employers can do to address it.

Find the entry form and contest details at worksafebc.com/studentvideocontest.



Greater vigilance toward asbestos exposure prevention is among a number of the benefits shown to be associated with occupational disease registries.

Registries a tool to combat disease

By Gail Johnson

Being exposed to a harmful substance at work is a dreadful experience. But what makes exposure especially sinister is the delayed onset of many occupational diseases. Case in point: Mesothelioma is caused by contact with asbestos, but the aggressive form of cancer that invades the linings of internal organs like the lungs and heart doesn't develop until decades after the first exposure — and often well after the job has ended.

Given the latency and long exposure period required for the onset of certain occupational diseases, an occupational exposure registry provides an effective means of tracking exposures and the development of health conditions — even long after that first encounter took place.

A new WorkSafeBC-funded study compared exposure registries around the world to discern which approaches are most effective. It looked at five in Canada — including WorkSafeBC's Exposure Registry — two from the United States, and one from Finland.

Registries can signal exposure problems

Exposure registries differ from disease registries in that the latter enrol registrants who have specific conditions (such as lung cancer) rather than specific exposures (such as asbestos). Furthermore, any exposure information that is collected as part of a disease registry is done after the fact, and therefore only includes known cases.

“Registries can be useful not only to employers but also to unions, regulatory agencies, and compensation boards,” says lead researcher Stephen Bornstein, director for the Centre of Applied Health Research at Memorial University in St. John's, Newfoundland.

“When it’s known that dangerous toxins are involved — such as asbestos, beryllium, or radiation — an effective registry can help prevent individual workers or groups of workers from exceeding known exposure limits,” he says. “And, because registries are generally done prospectively — before the onset of disease — they can provide warning signals about exposures and diseases that can alert officials to the need for preventive measures.”

Another distinguishing and critical feature of exposure registries is that they help prevent recall, or memory, bias. This occurs when someone’s recollections of possible contributing factors to a disease or condition are distorted and may not reflect the actual breadth of exposure. Recall bias can be of particular concern in epidemiological studies of occupational disease, and can also be important in the adjudication of workers’ compensation claims.

“Registries help reduce memory bias by seeking objective data, such as exposure reports and occupational hygiene test data, as well as medical and hospital records,” Bornstein says. “Because they tend to operate prospectively, a registrant’s recall of the nature and magnitude of exposure events is not likely to be affected by the fact of a medical diagnosis.”

A key consideration when developing new registries is whether they should be mandatory or voluntary. While the researchers say mandatory registries are generally preferable, the “mandatory” element poses challenges,

such as a requirement for new legislation or the modification of existing law.

“We feel that registries like Baie Verte Miners’ Registry — that collect both exposure and health data — are most useful, especially for compensation purposes,” Bornstein says.

He points out that mandatory registries, such as the Ontario Asbestos Workers’ Registry or the National Dose Registry for radiation exposure, offer significant advantages over voluntary registries by allowing for population-level surveillance and epidemiological analysis, “unless the voluntary registries prove extremely successful in recruitment, and develop a clear understanding of potential recruitment biases.”

WorkSafeBC collects exposure data online

WorkSafeBC created its own exposure registry in 2012 as a way for workers, employers, and others to register a worker’s exposure to a harmful substance or agent at work.

Since then, more than 1,620 exposures have been reported, which equates to about 540 per year.

Having this kind of information logged can help workers exposed to harmful substances, and assist in identifying potentially dangerous worksites to employers and WorkSafeBC. One of the registry’s main goals is prevention of occupational disease. The registry



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“Information is stored and analyzed and may allow for an early, proactive response to a potential problem.”

—Colin Murray, WorkSafeBC senior manager of the Risk Analysis Unit

supports WorkSafeBC’s prevention efforts by providing data that can be used to track industry trends and raise awareness about the link between workplace exposures and occupational disease. It records information that includes when and where the exposure occurred, what led to the exposure (such as a cut or scrape, leak, spill, splash, or inhalation), and whether there was a single incident or multiple exposures.

Asbestos exposure is just one area the registry aims to focus on. Work-related deaths related to past asbestos exposure have been steadily rising for the past 25 years, with the current yearly average being four times what it was in the early 1990s. Because exposure to asbestos is likely to have occurred decades before a worker shows signs of illness, this trend could continue well into the foreseeable future. In 2014, one British Columbian died every five days from work-related exposure to asbestos. What’s more, work-related deaths from asbestos exposure increased from 26 percent of all work-related death in 2005 to 45 percent in 2014.

In the future, demolition and home renovation work that is going on now could contribute to more exposures, potentially leading to work-related illness and death.

A vast range of harmful workplace substances

Other harmful substances a registry can track include formaldehyde, isocyanates, lead, mercury, mould, silica, thallium, wood dust, and dangerous noise levels, along with workplace exposures to disease-causing agents like hepatitis, HIV, scabies, shingles, tuberculosis, and meningitis — each of which poses potentially serious health concerns.

“The registry creates a snapshot of the range of potential exposure hazards workers might face,” says Colin Murray, WorkSafeBC senior manager of the

Risk Analysis Unit. “Our focus is prevention. Information is stored and analyzed and may allow for an early, proactive response to a potential problem. It allows WorkSafeBC to look at emerging trends and to follow up on any increases in numbers of exposures.”

The information can also be used to assist with the adjudication of claims if someone develops an occupational disease due to the exposure — now or in the future.

“The registry allows workers, employers, or union representatives to create an official record of exposure to harmful substances or agents. The forms can be filled out online quite quickly and easily, and the data will become a permanent record of a worker’s exposure.”

Registries provide a more objective disease history

Whether mandatory or voluntary, establishing a registry can go a long way toward keeping workers safe and helping the adjudication process, researchers found.

“Registries can help reduce memory bias by seeking objective data,” Bornstein says. “An effective registry can provide early epidemiological warning signals about previously unsuspected products and work processes.”

WorkSafeBC director of Research Services Lori Guiton says the WorkSafeBC exposure registry will better support B.C. workers through the primary prevention of occupational disease.

“Tracking exposure to occupational hazards gives employers and workers tools to recognize and minimize risk. Because symptoms of some illnesses don’t show up for years — or even decades — after exposure, this registry is a key component in helping us to put together the pieces of the occupational disease puzzle.” ☺

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WORK SAFE BC

Carl Manansala, an auto service tech for Precision Auto Services in Langley, B.C., demonstrates proper reaching technique while owner Scott Waddle supervises.

Be attuned to auto shop hazards

By Lynn Welburn

If you're working in an auto repair shop, you've probably got your mind on getting a vehicle moving again. Instead, you'll need to shift your mind back to thinking about your safety — and the safety of your co-workers.

First and foremost, says WorkSafeBC transportation industry specialist Kevin Bennett, focus on using the right equipment and following safe work procedures to reduce the risk of musculoskeletal injuries. "Like many industries, the majority of injury claims for repair shops are due to overexertion caused by activities like manual handling," he says. "Your employer has a responsibility to provide the right equipment and develop procedures to eliminate or, if that isn't possible, minimize risks that can injure you or your co-workers."

Bennett points out that between 2010 and 2014, workers injured by overexertion accounted for 28 percent of claims leading to lost time from work. Another 22 percent of incidents involved being struck by materials, which can include items such as tools, vehicles, and tires. Another 15 percent of claims were associated with slips and falls.

Scott Waddle, owner of Precision Auto Services in Langley for the past 18 years, says some basic safety precautions for auto workers are to keep a clean workspace and stay aware of your surroundings.

"In every shop, there are other people working around you, cars going in and out, motorized tools and flammable liquids and gases, and slipping hazards," Waddle says. "You really need to be aware of what's going on around you."

Here are five things to keep in mind while you're working in the shop:

- 1 Avoid back and other muscle strain by using the right equipment for the job. Position materials and equipment close to hip height to minimize bending. Carry out work close to the body and adjust the height of the vehicle to reduce awkward postures. Opt for power tools that reduce the amount of force required to do the job. Consider using floor creepers (rolling repair stools) that can be adjusted and top creepers you can lean against if you have to work over an engine. When installing or removing mounted tires, use a "hoist hanger" to support the tire.
- 2 Follow the written traffic management procedures when moving vehicles. This can include activities such as moving vehicles only in designated areas and performing a "circle check" before starting a vehicle to scan for tools or materials that might create a hazard.
- 3 Avoid slips, trips, and falls by maintaining a clean work area. Regularly remove debris and clean floors to eliminate slippery substances. Organize carts and trays to keep tools within easy reach and off the floor.
- 4 Wear appropriate personal protective equipment. You have the right to be outfitted with the safety gear required to do the job safely. Use Nitrile or high-quality safety gloves where appropriate. Wear hi-visibility vests with tear-away properties while working around moving vehicles. Use safety

"You really need to be aware of what's going on around you."

—Scott Waddle, owner of
Precision Auto Services in Langley

glasses while in the shop, as well as hearing and respiratory protection when required.

- 5 Follow procedures for controlled products and shop equipment. Participate in workplace training programs so you can recognize and understand the information on WHMIS (workplace hazardous materials information system) labels. If you are unsure about the use, storage, or first aid measures for a controlled product, ask your supervisor for guidance. Follow operating procedures for auto lifts, which, at a minimum, must be inspected and tested monthly. Follow training and procedures when inflating tires, especially large vehicle tires.

One of the most important safety measures is to speak out on behalf of your own safety, and know you have the right to do so. "You have the right to know what hazards are present and how these hazards can affect you. You also have the right to refuse unsafe work," Bennett says. "Tell your boss if you notice something unsafe."

For more information about keeping yourself safe in an auto shop environment, check out www.ara.bc.ca/about-education-training/ara-health-safety/ara-health-safety-employee-orientation. ☺

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WORK SAFE BC

Construction

0835000 BC Ltd. / Island Roofing | \$5,987.58 | Tofino | September 17, 2015

WorkSafeBC observed this firm's worker on the roof of a commercial building, leaning over to apply siding just below the edge. He was not using personal fall protection gear and no guardrails had been installed on the roof. The worker was exposed to a risk of falling as much as 5 m (16 ft.). The firm's failure to ensure that fall protection was used as required was a repeated and high-risk violation.

0994762 B.C. Ltd. / Paul Davis Systems of Campbell River & North Island | \$3,757.68 | Courtenay | August 10, 2015

WorkSafeBC inspected a jobsite where this firm had performed asbestos abatement work on a pre-1990 house due for demolition. The firm's workers had removed asbestos-containing materials from the house without following the high-risk removal methods specified in the hazardous materials survey for the site. For example, the workers failed to remove all drywall from the house, and the drywall they did remove was pulled down by hand and broken into pieces, allowing asbestos fibres to be dispersed. The firm committed high-risk violations by failing to provide its workers with task-specific work direction, to use acceptable procedures for controlling asbestos, and to safely remove hazardous materials.

3D Environmental Groups Ltd. | \$3,787.30 | Burnaby | September 4, 2015

This firm was removing asbestos-containing materials from a house scheduled for demolition. WorkSafeBC inspected the site and found three of the firm's workers — all of them young and new workers — inside the house stripping duct tape. The negative-air unit for the containment area was incorrectly set up. No supervisor was on site. The workers showed a lack of knowledge of required procedures for high-risk removal of asbestos-containing materials: the officer observed one of them not wearing personal protective equipment (PPE), and none of them followed proper decontamination procedures when leaving the containment area. In failing to ensure that the workers knew when to don PPE and how to operate the containment equipment correctly, the firm failed overall to provide its workers with the instruction, training, and supervision needed to ensure their own and other workers' health and safety. These were high-risk violations that may have exposed the firm's own workers and other workers to asbestos, a known carcinogen. The overall failing was also a repeated violation.

AA Insulation Depot Ltd. | \$8,222.50 | Port Moody | August 6, 2015

This firm was in charge of removing hazardous materials from the site of a pre-1990 house before demolition. For interior demolition work, it failed to use procedures acceptable to WorkSafeBC for controlling asbestos. This was a repeated and high-risk violation. The firm also issued a clearance letter stating it was safe to demolish the house — yet it had not had a qualified person ensure, and confirm in writing, that hazardous materials had actually been safely removed. This was a high-risk failing. The failings may have exposed the firm's demolition crew (and other workers) to asbestos, a known carcinogen.

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. Look under Safety at Work, then go to Accident Investigations. Under the Popular Picks section, select "Penalties."

AA Insulation Depot Ltd. | \$16,445 | Vancouver | September 2, 2015

Three of this firm's workers, including a supervisor, were removing asbestos-containing stucco from the exterior of a pre-1990 house due for demolition. A WorkSafeBC officer inspected the jobsite and found that the firm was not following the required procedures for high-risk removal of asbestos-containing materials (ACMs). The work area was not covered with plastic sheets nor were the ACMs being wetted down during removal, so that clouds of dust were drifting off the stucco surface as it was broken off — both high-risk violations. These deficiencies indicate that the firm failed to prevent the spread of ACMs, a repeated and high-risk violation. Also, two of the workers were wearing powered air-purifying respirators but were not clean-shaven, and no records were available on site to show that they had been properly fit-tested for and instructed on the respirators — both repeated violations. Overall, the firm failed to provide its workers with the information, instruction, training, and supervision needed to ensure their own and other workers' health and safety. This was a repeated violation.

AAA Roofing Ltd. | \$5,000 | Coquitlam | August 27, 2015

This firm was re-roofing a two-and-a-half-storey house. It allowed four of its workers to strip old shingles from the steep roof without using personal fall protection systems or any other form of fall protection. This meant the workers were exposed to a risk of falling 6 to 8.3 m (20 to 27 ft.) to a concrete driveway and sidewalks, a metal disposal bin, and wooden fences. The firm failed to ensure that fall protection was used, a repeated and high-risk violation.

Baldev Singh / MG Roofing & Siding | \$5,000 | Vancouver | August 4, 2015

This firm's worker was standing on a plank supported by a ladder-jack system, applying siding to a newly built two-storey house. The plank had no guardrails. The worker was wearing a fall protection harness but was not connected to a lifeline. He was exposed to a risk of falling about 5 m (16 ft.) to a sundeck, a concrete retaining wall and stairs, and compact ground. A supervisor for the firm was on site. The firm failed repeatedly to ensure that fall protection was used, a high-risk violation. It also failed repeatedly to provide its workers with the information, instruction, training, and supervision needed to ensure their health and safety.

BC One Home Services Ltd. | \$2,500 | Richmond | September 5, 2015

This firm was painting a large townhouse complex. WorkSafeBC observed two of the firm's workers, including a representative of the firm, on the steep roof of one of the buildings, painting chimneys. They were wearing fall protection harnesses but were not attached to lifelines. No guardrails were in place. The workers were exposed to a risk of falling 3 to 9 m (10 to 30 ft.). The firm's failure to ensure that fall protection was used was a high-risk violation.

Best Choice Roofing Ltd. | \$15,000 | Richmond | September 3, 2015

Two of this firm's workers were sheathing the steep roof of a newly built two-storey house. Fall protection equipment was available on site but the workers were not using it. They were exposed to a risk of falling 7.5 m (25 ft.). The firm's failure to ensure that fall protection was used was a repeated and high-risk violation.

Best Choice Roofing Ltd. | \$15,000 | Richmond | September 8, 2015

WorkSafeBC observed three of this firm's workers on the roof of a two-storey house under construction. Two of the workers were connected to lifelines that had too much slack in them. The third was not using personal fall protection gear at all. No guardrails were in place. The workers were all exposed to a risk of falling about 6 to 8 m (20 to 26 ft.). The roof surface was wet from rain, increasing the likelihood of a fall. The firm committed two repeated and high-risk safety violations: it did not ensure there was a fall protection plan in place for work where a fall of 7.5 m (25 ft.) or more could occur, and it did not ensure that fall protection was used.

Blake Erickson Roofing & Waterproofing Services Ltd. | \$6,862.03 | Nanaimo | July 17, 2015

WorkSafeBC observed two of this firm's workers (both young workers) on the roof of a house, in sight of their supervisor. Although they were working above 3 m (10 ft.), neither worker was using a personal fall protection system, and no other form of fall protection was in place. Air lines and roofing materials on the roof posed tripping hazards. Questioning by the prevention officer revealed that the workers' knowledge of fall protection practices was inadequate. The firm failed to provide its workers with the information, instruction, training, and supervision needed to ensure their health and safety.

Blake Erickson Roofing & Waterproofing Services Ltd. | \$24,137.68 | Duncan | September 8, 2015

This firm violated fall protection requirements at two separate re-roofing jobsites. In Nanaimo, three of its workers (including a supervisor) were on the moderate-slope roof of a house. Two of the workers were wearing fall protection harnesses but were not connected to lifelines. The third did not even have a harness on. They were exposed to a risk of falling 8 m (25 ft.). The firm failed to ensure that fall protection was used and that a written fall protection plan was in place as required for work at this height. In Duncan, one of the firm's workers was at the edge of a roof, more than 3 m (10 ft.) above an asphalt parking lot and concrete sidewalk. This

Penalties (continued)

worker too was not using a personal fall protection system. In this case the firm failed to ensure that fall protection was used and to provide its worker with the information, instruction, training, and supervision needed to ensure his health and safety.

Clydesdale Custom Construction Ltd | \$9,925.55 | Vancouver | August 19, 2015

This firm's four-person crew was framing a two-storey house. WorkSafeBC observed a crew member (the site supervisor) standing on a 4 cm (1.5 in.) wide truss on the roof. The worker was not using a personal fall protection system and no other form of fall protection was in place. He was exposed to a risk of falling 6.5 m (22 ft.). Hazards below included a first-floor wall plate, a concrete foundation and formwork, and concrete lock blocks. The firm failed to ensure that fall protection was used, a repeated and high-risk violation.

Coast Mountain Environmental Incorporated | \$10,896.02 | Vancouver | August 19, 2015

This firm conducted a hazardous materials assessment on a pre-1990 house due for demolition. WorkSafeBC inspected the house and found that the firm had failed to collect a sufficient number of samples of some asbestos-containing materials (ACMs). For instance, textured ceiling material in the bedroom had not been sampled. Pre-demolition activities were already underway in the house. As a result, workers may have been exposed to excessive levels of asbestos fibres, which are carcinogenic. The firm's failure to ensure that a qualified person collected representative samples of possible ACMs was a repeated violation. The firm has received multiple penalties for the same type of violation in the last three years.

Dalrio Contracting Ltd. | \$3,518.60 | Burnaby | September 1, 2015

This firm was building additions to a one-and-a-half-storey house. WorkSafeBC observed two of the firm's workers on the roof of one of the additions, in view of their supervisor (who was also a representative of the firm). Neither worker was using personal fall protection gear and no other form of fall protection was in place. The workers were exposed to a risk of falling 3 to 4 m (10 to 14 ft.) to a stepladder, a sundeck, and a pile of construction debris. The firm failed to ensure that fall protection was used, a repeated and high-risk violation.

Deborah Martin & James Allen Martin / BC West Roofing & Contracting | \$5,000 | Port Coquitlam | August 19, 2015

WorkSafeBC observed two of this firm's workers re-roofing a bungalow. Both workers were on the roof without personal fall protection systems. No other form of fall protection was in place. They were exposed to a risk of falling as much as 5 m (16 ft.). The firm's failure to ensure that fall protection was used was a repeated and high-risk violation.

Diamond 11 Excavating and Demolition Ltd. | \$2,500 | North Vancouver | August 20, 2015

WorkSafeBC inspected a site where this firm had made an excavation of varying depths. The firm had caused two of its workers to enter the excavation at depths of about 2.75 to 3.4 m (9 to 11 ft.) to install drainage and shoring measures. The excavation had not been made in accordance with the written instructions of a qualified registered professional, exposing the workers to a high risk of serious injury or death. This was a repeated and high-risk violation.

Eagleye Residential Services Ltd. | \$3,505.28 | Victoria | July 30, 2015

At a site where a multi-storey residential complex was under construction, five of this firm's workers were found working at heights above 3 m (10 ft.) without the required fall protection. Three of them were working near the edge of the roof. One was on a mobile work platform, standing on its middle rail. The workers were exposed to a risk of falling between 4 and 6 m (13 and 20 ft.). Rock and compact ground below increased the risk of serious injury or death in the event of a fall. Further, a supervisor and a representative of the firm were present, and fall protection equipment for the crew was available on site. The firm's failure to ensure that fall protection was used was a high-risk violation.

Eldorado Construction Ltd. | \$2,500 | Maple Ridge | September 2, 2015

WorkSafeBC observed two of this firm's workers on the steep roof of a three-storey townhouse complex under construction. One of the workers was a representative of the firm. Neither was using personal fall protection gear and no other form of fall protection was in place. They were exposed to a risk of falling 5.5 to 7.5 m (18 to 25 ft.) to compact ground, construction materials, and a wooden deck. The firm's failure to ensure that fall protection was used was a high-risk violation.

European Environmental Ltd. | \$7,500 | Port Coquitlam | August 11, 2015

This firm issued a clearance letter that incorrectly stated that all asbestos-containing materials (ACMs) had been removed from a pre-1990 house slated for demolition. WorkSafeBC inspected the premises and collected samples of debris littering the interior of the house and the backyard. A third-party analysis showed that the samples, including linoleum flooring and drywall joint compound, contained asbestos. WorkSafeBC ordered that preparations for demolition be stopped until all ACMs had in fact been removed. The firm repeatedly violated the requirement to ensure that any hazardous materials found on a worksite are safely contained or removed before demolition begins.

European Environmental Ltd. | \$2,000 | Vancouver | September 2, 2015

This firm was hired to perform asbestos abatement and removal activities at the site of a house slated for demolition. When the job was finished, WorkSafeBC inspected the site and found that asbestos-containing materials (ACMs) were still present, including stucco on the exterior of the house and numerous bags of debris in the yard. The homeowner had hired demolition workers to start dismantling the roof of the house, work that may have disturbed the ACMs left on site. The firm failed to have written procedures on hand for safe removal of asbestos dust and debris at the completion of the abatement work, and failed to safely remove those materials from the site — both repeated violations.

Everett Geoffrey Lagemaat / Neels Cousins Construction | \$2,602.65 | Chilliwack | August 21, 2015

WorkSafeBC observed two of this firm's workers sheathing the roof of a two-storey house. One of them was a supervisor for the firm. Neither was using personal fall protection gear and no other form of fall protection was in place. They were exposed to a risk of falling as much as 7.3 m (24 ft.). The firm failed to ensure that fall protection was used, a high-risk violation.

Firstonsite G.P. Inc. / General Partner for Firstonsite Restoration LP | \$74,704.99 | Kent | August 13, 2015

WorkSafeBC observed two of this firm's workers sheathing the roof of a one-storey house. They were within sight of their supervisor, who was standing at grade below. Neither worker was using personal fall protection gear, nor did the roof have guardrails. The workers were exposed to a risk of falling 3.5 m (11.75 ft.) to construction materials and an asphalt driveway. The firm's failure to ensure that fall protection was used was a repeated and high-risk violation.

Fraser View Siding Ltd. | \$2,500 | Delta | September 2, 2015

WorkSafeBC observed two of this firm's workers, who were also representatives of the firm, installing soffits on a newly built two-storey house. Although they were working at heights in excess of 3 m (10 ft.), neither was using a fall protection system. One was standing on a plank supported by a ladder-jack system, exposed to a risk of falling about 6 m (20 ft.). The other was standing on a ladder, exposed to a risk of falling about 4.5 m (15 ft.). Compact ground, wood and metal fences, and concrete stairwells and window wells below increased the workers' risk of serious injury or death in the event of a fall. A WorkSafeBC officer had recently discussed fall protection requirements with the firm at a nearby jobsite. The firm failed to ensure that fall protection was used, a high-risk violation.

Gotter Did Contracting Ltd. | \$2,802.28 | Quesnel | August 26, 2015

WorkSafeBC observed four of this firm's workers re-roofing a bungalow. One of the workers was a supervisor. None of them were using personal fall protection systems, nor was any other type of fall protection in place. The workers were exposed to a risk of falling as much as 4 m (13.5 ft.) to a crane truck, a metal disposal bin, and an asphalt driveway. Also, there was no Level 1 first aid kit at the site as required. The firm's failure to ensure the use of fall protection was a repeated and high-risk violation. The lack of a suitable first aid kit was a repeated violation.

Grandstar Roofing & Renovation Ltd. | \$5,000 | Coquitlam | July 30, 2015

WorkSafeBC observed two of this firm's workers on the roof of a two-storey house under construction. One, a supervisor and representative of the firm, was leaning forward at the edge of the roof using a nail gun to install shingles. He was not using a personal fall protection system, and was exposed to a risk of falling to a narrow lower roof and from there to compact ground and a concrete stairwell about 5.5 m (18 ft.) below. The other worker was walking about on the roof with bundles of shingles. He also lacked fall protection, exposing him to a risk of falling to the lower roof and into an empty concrete swimming pool. The total potential fall distance to the bottom of the pool was about 8.5 m (28 ft.). The roof surface was wet from rain. Plastic wrap from the shingle bundles and air lines from power tools added to the tripping hazards on the roof. The firm failed to ensure that fall protection was used, a repeated and high-risk violation. It also failed repeatedly to provide its workers with the information, instruction, training, and supervision needed to ensure their health and safety.

Grandstar Roofing & Renovation Ltd. | \$5,000 | Burnaby | July 30, 2015

WorkSafeBC observed four of this firm's workers at a site where a two-storey house was being built. Two of the workers, including a representative of the firm, were on a narrow skirt roof. Two others were on the main roof. Although all were wearing fall protection harnesses, none was connected to a lifeline, and no other form of fall protection was in place. They were exposed to a risk of falling 4.5 to 8 m (15 to 26 ft.) to formwork, wood and metal fences, and compact ground. One of the workers on the main roof could also have fallen into the excavation for a neighbouring house, increasing the fall hazard to 10 m (34 ft.). The firm's failure to ensure that fall protection was used was a repeated and high-risk violation.

Gurmail S Nijjer / Amardeep Roofing | \$2,500 | Burnaby | August 17, 2015

WorkSafeBC observed two of this firm's workers (including a representative of the firm) on the roof of a newly built two-storey house.

Penalties (continued)

The workers were wearing fall protection harnesses but were not connected to lifelines. No other form of fall protection was in place. They were exposed to a risk of falling at least 7.3 to 9 m (24 to 29 ft.) to uneven ground strewn with construction debris and punctuated by concrete window wells. The firm failed to ensure that fall protection was used, a repeated and high-risk violation.

Gurvinder Singh Shergill / SG Framing Co. | \$5,000 | Surrey | August 17, 2015

A WorkSafeBC officer was conducting a follow-up inspection of this firm's worksite. The day before, she had issued orders to the firm for violations of guardrail requirements. On this visit, she saw one of the firm's workers (who was also a representative of the firm) standing on a job-built wooden scaffold at a height of more than 3 m (10 ft.). The worker was not using a personal fall protection system, and the scaffold lacked guardrails. The firm's failure to ensure that fall protection was used was a repeated and high-risk violation.

HA Brar Siding & Woodwork Ltd. | \$7,500 | Abbotsford | August 21, 2015

WorkSafeBC inspected a site where a two-storey house was under construction. This firm's worker was standing on a plank supported by a ladder-jack system. The plank had no guardrails and the worker was not using personal fall protection gear. He was exposed to a risk of falling 4 m (13 ft.). The firm failed to ensure that fall protection was used where a fall of 3 m (10 ft.) or more could occur, a repeated and high-risk violation.

Hans Roofing Ltd. | \$5,000 | Aldergrove | September 1, 2015

This firm was a subcontractor at a site where a two-storey house was being built. WorkSafeBC observed three of the firm's workers shingling the extremely steep roof. One of the workers was also a representative of the firm. None of them were using personal fall protection gear. They were exposed to a risk of falling about 5.5 to 7.5 m (18 to 25 ft.). The firm's failure to ensure that fall protection was used was a repeated and high-risk violation.

Kaler Framing Ltd. | \$5,333.10 | Burnaby | September 1, 2015

WorkSafeBC inspected a site where this firm was framing a new two-storey house. Although work had been completed on the second floor, there was no stairway to that level. Instead, workers had to access it via a ladder. The failure to provide a stairway was a repeated violation, committed knowingly or with reckless disregard.

Kloot Construction Ltd. | \$12,726.46 | Chilliwack | September 8, 2015

This firm was building a large dairy barn. WorkSafeBC inspected the worksite and observed 10 of the firm's workers on the roof of the barn. They were not using personal fall protection gear, nor was any other form of fall protection in place. They were exposed to a risk of falling 3.5 to 7.3 m (12 to 24 ft.). Another worker was in a boom lift without a personal fall protection system. He was exposed to a risk of falling 7.3 m (24 ft.). The firm failed to ensure that a fall protection system was used, a repeated and high-risk violation.

Maple-Reinders Inc. | \$67,697.93 | Kelowna | August 17, 2015

This firm's workers were carrying out work in an excavation as part of a reservoir upgrade project. The firm was also the prime contractor for the worksite. Deficiencies related to the excavation placed the firm's workers and other workers on site at a high risk of serious injury or death. The excavation had been dug around a power pole and had exposed a 13 kV electrical line and a 600 mm water line. The excavation was also adjacent to an improvement or structure. The firm failed to ensure that the excavation work was done in accordance with the written instructions of a qualified registered professional. The firm's work did not conform to the requirements of the utility service's owner (a repeated violation). Lastly, the firm did not conduct a confined-space hazard assessment of the excavation before directing workers to enter it. The firm repeatedly failed overall to provide its workers with the information, instruction, training, and supervision to ensure their own and other workers' health and safety at the site. As prime contractor, it also failed to do everything reasonably practicable to establish and maintain a system for ensuring compliance with the *Workers Compensation Act* and the *Occupational Health and Safety Regulation*. These were all high-risk violations.

Marcelo Enrico Jose Gonzalez / Strictly Construction & Development | \$2,500 | Port Coquitlam | August 17, 2015

This firm violated health and safety requirements at a pre-1990 house where it had been hired to carry out high-risk asbestos removal work. For example, it did not have a qualified person prepare written procedures for safe removal of asbestos-containing materials. Nor did it collect the required air samples while its workers were carrying out the high-risk removal. In general, the firm failed to safely remove the hazardous materials as required by section 20.112(5) of the *Occupational Health and Safety Regulation*. These high-risk violations may have exposed workers to asbestos, a known carcinogen.

MDL Construction Ltd. | \$3,777.50 | Vancouver | August 26, 2015

WorkSafeBC found multiple violations of safety requirements when it inspected a residential construction worksite where this firm was the prime contractor. A basement stairwell opening at the back of the house lacked the required guardrails. Stairways lacked

the required handrails. Job-built wooden scaffolding had so many deficiencies that the prevention officer put a stop-use order on it. The firm failed to do everything reasonably practicable to establish and maintain a system to ensure compliance with the *Workers Compensation Act* and the *Occupational Health and Safety Regulation*. This was a repeated and high-risk violation, committed knowingly or with reckless disregard.

Michael Bruce Lebreton / Lebreton Construction | \$1,000 | Langford | August 13, 2015

Two of this firm's workers were stripping formwork at a construction site. Neither worker was wearing a hard hat. Also, the jobsite lacked a first aid attendant and a first aid kit. The firm failed to ensure that its workers wore hard hats where there was a danger of injury from falling objects and to provide first aid equipment, supplies, and services. These were repeated violations.

Modern Touch Construction Ltd. | \$9,367.95 | Burnaby | August 18, 2015

WorkSafeBC observed three of this firm's workers on the open upper floor of a two-storey house under construction. Two of the workers were supervisors and representatives of the firm. None of the workers were using personal fall protection gear and only one small section of the level they were on had guardrails. They were exposed to a risk of falling 3.5 to 6 m (12 to 20 ft.) to construction debris, pipe upstands, hard compact ground, and an excavation. The firm failed to ensure that fall protection was used, a repeated and high-risk violation. It also failed to provide its workers with the information, instruction, training, and supervision needed to ensure their health and safety, a repeated violation. These infractions were committed knowingly or with reckless disregard.

Pacific Waterproofing Ltd. | \$41,399.16 | Burnaby | September 4, 2015

This firm was damp-proofing the roof of a three-storey townhouse complex under construction. WorkSafeBC observed one of its workers near the unguarded edge of the roof. The worker was wearing a fall protection harness but was not connected to the available lifeline. In view of his supervisor, he was exposed to a risk of falling 9 to 10.6 m (30 to 35 ft.). The firm failed to ensure that fall protection was used, a repeated and high-risk violation. It also failed to provide its worker with the information, instruction, training, and supervision needed to ensure his health and safety, a repeated violation.

Paul St Coeur | \$2,500 | New Westminster | August 11, 2015

WorkSafeBC observed two of this firm's workers on the steep roof of a one-storey house. The supervisor, a representative of the firm, was also on the roof. None of them were using personal fall protection gear and no other form of fall protection was in place. They were exposed to a risk of falling 3 to 7 m (10 to 23.5 ft.). Hazards below included a wooden fence, a metal disposal bin, and a stone retaining wall. The firm repeatedly failed to ensure that fall protection was used, a high-risk violation.

Perfect Roofing & Power Washing Ltd. | \$5,000 | New Westminster | August 5, 2015

WorkSafeBC observed three of this firm's workers re-roofing a house. At one point all three were crouching near the edge of the moderate-slope roof, scraping off old shingles. None of them were using personal fall protection systems and no other form of fall protection was in place. The workers were exposed to a risk of falling 3.2 to 7.3 m (10.5 to 24 ft.). The firm failed to ensure that a fall protection system was used as required, a repeated and high-risk violation.

P.H.H. Construction Ltd. | \$2,500 | Abbotsford | September 4, 2015

This firm was building a two-storey house. WorkSafeBC observed two of the firm's workers, including a representative of the firm, on the open second level. The workers were not using personal fall protection gear, and so were exposed to a risk of falling 3.4 to 4 m (11 to 14 ft.). Guardrails would have been an acceptable means of fall protection but were not in place. After the prevention officer finished the site inspection, the workers returned to the second level to install guardrails, still without any means of fall protection. The firm failed to ensure that a fall protection system was used. The firm also failed to install guardrails before beginning work on the second level. These were both repeated and high-risk violations.

Preet Excavating Ltd. | \$2,500 | West Vancouver | September 1, 2015

This firm was hired to demolish a house. The firm started the demolition without a clearance letter stating that all hazardous materials had been removed from the house. WorkSafeBC's inspection found that asbestos-containing materials were still present. The firm committed a high-risk violation by starting demolition activities without ensuring that hazardous materials were safely removed first and that their removal was confirmed in writing by a qualified person.

Pro-Seal Roofing Ltd. | \$7,500 | Richmond | July 29, 2015

WorkSafeBC observed three of this firm's workers (including a supervisor) on the roof of a house under construction. None of the workers were using a personal fall protection system and no other form of fall protection was in place. The workers were exposed to a risk of falling 5 m (17 ft.). The firm repeatedly failed to ensure that fall protection was used, a high-risk violation.

Pro-Seal Roofing Ltd. | \$19,500 | Richmond | August 19, 2015

Three of this firm's workers, including a representative of the firm, were re-roofing a two-storey house. None of them were using personal fall protection gear. No other form of fall protection was in place, exposing the workers to a risk of falling 3 to 7.3 m (10 to 24 ft.). The firm failed to ensure that fall protection was used, a repeated and high-risk violation committed knowingly or with reckless disregard.

Qualico Developments (Vancouver) Inc. / Foxridge Homes | \$12,921 | Surrey | September 8, 2015

WorkSafeBC inspected a construction site where this firm was the prime contractor and found multiple violations of safety requirements. For example, regular safety inspections of the site were not performed, and the site drawing was not up to date. The person appointed as coordinator for health and safety activities at the site was not qualified for the position, and had not been given the name of a qualified person responsible for health and safety activities on site. These deficiencies show that the firm failed to do everything reasonably practicable to establish and maintain a system for ensuring compliance with the *Workers Compensation Act* and the *Occupational Health and Safety Regulation*. These were all repeated violations.

RJ Safety Demo Services Ltd. | \$2,500 | Vancouver | August 28, 2015

This firm was performing asbestos abatement on the exterior of a pre-1990 house due for demolition. A WorkSafeBC officer inspected the jobsite and found that the firm was not following the required procedures for high-risk removal of asbestos-containing materials. Specifically, the firm had not provided adequate containment and decontamination facilities at the site. This high-risk violation may have exposed the firm's own workers and others to asbestos, a known carcinogen.

R.S. Uppal Framing Ltd. | \$15,000 | Pitt Meadows | August 14, 2015

This firm was framing a three-storey house. WorkSafeBC observed the firm's worker standing on a 2x10 plank next to an exterior wall plate. The worker was bending over the edge of the wall to nail roof trusses to the wall plate. He was not using personal fall protection gear and no other form of fall protection was in place. Had he lost his footing, he would have fallen 5 m (17 ft.) to a propped-up joist, other construction materials, and compact ground. The worker was in view of his supervisor (who was also a representative of the firm). The firm's failure to ensure that fall protection was used was a repeated and high-risk violation.

Rokstad Power Corporation | \$71,866.79 | Merritt | July 30, 2015

This firm's workers were erecting a four-legged power transmission tower in a remote area. The legs of the tower were held in place with guy wires. One worker was seriously injured when a guy wire broke, causing the leg the worker was on to topple over. WorkSafeBC's investigation found that the firm's safe work procedures for erecting the tower, specifically its rigging procedures, were inadequate. The firm failed to ensure that its workers were made aware of all known or reasonably foreseeable health or safety hazards their work exposed them to. It also failed to ensure the health and safety of its own and other workers at its worksite. These were high-risk violations.

S&B General Contractors (2014) Ltd. | \$6,718.53 | Mill Bay | August 6, 2015

This firm was building a large barn. WorkSafeBC inspected the jobsite and saw one of the firm's workers on the roof of the barn. The worker was within sight of a supervisor, but was not using a personal fall protection system, and no other form of fall protection was in place. He was exposed to a risk of falling 4 m (14 ft.). Two days earlier, in icy conditions, another of the firm's workers had slipped on the roof sheathing, fallen, and been seriously injured. This worker had also not been using fall protection gear. The firm failed to ensure that fall protection was used, a high-risk violation.

Sanghe Construction Ltd. | \$1,607.63 | Surrey | August 17, 2015

WorkSafeBC inspected this firm's worksite, where a two-storey house was under construction. An opening in the floor of a sundeck was not covered or protected by guardrails, as required by the *Occupational Health and Safety Act*. Workers on the deck were exposed to a risk of falling 2.5 m (8 ft.) through the opening. This was a repeated violation.

Sierrans Roofing Ltd. | \$16,413.99 | Richmond | August 20, 2015

This firm was re-roofing a four-storey apartment building. On a rainy day, a WorkSafeBC officer saw seven of the firm's workers on the roof, including a supervisor. They were wearing fall protection harnesses but were not connected to the lifelines on the roof. No other form of fall protection was in place. The workers were exposed to a risk of falling 12 to 15 m (40 to 50 ft.). The firm failed to ensure that fall protection was used, a repeated and high-risk violation.

Starline Masonry Ltd. | \$5,000 | Vancouver | August 11, 2015

WorkSafeBC observed this firm's worker applying cultured stone to the façade of a three-storey house under construction, standing on a scaffold work platform. The worker was not using a fall protection harness and was exposed to a risk of falling about 4.5 m (15 ft.). Deficiencies with the scaffold, including missing bearing plates and ledgers, and out-of-plumb uprights, increased the worker's

likelihood of falling. A representative of the firm was on site and knew the workers were using the substandard scaffold. The prevention officer ordered the scaffold out of service. The firm's failures to ensure that its scaffold was safe and that a fall protection system was used were repeated and high-risk violations. The firm also failed to provide its workers with the supervision needed to ensure their health and safety.

Thor's Hammer Roofing Inc. / Thor's Hammer Roofing | \$5,000 | Prince George | July 29, 2015

WorkSafeBC observed three of this firm's workers re-roofing a two-storey townhouse building, two of them close to the roof's edge. The workers were wearing personal fall protection harnesses but were not connected to lifelines. The roof was lined with slippery roofing paper, and roofing materials and tools were scattered about the roof surface. The workers were exposed to a risk of falling at least 6 m (19 ft.) to storage sheds, chain-link fences, and asphalt surfaces. The firm's failure to comply with fall protection requirements was a high-risk and repeated violation.

Three Star Framing Ltd. | \$2,500 | North Vancouver | July 30, 2015

WorkSafeBC inspected this firm's worksite, a two-storey house under construction. One of the firm's workers (a representative of the firm) was standing among the roof trusses. He was not wearing fall protection gear and was exposed to a risk of falling about 8 m (26 ft.). Another of the firm's workers was inside the house on the second level, where window openings, deck edges, and a mezzanine edge lacked the required guardrails. This worker was not using a fall protection system either, exposing him to a risk of falling 3.4 m (11 ft.). The firm's failure to ensure that fall protection was used was a repeated and high-risk violation.

Woodwork Enterprises Ltd. | \$4,545.60 | Langley | August 10, 2015

WorkSafeBC observed two of this firm's workers (including a representative of the firm) on the roof of a two-storey house under construction. Neither worker was using a personal fall protection system and no other form of fall protection was in place. The workers were exposed to a risk of falling about 6 m (20 ft.). Another of the firm's workers was standing inside the house, on the second floor, at an unguarded window opening. This worker also lacked fall protection; he was exposed to a risk of falling about 7.5 m (25 ft.) to a below-grade concrete patio area. The firm failed to ensure that fall protection was used, a repeated and high-risk violation.

X Q Enterprises Ltd. | \$2,500 | Vancouver | August 27, 2015

This firm was performing asbestos abatement on the exterior of a pre-1990 house due for demolition. The house was wrapped in orange tarps that had gaps and tears in them. A WorkSafeBC officer inspected the jobsite and found that the firm was not following the required procedures for high-risk removal of asbestos-containing materials (ACMs). For instance, the gaps in the tarps would have made the negative-pressure ventilation unit inside the tarp enclosure ineffective. These deficiencies may have exposed the firm's own workers and others to asbestos, a known carcinogen. The firm's failure to follow a qualified person's written procedures for removal of ACMs was a high-risk violation.

Manufacturing

0744822 B.C. Ltd. / DH Manufacturing | \$13,921.68 | Houston | August 13, 2015

This firm operates a finger-joint manufacturing plant. A worker at the plant reached into a machine to clear debris from a machine that cuts strips from boards. He became entangled in a feed roll and sustained serious injuries to his arm. WorkSafeBC's investigation found that the roll lacked guarding — even though WorkSafeBC officers had repeatedly discussed safeguarding requirements with the firm before this incident. The firm failed to ensure that the feed roll was adequately safeguarded, a repeated violation.

0904329 B.C. Ltd. / Dba Pacific Timber/Sheraton Sawmill | \$5,249.33 | Burns Lake | July 31, 2015

WorkSafeBC inspected this firm's sawmill while it was shut down for renovation work and found that the firm's workers were modifying structures at the site and building new ones without engineered design drawings or engineering oversight. On April 25, 2013, WorkSafeBC ordered the firm to submit a Notice of Compliance with sections of the Occupational Health and Safety Regulation dealing with the requirement to have a professional engineer certify that structures in the workplace are capable of withstanding stresses likely to be imposed on them. As of October 14, 2014, the firm had not complied with this order.

Dinoflex Group Limited Partnership | \$36,543.83 | Salmon Arm | September 4, 2015

This firm operates a plant that makes recycled rubber flooring and roofing materials. The firm's young worker was leaning between the plates of a rubber-block press to reposition excess rubber in the mould when the plates closed unexpectedly. The young worker was fatally injured. WorkSafeBC officers had discussed safeguarding requirements with the firm before this incident. But WorkSafeBC's investigation found that the press lacked adequate safeguarding and had substandard controls, and that the firm had instructed workers to use a work procedure that required them to enter the pinch point of the press. These repeated and high-risk violations show that the firm failed to ensure the health and safety of workers in its workplace.

Morictown Band Development Corporation / GP for Morictown Band Development Limited Partnership **| \$6,864.18 | Morictown | August 14, 2015**

WorkSafeBC inspected this firm's finger joint manufacturing plant and observed hazardous accumulations of combustible dust on surfaces and fixtures throughout the mill. In the chipper room, dust accumulations deeper than 0.3 cm (1/8 in.) and up to 15 cm (6 in.) deep covered more than 5 percent of the room's footprint. Dust was in direct contact with potential ignition sources, such as electric motors, gear reducers, and a broken light bulb. One dust accumulation at the junction between two transfer conveyors measured about 1 m (3 ft.) deep. Those workers who were required to enter the chipper room at regular intervals were exposed to a risk of serious injury or death should the dust have ignited and caused a fire or explosion. This immediate hazard prompted WorkSafeBC to issue an order to stop work until the dust accumulations could be safely removed. The firm's failure to control and remove hazardous accumulations of combustible dust was a repeated and high-risk violation.

Okanagan Pellet Company Inc. | \$23,379.10 | West Kelowna | August 27, 2015

WorkSafeBC inspected this firm's pellet mill. The raw products room was filled with visible clouds of combustible dust being generated by the stacking conveyor drop point, where sawdust drops 3.5 to 4 m (12 to 14 ft.) from the conveyor onto the floor. Roughly 50 percent of the room's floor area was covered in accumulations of sawdust and shavings deeper than 0.3 cm (1/8 in.), some of them as high as about 3.6 m (12 ft.). Up to 17 workers at the mill were exposed to a risk of serious injury or death in the event of a fire or explosion due to ignition of the dust. This immediate hazard prompted WorkSafeBC to issue an order to stop work until the dust accumulations could be safely removed. The firm's failure to control and remove hazardous accumulations of combustible dust was a repeated and high-risk violation.

Pacific Bioenergy Prince George Ltd. Partnership | \$50,435.29 | Prince George | July 29, 2015

WorkSafeBC inspected this firm's pellet mill and observed hazardous accumulations of combustible dust on surfaces and fixtures in two motor control center (MCC) rooms. Dust buildup deeper than 0.3 cm (1/8 in.) and up to at least 0.6 cm (1/4 in.) deep covered more than 5 percent of the rooms' respective footprints. Dust was in direct contact with potential ignition sources, including on energized electrical components within an MCC cabinet. Those workers who were required to enter the area at regular intervals were exposed to a risk of serious injury or death should the dust have ignited and caused a fire or explosion. This immediate hazard prompted WorkSafeBC to issue an order to stop work until the dust accumulations could be safely removed. WorkSafeBC's investigation found that the firm had not included the two MCC rooms in its internal inspection and cleanup program. The firm's failure to control and remove hazardous accumulations of combustible dust was a repeated and high-risk violation.

Progress Energy Canada Ltd. | \$64,235.41 | Fort St John | September 17, 2015

This firm was the prime contractor at an oil and gas site where contaminated material was being remediated. Another firm's worker was struck and pinned against the side of a metal water tank by the bucket of an excavator. He sustained serious injuries. WorkSafeBC's investigation found that the firm did not take adequate steps to eliminate the hazard of working near the excavator; it did not develop and implement safe work procedures for working near the excavator; it did not ensure that adequate safety meetings were held; and it did not ensure adequate communication between the excavator operator and the other workers. The firm repeatedly failed to ensure that the activities of employers, workers, and other persons at its workplace relating to occupational health and safety were coordinated. It also failed to do everything reasonably practicable to establish and maintain a system for ensuring compliance with the *Workers Compensation Act* and the *Occupational Health and Safety Regulation*. These were high-risk violations.

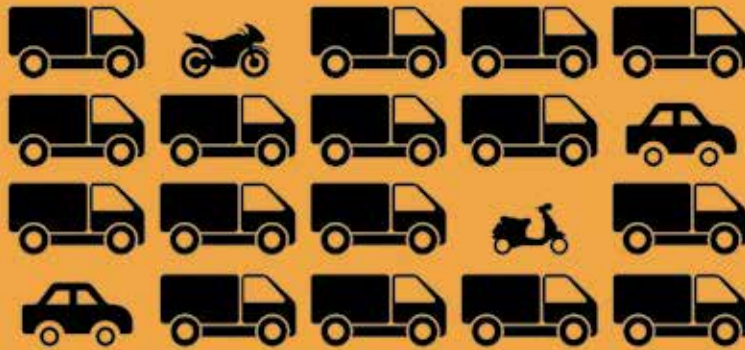
Richmond Elevator Maintenance Ltd. | \$75,000 | Sidney | July 23, 2015

A WorkSafeBC officer inspected a worksite where this firm's workers were changing the main hydraulic cylinder of an elevator. Electrical and mechanical components that powered the elevator had not been locked out. The officer issued a stop-work order. The next day the officer conducted a follow-up inspection and again found that the required form of lockout was not in place. The firm failed to ensure that machinery that was shut down for maintenance was secured against inadvertent movement. It also failed to ensure that an energy-isolating device was secured in the safe position using locks according to written procedures made available to all workers required to work on the device. The latter violation was repeated.

Valley Comfort Systems Inc. | \$49,449.70 | Penticton | August 14, 2015

WorkSafeBC inspected this firm's furnace manufacturing plant. The firm's hydraulic press brakes (machines that bend metal) lacked safeguards to prevent workers from accessing hazardous points of operation. During previous visits, WorkSafeBC officers had repeatedly discussed safeguarding requirements for the machines with the firm. The firm's failure to ensure that the machines were fitted with adequate safeguards as required by section 12.30(1) of the *Occupational Health and Safety Regulation* was a repeated and high-risk violation.

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Primary Resources

Bluespruce 5280 Contracting Ltd. | \$1,000 | Sayward | September 2, 2015

This firm was the owner of a remote worksite where log-loading activities were taking place. The firm did not conduct a log-hauling risk assessment for the workplace, despite the grade of the haul road being over 18 percent in places. This was a violation of section 26.2(2) of the Occupational Health and Safety Regulation. This violation, coupled with violations found during prior inspections, demonstrated the firm had a general lack of commitment to compliance.

Shoker Farms Ltd. | \$6,561.78 | Chilliwack | August 10, 2015

This firm failed to maintain in safe operating condition the farm vehicle it used to transport workers. WorkSafeBC inspected the vehicle, which had been used to transport seven workers the same day, and found that its braking system was deficient. This put the safety of the firm's workers and others at risk. The firm's failure to meet the maintenance requirements for vehicles used to transport workers was a high-risk violation, committed knowingly or with reckless disregard.

Svidahl Holdings Ltd. | \$15,096.48 | Fort St John | September 17, 2015

At an oil and gas site where contaminated material was being remediated, this firm's worker was struck and pinned against the side of a metal water tank by the bucket of an excavator. He sustained serious injuries. WorkSafeBC's investigation found that the firm did not take adequate steps to eliminate the hazard of working near the excavator; it did not develop and implement safe work procedures for working near the excavator; it did not ensure that adequate safety meetings were held; and it did not ensure adequate communication between the excavator operator and the other workers. The firm failed to provide its workers with the information, instruction, training, and supervision needed to ensure their own and other workers' health and safety at the site. This was a high-risk violation.

Western Energy Services Corp. / Horizon Drilling Division | \$75,000 | Dawson Creek | September 9, 2015

This firm was drilling a well at an oil and gas site. The firm's young worker was seriously injured while troubleshooting a fan on a steam heater at the site. WorkSafeBC's investigation found that the work contravened lockout requirements under the Occupational Health and Safety Regulation. The firm lacked specific lockout procedures for the steam heater as well as for other equipment at the site. This was despite having been ordered by WorkSafeBC (after a previous inspection) to develop equipment-specific lockout procedures for its worksites. Also, the firm exposed workers to environmental tobacco smoke by failing to prohibit smoking in the workplace. In sum, the firm failed to provide its workers with the training and supervision needed to ensure their health and safety. These were all repeated violations, and the failure to have lockout procedures in place was a high-risk violation.

Service Sector

Allied Crane Ltd. | \$12,777.34 | Richmond | August 11, 2015

This firm set up a tower crane at a construction site but failed to ground it properly. The crane inadvertently contacted electrical conductors overhead. The electrical charge travelled via the crane to a junction box, which caught on fire, and from there to an electrical room, whose distribution panel also ignited. The firm failed to ground the crane according to the manufacturer's manual and section 14.2(6) of the Occupational Health and Safety Regulation (which requires cranes to meet the CSA standard for tower cranes). As the crane supplier, the firm was required to ensure that its equipment was safe when used according to the instructions it provided, and to ensure that its equipment complied with the *Workers Compensation Act* and the Regulation. The firm's failure to do so was a repeated and high-risk violation, committed knowingly or with reckless disregard.

Boralex Inc. | \$10,385.80 | Gold Bridge | September 30, 2015

This firm was the owner of a run-of-river hydroelectric project in a remote area. Land clearing for the project generated debris that was burned in slash piles. A subcontractor with a truck-mounted water tank was hired to provide water to the site to control the fires. He was reversing his truck along a narrow forest service road (FSR) when one of its front tires slipped off the road surface. Top-heavy with its load of water, the truck tilted, tipped over, and rolled multiple times down a steep embankment. The subcontractor was ejected from the truck's cab and thrown further down the cliff. He sustained fatal injuries. WorkSafeBC's investigation found that Boralex had identified the hazard of reversing on the FSR, recommending a spotter be used, but had not ensured that this instruction was communicated to subcontractors. As well, Boralex had not developed a system to identify, communicate, and control hazards along the FSR, which was travelled by many vehicles associated with the project, including large ones. These failings indicate that Boralex failed to give employers at its workplace information known to it that was necessary to eliminate or control hazards at the site, and that it failed to ensure the health and safety of workers in that workplace. These were high-risk violations.

ESS Environmental Ltd. | \$7,500 | Surrey | August 14, 2015

WorkSafeBC inspected a pre-1990 house slated for demolition. The interior of the house had already been partly demolished and was littered with piles of potentially asbestos-containing materials (ACMs). This firm had conducted two hazardous materials surveys on the house that missed potential ACMs, including textured ceiling, drywall, and exterior window mastic. Before renovation work began, the firm should have had a qualified person inspect the premises to identify hazardous materials, prepare an inventory of all ACMs, and perform a risk assessment on the ACMs identified in the inventory. Its failure to do so risked exposing workers to asbestos fibres, a known carcinogen. This was a repeated and high-risk violation.

Interior Health Authority | \$68,976.69 | Kamloops | August 21, 2015

Two nurses on a psychiatric unit were assaulted and seriously injured by a patient. The first was attacked while she was alone in a common area of the unit, the second when she tried to rescue the first. The patient had recently been transferred to the unit from another facility. The employer had not performed an adequate hazard assessment of the patient, nor had it provided information about his history of violent behaviour to workers likely to be exposed to such behaviour: the first nurse had never worked with the patient before and had not been informed that the patient had assaulted other workers twice in the past several days. In general, the employer failed to ensure that workers on the unit were given the information, instruction, training, and supervision needed to ensure their health and safety. This was a repeated and high-risk violation.

Mason Lift Ltd. | \$72,364.92 | Quesnel | August 4, 2015

This firm's worker was servicing a parcel conveyor at a client's workplace when the conveyor started up unexpectedly. The worker's hand and arm were drawn into the machine. He sustained serious injuries. WorkSafeBC's investigation found that the inexperienced worker was unsupervised and had not received training on lockout procedures. The firm failed to ensure that the energy source for a machine that could cause injury was isolated and effectively controlled, a high-risk violation. The firm also failed in general to provide its worker with the information, instruction, training, and supervision needed to ensure his health and safety.

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Sunshine Investments Inc. | \$2,500 | Powell River | August 7, 2015

This firm hired a construction contractor and an electrical contractor to perform renovation work on the upper floor of its two-storey warehouse building. The second floor was littered with asbestos-containing materials such as floor tiles, drywall, and ceiling plaster, potentially exposing the contractors' workers to harmful airborne asbestos fibres. The firm failed to safely remove hazardous materials from the building, a high-risk violation. As a result, it failed to meet its responsibility as an employer and a property owner to maintain its premises in a manner that ensured the health and safety of workers and other persons at or near its workplace.

Trade

Growers Supply Company Limited | \$56,967.93 | Kelowna | September 3, 2015

WorkSafeBC inspected this firm's warehouse and found numerous deficiencies with its steel storage racks. For example, racks were out of plumb, and had damaged and bent vertical and horizontal beams. Damaged pallets were used between materials on the racks, causing out-of-plumb stacks. The firm's failure to ensure that material was placed, stacked, or stored in a stable and secure manner posed a high risk of workers being struck or crushed by falling materials, and of explosive chemical reactions occurring if containers burst open and volatile materials mixed.

Transportation and Warehousing

Nu Life Industries Inc. | \$3,844.02 | Aldergrove | August 6, 2015

This firm operates a facility that recycles fluorescent light tubes. WorkSafeBC inspected the firm's workplace. A room in which the tubes are crushed had a ventilation system that was inadequate, potentially exposing workers to contaminants such as mercury. This contravened section 5.61 of the Occupational Health and Safety Regulation, which requires ventilation systems to be designed, installed, and maintained using established engineering principles. The prevention officer ordered the firm to provide a Notice of Compliance with this section of the Regulation. As of June 15, 2015, the firm had not done so.

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