

WorkSafe

Tools for building safer workplaces | worksafemagazine.com | May / June 2019



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Have questions? We've got answers

In the WorkSafeBC student safety video contest, high school students were asked the question “You’re the employer: How do you keep your young workers safe?” (page 20). It’s a question we ask real employers all the time: How is your company keeping workers healthy and safe?

In this issue, we offer inspiration to those of you who have your own questions about improving health and safety. Our cover story shares how restoration contractors across B.C. can take advantage of free health and safety training in their field (page 7). In Langley, B.C., a manufacturer shares how an increased investment in staff training and a proactive safety committee is making a difference in staff retention and lowering premiums (page 11). We also have tips to help new or young workers starting their first summer job. We hope you’ll share them with a young person in your life who’s starting work for the first time (page 15).

And if you have specific questions? We have something for that too. In “Ask an officer,” occupational hygiene officer Doug Irving shares how the WorkSafeBC Prevention Information Line can help you understand regulations, request consultations, or report unsafe working conditions (page 5).

Still want more? Check out worksafebc.com. Our easy-to-find search bar puts a wealth of health and safety information right at your fingertips.



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Editor-in-chief

WorkSafe

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

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

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WORK SAFE BC



Gord Woodward

Gord has worked with more than 1,500 small businesses and has experience working with federal and provincial agencies, non-profit organizations, and private sector firms. He interviews Doug Irving in “Ask an officer,” (right).



Marnie Douglas

Marnie is a Kelowna-based writer and communications professional who began her career in journalism. She presents our cover story (page 7).



Sarah Ripplinger

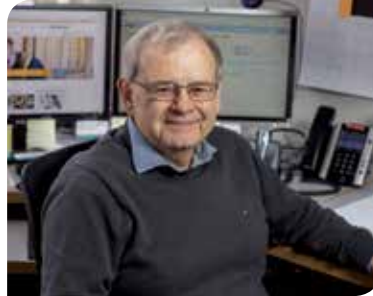
Sarah is a marketer, writer, editor, and journalist, and the principal of Sarah Ripplinger Marketing Communication. She speaks with the staff at Pacific Bolt in our “Safety spotlight” (page 11).



Gail Johnson

Gail has been working as a journalist since 1996. With a Bachelor of Arts degree with a major in French and a diploma in journalism, Gail has earned national, provincial, and local awards and nominations for her work. She looks at the lighter side of safety in our “WorkSafeBC update” (page 20).

We're taking your calls



Doug Irving

Occupational hygiene officer

Region: Burnaby

Years on the job: 44

Occupational hygiene officer Doug Irving answers questions about our Prevention Information Line, a free phone service dedicated to health and safety in B.C. workplaces.

Q. What is the Prevention Information Line, and who can use it?

A. It's for anyone who needs work-related health and safety information or anyone who wants to report a health and safety issue. You can get information about how the Occupational Health and Safety Regulation applies to your workplace, request a worksite inspection consultation, report unsafe work conditions, and report a serious incident or major chemical release. You can report in almost any language, since we can get an interpreter for a three-way call.

Q. How can the line help me?

A. We can provide information that will help clarify a requirement or particular hazard to help employers stay in compliance. We can also help workers. Here's an example I dealt with: A person called in and said his employer was ignoring a specific concern the caller had about mould. We had a conversation, and I referred the issue to an officer who went and had a look. The worker called back later to let me know the problem had been resolved.

Another way we can help is by taking you through the website. Most of the time, the information people need is available online, but there's a lot of information there and we can help you find it.

If you're at all unsure about a health and safety matter in the workplace, definitely call. We'd rather talk with you now than later, after a problem has occurred.

Q. What kind of questions can I ask?

A. Anything to do with workplace health and safety. It's a long list. We get a lot of calls about first aid and protective equipment, and everything from

indoor air quality to office ergonomics, workplace violence, fall protection, traffic control, and controlling silica dust, just to name a few.

Q. Who answers the calls?

A. You'll always talk with a prevention officer. Depending on how busy we are, you might first reach our switchboard and then hear back from an officer. We have a list of subject-matter expert officers around the province. They have training in very specific areas. We can call on our bullying and harassment team, for example, or our crane team, or the asbestos team.

Q. Can you answer specific questions about my workplace?

A. It's hard to comment on something without seeing it first. So please don't call to ask for something like a hazard assessment over the phone. We'd refer you to an officer in your area for that. We can help clarify the requirements in the Regulation that apply to you, but we can't tell you what to do.

Q. Are there any questions the Prevention Line can't help me with?

A. It's not for people who have claims-related issues. For that information, you need to speak with our claims team (1.888.WORKERS). We sometimes get questions from employers about insurance

registration; for that, you need to contact our assessments team (1.888.922.2768). Also, some people may disagree with my colleagues' opinions and call for a second opinion. If you disagree with an order that an officer has issued to you, you must use our appeal process — see Review & Appeal on worksafebc.com.

Q. How can I contact the Prevention Information Line?

A. Call us from the Lower Mainland at 604.276.3100 or toll-free at 1.888.621.SAFE anywhere else in Canada.

For non-emergency issues, we're available Monday to Friday from 8:05 a.m. to 4:30 p.m. Our switchboard may need to take your contact information. We try to get back to you on the same day. Sometimes questions may require a little bit of research, so we may need more time.

If it's an emergency, such as reporting fatalities and serious injuries or to report a chemical spill, the line is open 24 hours a day, 7 days a week. Call us and your information goes directly to an officer, who will respond.

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

WorkSafeBC prevention and investigating officers cannot and do not provide advice on specific cases or issues referenced in this article. WorkSafeBC and *WorkSafe Magazine* disclaim responsibility for any reliance on this information, which is provided for readers' general education only. For more specific information on prevention matters, contact the WorkSafeBC Prevention Information Line at 604.276.3100 or toll-free at 1.888.621.7233.

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On the cover



Faron Woodcock, emergency flood technician for Canstar, tapes up a site safety assessment form in a visible area. The form outlines all the known hazards on the worksite.

After a disaster, restoration contractors pick up the pieces

By Marnie Douglas

The jobsites of fire and flood restoration contractors are unlike most. They could be facing raw sewage floating in knee-deep water, mould layered over walls, pathogens from a crime scene, or rooms filled with toxic chemicals from burnt plastics, carpets, wood, and fabrics.

Once emergency responders have finished their work, restoration contractors and insurance adjusters are some of the first people to enter a home or building after a disaster such as a fire or flood. The aftermath of a fire or flood can leave serious health hazards for contractors — particulates, electrical hazards, rotting and structural damage, lingering odours from smoke, mould and mildew, plus exposure to asbestos, lead, mercury, and biohazards, to name a few. These potentially hazardous exposures are preventable with proper controls in place.

Not your everyday hazards

“These are definitely not your standard hazards,” explains Kathy Tull, WorkSafeBC industry specialist. “These contractors experience different health and safety challenges than other contractors because they

deal almost entirely with emergency work, and every environment they go into can be different than the last. Every new jobsite could pose different hazards.”

There are about 140 fire and flood restoration contractors across B.C. Providing service to them is the British Columbia Construction Safety Alliance’s (BCCSA) Fire and Flood Restoration Program. Their Technical Advisory Committee, which comprises a small group of safety specialists from within that group of contractors, is keen to develop health and safety resources they can share among members — particularly smaller restoration contractors who don’t necessarily have access to the same health and safety resources as larger companies.

“The beauty of this committee is that the industry is bringing all of their safety-related materials to the table and willingly sharing everything,” adds Tull, who is also the WorkSafeBC representative on the committee.

Current committee members include representatives from the BCCSA, Belfor, Canstar Restorations, CJB Construction, Downs Construction, FirstOnSite, On Side Restoration, Phoenix Restoration, Platinum Pro-Claim Restoration, and WorkSafeBC. The committee dates back to 2005 when it was under the British Columbia Association of Restoration Contractors, which amalgamated with the BCCSA in 2016.

Sharing information is the right thing to do

Robby Todosichuk started with Canstar nearly 20 years ago, primarily removing hazardous materials from homes and businesses damaged by fire, flooding, and other emergencies. Today, he is the company’s safety manager, and says the committee provides an excellent opportunity to develop and share best practices to keep all employees safe.

“We’re sharing information to raise the bar amongst all our contractors. Safety is safety. Although we’re all competitors when it comes to business, we’re not competing when it comes to safety.”

Dennis Maloney, health and safety manager with Downs Construction, agrees. He’s been in the restoration business for more than 20 years and a committee member since 2007.

“My hope is that employers ask questions and understand that safety should not be considered secondary. It should be considered part of the overall



The site safety assessment form provides documentation of the hazards on a worksite.



The Technical Advisory Committee (L to R): Robby Todosichuk (Canstar), Campbell Irving (FirstOnSite), Candice Brown (BCCSA), Gary Bird (Belfor); Kathy Tull (WorkSafeBC), Dennis Maloney (Downs), Sarah Graham (CJB), Justin McConville (On Side), Wes Rundle (Platinum Pro-Claim). Not pictured: Heather Driessen (Phoenix).

business structure,” he says. “Employee health should be vital to the success of any company.”

Assessing safety on site

One of the committee’s successes to date is the introduction of a site safety assessment (SSA) kit, which includes a form, instruction guide, and an online course (free to B.C.’s restoration industry) through the Canadian Centre for Occupational Health and Safety (CCOHS). The online hazard-assessment course covers essential topics, such as hazard mapping, workplace inspections, risk-assessment techniques, and the hierarchy of controls. It’s one of many CCOHS courses on health and safety in restoration that are available for free to B.C. restoration contractors through the BCCSA.

Here’s how the form works: Before any work begins, a site safety assessment is conducted by a trained person. The results of the safety assessment are documented on the SSA form. The SSA must be updated as conditions change on the jobsite, and a new SSA is required at the start of a new shift. The guide helps users navigate the safety assessment and fill out the form. Both Todosichuk and Maloney say the form is valuable for both individual contractors in assessing site hazards and other contractors entering the worksite.

The form must be completed by a crew leader every day before any work starts, and it must be posted visibly on site, usually on the main entryway. “Then, anyone coming on site can see it and they understand the hazards that have been assessed,” he explains. “Sometimes the hazards will change day-to-day so it’s important that everyone is on the same page and can see what’s being done day-to-day.”

Just who is the prime contractor?

Another important task that the committee is working on is recommendations for who should have the role of prime contractor on a restoration worksite. Under the *Workers Compensation Act*, if no prime contractor is specified in writing, the role defaults to either the home/building owner or the insurance adjuster on site. If it defaults to the homeowner, it means that the ultimate responsibility for injuries or violations could fall to someone who has never even been on the worksite.

Under the Occupational Health and Safety Regulation, a prime contractor must be qualified to ensure coordination of work activities and ensure compliance with the Act and the Regulation.

Without a prime contractor focused on health and safety, each new contractor on site — plumbers, electricians, other trades, and possibly other restoration companies — might expose new hazards without informing other contractors.

Connecting with the rest of industry

The BCCSA, in partnership with WorkSafeBC, arranged a breakfast meeting May 16 that brought together insurance adjusters and restoration contractors to talk about issues relevant to the industry regarding the responsibilities for health and safety on restoration worksites, and the assignment of a prime contractor. Both Maloney and Todosichuk agreed that this meeting was a positive step in continued improvements around health and safety for restoration contractors.

“Owners, prime contractors, coordinators, insurance adjusters, employers, supervisors, and workers need to all work together to reduce the risks and keep the workplace healthy and safe,” says Candice Brown, safety and injury management advisor with the BCCSA.

Brown says the third important initiative the committee is working on is completing a series of guides for exposure control plans (ECPs) for the different types of materials and substances a restoration contractor might typically encounter, including asbestos, silica, sewage, and polychlorinated biphenyl (commonly known as PCB).

“In this industry, you never know what you’re going to encounter. The ECP guides will be very valuable

to everyone involved in the industry. A restoration contractor could draw from this information to create a site-specific exposure control plan,” she says.

“The committee is making big strides in health and safety,” Brown adds. “The goal is to promote workplace health and safety within the restoration contractor industry in B.C., by addressing emerging issues and high-risk injuries, and offering solutions via training and resources. Hazard recognition was a big step, and the committee wants to be a resource for any company, large or small.”

For more information

- The BCCSA provides access to health and safety courses for B.C.’s fire and flood restoration industry. Find out more at bccsa.ca.
- The Site Safety Assessment Guide and form can be found on bccsa.ca or at ssaform.com.
- Health and safety requirements related to responsibilities on a restoration worksite can be found the *Workers Compensation Act* and *Occupational Health and Safety Regulation* on worksafebc.com. Particularly:
 - Part 3, Division 3 of the Act — General duties of employers, workers and others, sections 115–119.
 - Section 20.3 of the Regulation — Coordination of multiple employer workplaces. ☺



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The joint occupational health and safety committee at Pacific Bolt gathers for a meeting.

Getting to the nuts and bolts of a healthy, happy workplace

By Sarah Ripplinger

Outdated equipment. Injuries on the rise. Instead of making bolts, staff were bolting. Thankfully, this is now in the past for Pacific Bolt, a Langley-based manufacturer and distributor of nuts and bolts, fasteners, and more. A company-wide culture change brought with it increased business, fewer injuries, and a dedicated workforce committed to health and safety.

Pacific Bolt Manufacturing was a stereotypically old-school space. Minor injuries were par for the course, a messy workplace the norm. A few years ago, a worker's finger was crushed in a machine. Stepping away from the status quo was needed to retain employees and put the company back on the upswing.

"We needed to change our mentality," admits Trevor Borland, who initiated health and safety improvements around the time he became Pacific Bolt's president in 2014. "It was about challenging the norm in the industry and at Pacific Bolt."

Borland grew up watching the inner workings of bolt making at the family-owned and operated company his dad started in 1988, and began working full-time at their New Westminster location in about 2005.

Back then, he says, "the mentality used to be that because that's how we've always done it, that's how we'll always do it."

Burning out

In 2014, Pacific Bolt's insurance premiums were high and worker retention abysmal; the company of around 40 workers had completed records of employment for 100 people. "I couldn't believe it," says Borland. "Our retention was bad because no one wanted to work here."

Borland knew that, to steer Pacific Bolt in a new direction, the company needed buy-in from management and staff, and that started with creating a workplace that was safe, clean, free of bullies, and an enjoyable and fun place to be.

"We started to make improvements like repainting machines, cleaning the floors, organizing, tidying, and

“The combination of a clean and efficient workplace; increased investment in staff training and culture; and, a proactive safety committee has increased our productivity by about 15 to 20 percent.”

—Trevor Borland, President, Pacific Bolt

getting better tools,” says Borland. Even small improvements to work areas, such as fixing someone’s desk, increased buy-in from workers — who started to request more small fixes and take the initiative to fix things themselves.

Shifting a mentality

Today, Pacific Bolt puts a lot of stock in its occupational health and safety committee. The committee’s strong contingent of members, including Borland, is passionate about safety and wants to improve the company’s track record.

“We have a team of five, and I would definitely call it a team,” says Borland. “We value everyone’s opinion and everyone is an equal.”

Dylan Thompson, who is the head of safety at Pacific Bolt, completes workplace safety inspections with other committee members once per month.

“We use these inspections to speak with employees and identify possible workplace safety issues,” he says. “Our weekly Monday morning shop talks have helped to communicate issues to the workforce, as well as get feedback immediately from employees. There is no set time length for the meeting, and people are encouraged to take as long as they need so that all issues are addressed.”

Borland supports safety by empowering his team to make his company better. “If someone on the floor or in the office has an idea that they think can make the company safer or better, we’ll try it.”

From rags to riches

Since moving to their new Langley location in June 2018, Pacific Bolt has only had one workplace incident that resulted in lost time at work. Compared to beforehand, when they saw an average of one

time-loss incident every two to three months, the improvement is what Borland calls “a huge game changer.”

“We’re hoping that if we keep doing what we’re doing now, in another couple years, our premiums will go way down.”

Having a good track record on health and safety has also brought in larger contracts with companies for which protecting worker safety is required to win a bid.

“Today we’re known for being reliable and dependable,” says Borland. This reputation is helping them increase the number and quality of the contracts they get. The company has been able to provide bolts for high-profile infrastructures, such as the Granville and Golden Ears bridges, SkyTrain lines, Vancouver streetlights, and connectors for highway barriers.

Anticipating the unexpected

Borland owes some of the company’s success to keeping an open mind and being proactive instead of reactive. “We’re at a point now where we’re looking for near misses before they become incidents, and potential workplace dangers.”

For example, in October 2018, an ammonia leak at a nearby business led to an evacuation order at Pacific Bolt, forcing the company to shut its doors for two days. After the incident, Pacific Bolt’s health and safety committee got in touch with WorkSafeBC occupational safety officer, Gerhard Renzmann, to find out what they could do better next time to address hazards outside of their facility.

“Trevor was very concerned, and so was I,” recalls Renzmann. “We talked about having an evacuation plan and what to do to prepare for another potential ammonia leak in the future.”

A new lease on productivity

The new workplace mentality Borland initiated has boosted staff morale and enjoyment, along with Pacific Bolt's profit margins.

"The combination of a clean and efficient workplace; increased investment in staff training and culture; and, a proactive safety committee has increased our productivity by about 15 to 20 percent using the same equipment as we had at the old shop," says Borland.

"By increasing staff retention, we have the added advantage of not having to replace as many staff, which also greatly reduces the time and energy spent on hiring and training new staff."

Now, instead of losing money on worker injuries and staff churn, Pacific Bolt will put \$500–1,000 a month towards team-building activities — like a Maui-style ribs barbecue — to keep the positive momentum rolling. The gains in workplace productivity and worker health and safety, Borland says, "are way more valuable than the cost of a lunch." ☺



WorkSafeBC occupational safety officer Gerhard Renzmann meets with Pacific Bolt's general manager Carey Stankov and president Trevor Borland.

Our Prevention Information Line is here to answer your questions

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- Understand your workplace rights and responsibilities



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You have a right to a healthy and safe workplace.

Are you starting a new job this summer?

By Jesse Marchand

Almost 20 percent of workplace incidents involving new workers occur during their first week on the job. If you, or someone you know is entering the workforce this summer, the following tips can help you begin to navigate health and safety at your new workplace.

Starting a new job can be exciting and intimidating all at once. You may be embarking on a new career, trying to pick up some money over the summer, or taking on a co-op. No matter how short or how long your stay with your employer, staying healthy and safe should be the top priority for both of you. On average, 14 young workers suffer a serious injury every week. Serious injuries can have serious considerations for your life: from broken bones to long-term hospital stays, a serious injury could derail your life plans.

Your rights at work

Both you and your employer have responsibilities

under the *Workers Compensation Act* to keep your workplace healthy and safe. All workers in B.C. have three basic health and safety rights:

- 1 The right to know about hazards in the workplace.
- 2 The right to participate in health and safety activities in the workplace.
- 3 The right to refuse unsafe work without being punished or fired.

Five ways your employer can help ensure your health and safety

You've found a place where you'd like work. How do you know it's safe? Here are five things your employer needs to do to help ensure your health and safety.

- 1 **Register with WorkSafeBC.** All employers in B.C. need to register with WorkSafeBC. Anyone can find out if an employer is registered by obtaining a clearance letter through worksafebc.com. The clearance letter will let you know if the employer is registered and in good standing with WorkSafeBC.

2 Have an occupational health and safety program. Your employer needs to be aware of all the hazards in the workplace, and those hazards should be communicated to you. This includes physical, chemical, biological, ergonomic, and psychological hazards such as stress, harassment, and violence.

Knowing the hazards isn't enough; the employer is also responsible for correcting unsafe conditions and mitigating those hazards. All equipment and work processes should have safety procedures that are posted somewhere you can see.

This is all part of an occupational health and safety program, which can be formal or informal depending on the size of the workplace. If the workplace has 20 or more employees, it should have a joint health and safety committee. A joint committee is made up of management and staff. If there are between 10 and 19 workers, there should be at least one dedicated health and safety representative. A workplace with an active representative or committee is one that's proactive about safety, rather than reactive.

3 Provide training. The employer needs to provide training and orientation specific to the workplace before you start work. A workplace with a comprehensive health and safety plan will have extensive safety training that covers a wide variety of topics. This training includes, but is not limited to: health and safety information for the specific worksite and work tasks, rights and responsibilities of the employer and workers, who can answer questions, and the location of first aid facilities.

4 Provide supervision. You'll want to know who your direct supervisor will be and how that supervision will take place. An employer with a good health and safety program will have a mentoring or similar program for new and young workers. Your mentor can show you the ropes and answer any questions you might have.

5 Have a plan in place if someone gets injured at work. Your employer should have a procedures in place to report and respond to injuries. From how first aid is administered and what equipment is on site to who you report to, it's important that your new employer communicates these processes to you.

For more information

This is just a starting point for health and safety considerations at the workplace. The following resources are available on worksafebc.com for educators, new and young workers, and employers:

For educators

- [Student Work Placement: Guide for assessing workplace health and safety](#)

For new and young workers

- [Listen to Your Gut](#) website
- [Getting a Job](#) brochure
- [Hidden Hazards in the Workplace: A Young Worker's Guide](#)

For employers

- [Support for Employers: Training and Orientation for Young and New Workers](#)
- [Tools for Training Young and New Workers](#) ☺



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At-Cost Training

Training courses developed specifically for BCCSA's National Construction Safety Officer (NCSO™) or National Health & Safety Administrator (NHSA™) programs are listed below. Registration in the NCSO™ or NHSA™ program is not required.

- BC Construction Legislation & Administration
- WHMIS 2015 Train the Trainer

Online Safety Training

CSTS-09: Construction Safety Training System

ESTS: Electrical Safety Training System

RSTS: Roadbuilder Safety Training System

HAT: Hazard Awareness Training

No-Cost Training

Courses listed below qualify for BCCSA's No Cost Training. If your employer belongs to construction sector 72, or has the classification unit (CU) number 704008, or CU 712033 then you are eligible for **FREE** training in BC for select courses!

- COR™ Internal Auditor Training
- Principles of Injury Management
- Principles of Health & Safety Management (**PHSM**)
- Train the Safety Trainer
- Leadership for Safety Excellence (**LSE™**)

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Safety on the agenda

Looking for health and safety inspiration? Check out these conferences and events in B.C. An up-to-date listing of our upcoming events can also be found in the News & Events calendar on worksafebc.com.

Health care professional conference

WorkSafeBC
June 14, 2019
Vancouver, B.C.
healthprofessionalconference.com

APNA truck show

June 14–16
Abbotsford, B.C.
apnatruckshow.com

West Coast tow show

July 12–13, 2019
Abbotsford, B.C.
ara.bc.ca

BC Road Builders fall conference

BC Road Builders and Heavy Construction Association
September 15, 2019
Whistler, B.C.
roadbuilders.bc.ca

2nd annual BCMSA and PWABC joint conference

BC Municipal Safety Association and
Public Works Association of BC
September 15–18, 2019
Penticton, B.C.
pwabc.ca or bcmsa.ca

Make it Safe conference

Manufacturing Safety Alliance of BC
October 24–25, 2019
Vancouver, B.C.
makeitsafe.ca 

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



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WORK SAFE BC

Revisions to regulations affect five key areas

By Andrew Tzembelicos

On June 3, 2019, a series of amendments to the Occupational Health and Safety Regulation came into effect.

Many of these amendments are minor adjustments to update language and spelling, but some may impact employers and workers in a variety of industries. Read on to find out about how these amendments may affect you or your workplace.

What's changed?

Employers and workers should be aware of the following amendments, if they apply to the industry you work in:

- **Safety headgear:** The amendments replace past CSA and ANSI standards with current editions. Employers should ensure that hard hats comply with the updated standards. See Part 8 Personal Protective Clothing and Equipment, section 8.11 — Safety headgear and Part 34 Rope Access, section 34.14 — Safety headgear.
- **Eye and face protection:** The amendments clarify obligations of the employer and worker and provide further guidance to affected stakeholders, such as optometrists and safety protection suppliers. CSA and ANSI standards have been updated to remain consistent with other sections of Part 8 of the Regulation. See Part 8 Personal Protective Clothing and Equipment, sections 8.14–8.18 — Eye and face protection.
- **Formwork and falsework:** The amendments focus on the safe erection, use, and dismantling of concrete formwork, falsework, and reshoring. Overall, they clarify the responsibilities of employers and professional engineers. See Part 20 Construction, Excavation and Demolition, sections 20.17–20.26 — Concrete formwork.
- **Blasting:** The amendments update definitions and wording to address new blasting technology and to clarify requirements for related safe work practices. See Part 21 Blasting Operations, multiple sections — Blasting equipment and practices.



Are your hard hats up to current CSA or ANSI standards? Recent amendments to the Occupational Health and Safety Regulation clarify which standards to use.

- **Personal flotation devices (PFDs):** The amendments simplify our buoyancy equipment standards by aligning with Transport Canada requirements. Now, all flotation devices approved by Transport Canada are WorkSafeBC-compliant. To better ensure the safety of crewmembers on commercial fishing vessels, crewmembers must wear PFDs or lifejackets when working on deck and/or working alone. See Part 24 Diving, Fishing and Other Marine Operations, Sections 24.96.1–3 — Personal flotation devices.

Why are these changes happening?

These changes have gone into effect to ensure the Regulation reflects the latest standards for health and safety in the workplace and to protect the workers of British Columbia from being injured on the job.

Where can you find more information?

If you're an employer in any of the industries impacted by these changes, you will need to review the relevant section of the Regulation carefully to determine what steps must be taken to ensure compliance for the health and safety of your crew.

If you're a worker, you may wish to review the relevant sections of the Regulation to ensure you are working safely and following the regulations. If you have questions, speak with your supervisor or employer.

You can search the entire Occupational Health and Safety Regulation by searching for it on [worksafebc.com](https://www.worksafebc.com). ☺

ByeongJun Moon's video *#CaptainLee* took home the Seaspan prize for grades 8–10 in the WorkSafeBC student safety video contest.

Students put themselves in employers' shoes

By Gail Johnson

When ByeongJun Moon, a grade nine student from South Korea at Langley's Walnut Grove Secondary School, saw a poster for the WorkSafeBC student safety video contest on the computer department wall, he jumped at the chance to enter.

He hopes to one day have a career in film and video, and he saw the province wide competition as a way to jump-start it. While Moon is passionate about video making, he admits he was initially stumped when it came to young workers' health and safety.

To fit with this year's theme, "You're the employer: How do you keep your young workers safe?," Moon came up with the idea of pirates to convey a safety message.

"We all know that pirates wear eye patches because they did not have such a thing as glasses to protect them," Moon says. "The video, *#CaptainLee*, is a story where the main character, Captain Lee, is trying to save his fellow pirates from safety hazards. The video shows examples of pirates losing one of their

eyes by getting eaten by a shark, getting shot by a gun, and sword fighting. Although it's not realistic, we implemented safety glasses to prevent them from getting hurt, and they work!"

Moon had three friends act in his video, which he shot at one pal's house and by the Fraser River at McMillan Island. He entered in the grades 8–10 category and won. "This contest has truly empowered me to keep working toward my career," Moon says. "I was excited to work on it. And I learned that safety is about more than wearing a helmet at a factory."

Kick-starting a film career through health and safety

The annual contest gives students the chance to make a high-quality video from start to finish, including writing the script, plotting out the storyline, scouting locations, filming, editing, and incorporating visual and sound effects. The cash prizes, \$10,000 overall, are a motivating factor; so is the opportunity to gain hands-on experience. For some, it helps fulfill an academic requirement; for others, it's a building block for a future career.

The through line is learning about young workers' rights and responsibilities when it comes to staying healthy and safe at work.

"We talk a lot about the role that WorkSafeBC plays in society," says Ryan Radford, who teaches video production, visual effects, and graphic design in Walnut Grove's computer department. Entering the contest is optional, but his students have won the last four years in a row.

"These kids are just getting into the work field, and most people don't think about the safety aspect at first. When they're just starting out, they might worry about how much they're getting paid or how many hours they're getting; they're not thinking 'What if I get hurt and what are my rights?' That's where this contest opens their eyes a little bit," says Radford.

"What they like is taking the idea of what may seem like a boring topic and trying to make it fun and entertaining."

Learning to speak up in the workplace

Matt Kennedy, who owns a company called Young Moviemakers, runs an elective course at West Vancouver's Mulgrave Secondary School. He helped students at Mulgrave garner a winning entry by conveying a serious message in a lighthearted way. The students shot with Canon C100 cameras and edited their videos on Final Cut; besides being entered in the contest, the videos were also uploaded to Mulgrave's YouTube channel.

To give students a sense of what effective videos look like, he showed them past entries — including some of his own; when he was in high school over a decade ago, he regularly entered the contest himself.

"A lot of them haven't had jobs yet, so it's always fascinating to me to see what they bring up and what

"When they're just starting out, they might worry about how much they're getting paid or how many hours they're getting; they're not thinking 'What if I get hurt and what are my rights?' That's where this contest opens their eyes."

— Ryan Radford, teacher,
Walnut Grove Secondary

they think is important," Kennedy says. "We talk a lot about specificity. This gives them a good starting place to think about specific issues in the workplace."

Nathalie Scott-Desfosses, who teaches visual arts, digital media, and film at North Vancouver's Handsworth Secondary School (which had a winner in the grades 11–12 category this year), says the contest allows students to brainstorm about different safety risks in various types of workplaces, especially those where young people are likely to work — on a film set, perhaps. The project is mandatory for her students, who end up learning more than the importance of realistic dialogue and logical progression of events in making a compelling video.

"These students are realizing that you have to speak up when something feels unsafe," Scott-Desfosses says. "That's a really beneficial aspect of the contest."

To see the winning videos and learn more about the contest, visit worksafebc.com and search for "student safety video." 🍷



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Construction

1016277 B.C. Ltd. | \$5,000 | Surrey | January 16, 2019

This firm was framing a house. During a WorkSafeBC inspection, three of the firm's workers were found to have been conducting partial sheeting work on the second floor without using personal fall protection systems. No other form of fall protection had been in place, exposing the workers to a fall risk of up to 5 m (16 ft. 4 in.). The firm's failure to ensure the use of fall protection was a repeated and high-risk violation.

635971 B.C. Ltd. / Lower Mainland Steel | \$122,359.67 | Vancouver | February 5, 2019

This firm was working on the construction of a multi-storey building. While securing vertical reinforcing steel (rebar), one of the firm's workers fell about 4 m (13 ft.) and sustained serious injuries. WorkSafeBC determined that workers had not been using a suitable work platform to perform work at heights. The firm failed to ensure that ladders, work platforms, or scaffolds meeting regulatory requirements were provided for work at elevations. This was a repeated and high-risk violation.

Abbotsford Concrete Products Ltd. | \$59,818.71 | Delta | September 24, 2018

WorkSafeBC investigated an incident at this worksite involving a worker who sustained serious injuries after being caught in moving machinery. The worker had been performing cleanup work on a dry-line conveyor system for processing pavers (large concrete blocks). Both the dry-line and a hydraulic press were still running when the worker entered a hazardous work area through an unsecured gate designed to act as a safeguard. The worker was struck by a moving off-bearer, and was later found trapped between pavers on an infeed conveyor and pavers under the off-bearer. The firm failed to ensure that no maintenance work took place before machinery had been secured against inadvertent movement and had been fitted with adequate safeguards to protect workers. The firm also failed to provide the information, instruction, training, and supervision necessary to ensure the health and safety of its workers. These were all high-risk violations.

ADM Pre-Demolition Inspection Services Ltd. | \$2,500 | Surrey | December 18, 2018

This firm was conducting asbestos abatement on a house slated for demolition. After the firm had indicated its completion of abatement work, a WorkSafeBC inspection found remaining drywall filler compound, an asbestos-containing material (ACM), in various locations on site. The firm's failure to safely remove hazardous materials was a repeated violation.

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. Find it easily by entering the word "penalties" into our search bar.

Affordable Quality Roofing Ltd. | \$13,271.26 | Vancouver | February 14, 2019

This firm was re-roofing a commercial building. WorkSafeBC observed two workers walking at the edge of the roof. The workers, one of whom was a supervisor, were not using personal fall protection systems. No other form of fall protection was in place, exposing the workers to a fall risk greater than 7.6 m (25 ft.). The firm failed to ensure fall protection was used, a high-risk violation. In addition, the firm failed to have a written fall protection plan in place as required. Furthermore, the firm failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were all repeated violations.

Alan Morris Anderson / AMA Roofing | \$2,500 | Coquitlam | January 25, 2019

This firm was re-roofing a two-storey house. WorkSafeBC inspected the worksite and observed a worker and a representative of the firm on the 5:12 sloped roof. Neither was using a personal fall protection system and no other form of fall protection was in place, exposing them to fall risks of up to 10.7 m (35 ft.). The firm failed to ensure fall protection was used, a high-risk violation.

AMS Environmental Ltd. | \$2,500 | Burnaby | January 25, 2019

This firm was conducting asbestos abatement at a pre-1990 house slated for demolition. WorkSafeBC inspected the site and observed that drywall and window putty, both confirmed as asbestos-containing materials (ACMs), were present in the house, but no containment or controls were in place. A stop-work order was issued. The firm failed to safely contain or remove hazardous materials, a repeated and high-risk violation.

Casa Mia Projects Ltd. | \$1,250.00 | Richmond | January 15, 2019

This firm was the prime contractor for three houses under construction. Over multiple inspections, WorkSafeBC observed several safety violations including missing handrails in stairways, the lack of a first aid attendant on site, and non-compliant or missing guardrails. The firm failed to ensure that guardrails were installed as required, that stairs had continuous handrails, and that workplace inspections were conducted at regular intervals. Furthermore, as prime contractor of a multiple-employer worksite, the firm failed to establish and maintain first aid attendants as required, and failed to establish and maintain a system to ensure regulatory compliance.

Cedar Grove Framing Corp. | \$7,944.63 | Saanich | December 6, 2018

This firm was framing a multi-unit residential building. One of the firm's workers was installing a plywood subfloor on the fourth storey when a gust of wind caused a sheet of plywood to lift up. The worker grabbed the plywood and was subsequently pushed to the edge of the building and then against a perimeter guardrail. The guardrail then broke and the worker fell 9.75 m (32 ft.) to the ground, sustaining fatal injuries. WorkSafeBC's investigation determined that shorter guardrail sections had not been installed to connect the portion that failed to the remaining guardrail system. The firm failed to ensure guardrails were constructed according to regulatory requirements, and failed to ensure other forms of fall protection were used. These were both high-risk violations.

CJ's Roofing Ltd. | \$2,500 | Lantzville | February 8, 2019

This firm was roofing a new house. WorkSafeBC observed one worker near the leading edge of the roof. This worker was wearing a fall protection harness but was not connected to a lifeline. Another worker was on the roof without the use of a personal fall protection system. No other form of fall protection was in place, exposing the workers to a fall risk of up to 6.7 m (22 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

Dallas Evan Trick / Bestos Asbestos Removal | \$2,500 | West Vancouver | January 24, 2019

This firm conducted pre-demolition asbestos abatement at a house, and issued a clearance letter indicating all asbestos-containing materials (ACMs) had been removed. WorkSafeBC inspected the site and observed uncontained debris from drywall, a confirmed ACM, outside and inside the building. WorkSafeBC issued a stop-work order. Testing conducted later confirmed the presence of additional ACMs at the site, including drywall joint compound, floor tile mastic, and textured ceiling coat. The firm failed to safely contain or remove all hazardous materials, and failed to ensure that all hazardous materials were contained or removed. These were both high-risk violations.

Penalties (continued)

D & G Hazmat Services Ltd. | \$20,000 | Langley | January 30, 2019

This firm had been hired to perform a hazardous materials inspection and asbestos abatement at a house slated for demolition. WorkSafeBC inspected the site after the firm issued a clearance letter indicating all asbestos-containing materials (ACMs) had been removed, and while demolition work by another firm's workers was underway. Debris from drywall was observed in uncontained bins and on the ground and was later determined to contain asbestos. The hazardous materials report the firm had issued did not adequately identify the locations of the potentially asbestos-containing drywall sample. WorkSafeBC issued a stop-work order. The firm failed to have a qualified person identify the location of all hazardous materials, a high-risk violation. The firm also failed to include the location of each representative sample in its hazardous materials report. These were both repeated violations.

D & G Hazmat Services Ltd. | \$80,000 | Vancouver | January 30, 2019

WorkSafeBC inspected this firm's worksite, a pre-1990 house slated for demolition, after the firm had conducted a hazardous materials inspection and asbestos abatement. Uncontained drywall debris, intact drywall, vinyl floor tile, and other potentially asbestos-containing materials (ACMs) remained in multiple locations in the house. WorkSafeBC issued a stop-work order. Testing conducted later confirmed the presence of asbestos in the drywall and vinyl floor tile. The firm failed to collect representative samples of all potentially hazardous materials, and failed to safely contain or remove all hazardous materials. These were both repeated and high-risk violations.

East West Excavating Ltd. | \$11,443.98 | New Westminster | February 14, 2019

This firm was conducting demolition activities at a house. WorkSafeBC inspected the worksite and observed demolition debris throughout the site and demolition dust on the clothing of four of the firm's workers. No containment measures were in place, and the workers lacked personal protective equipment including respiratory protection. WorkSafeBC issued a stop-work order. Tests conducted later confirmed the presence of asbestos-containing materials (ACMs) on site. The firm failed to safely contain or remove hazardous materials before allowing demolition work that would disturb those materials. This was a high-risk violation.

Easy Nail Construction Ltd. | \$13,346.67 | Kamloops | December 21, 2018

WorkSafeBC inspected this firm's worksite and observed two equipment operators inside an excavation, working directly below and next to an unsupported excavation face. The excavation was greater than 6.1 m (20 ft.) high and cut into a hillside. The firm had not obtained written instructions from a qualified professional in relation to work being conducted within the excavation. WorkSafeBC issued a stop-work order. The firm failed to ensure the excavation was sloped, shored, benched, or otherwise supported as required before workers entered the excavation. The firm also failed to ensure that the excavator operators were protected from flying or falling material and exposure to silica dust, through suitable cabs, screens, grills, shields, deflectors, guards or other protective structures required by safety standards applicable to the excavators in use at this workplace. These were high-risk violations. Furthermore, the firm failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety.

Green City Solution Ltd. | \$1,250.00 | Coquitlam | January 23, 2019

This firm was responsible for removing asbestos-containing materials (ACMs) from a house slated for demolition. The firm subsequently issued a clearance letter indicating all ACMs had been removed. During a post-abatement inspection of the site, WorkSafeBC observed furnace duct tape, an identified ACM, on metal ducting in the ceiling of the basement. The firm failed to safely contain or remove all hazardous materials. The firm also failed to ensure that a qualified person confirmed, in writing, that all hazardous materials had been safely contained or removed. Both of these were repeated violations.

Green Clover Asbestos Services Ltd. | \$5,000 | Langley | January 17, 2019

This firm was conducting asbestos abatement at a house slated for demolition. WorkSafeBC inspected this site after the firm had begun work on abatement and disposal of drywall and textured ceiling coat. No notice of project (NOP) had been submitted, and no hazardous materials inspection had been conducted for the site. WorkSafeBC issued a

stop-work order. Testing later confirmed the presence of asbestos-containing materials (ACMs), including drywall and ceiling coat, throughout the building. The firm failed to have a qualified person identify all hazardous materials in the building prior to worker entry. This was a high-risk violation.

Green Clover Asbestos Services Ltd. | \$5,000 | Surrey | January 23, 2019

This firm was conducting asbestos abatement at a house. WorkSafeBC inspected the worksite and observed that no containment had been established and no decontamination facility was available. Debris from drywall and textured ceiling coat, both identified asbestos-containing materials (ACMs), had been removed without wetting and placed in an uncontained bin. One worker who had been engaged in abatement work was observed without personal protective equipment. WorkSafeBC issued a stop-work order. The firm failed to safely contain or remove all hazardous materials, a repeated and high-risk violation.

Green Clover Asbestos Services Ltd. | \$2,500 | Surrey | January 23, 2019

WorkSafeBC inspected a worksite where this firm was conducting asbestos abatement activities. A representative of the firm refused to answer questions or provide information in relation to the inspection, as required. The firm is being penalized for failing to cooperate with a WorkSafeBC officer.

Green Clover Asbestos Services Ltd. | \$5,000 | Surrey | January 30, 2019

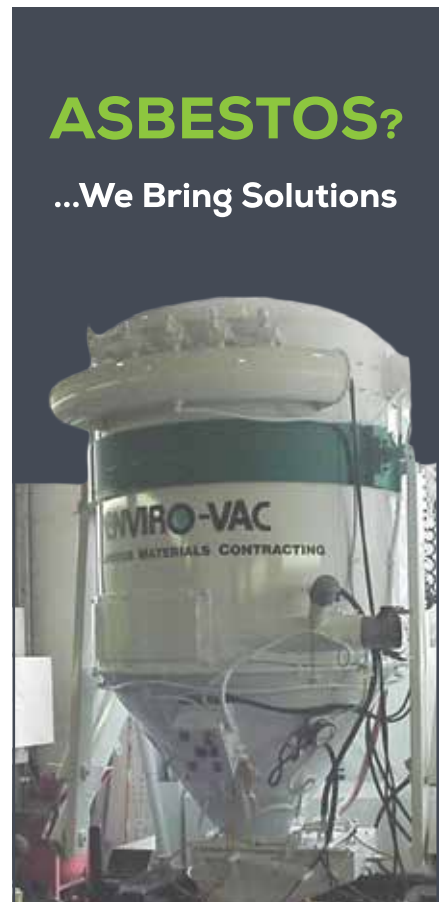
This firm conducted asbestos abatement at a pre-1990 house slated for demolition. WorkSafeBC inspected the site after the firm had issued a clearance letter indicating all asbestos-containing materials (ACMs) had been removed. Vinyl sheet flooring and furnace duct tape, both identified ACMs, were still present in the house. WorkSafeBC issued a stop-work order. The firm failed to contain or remove all hazardous materials, a repeated violation, and failed to confirm in writing that all hazardous materials had been contained or removed. These were both high-risk violations.

Gurbhagwan Singh Dhaliwal / B K N Framing Co. | \$2,500 | Coquitlam | January 23, 2019

This firm was performing framing work on a new three-storey house. WorkSafeBC observed two workers on the 6:12 sloped roof. One of the workers, also a representative of the firm, was using a fall protection system that did not meet regulatory requirements. No other form of fall protection was in place, exposing the worker to a fall risk of about 7.6 m (25 ft.). The second worker was not using a personal fall protection system and no other form of fall protection was in place, exposing the worker to a fall risk of about 5.6 m (18.5 ft.). WorkSafeBC issued a stop-work order. The firm failed to ensure fall protection was used, a repeated and high-risk violation. Furthermore, the firm failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety.

H.K. Empire Construction Ltd. | \$2,500 | Surrey | January 31, 2019

WorkSafeBC observed one of this firm's workers installing siding on the gable of a house. The worker, a representative of the firm, was standing on a plank supported by a ladder jack at a height of about 4.7 m (15.5 ft.). The



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Penalties (continued)

worker was not using a personal fall protection system and no other form of fall protection was in place. The firm failed to ensure fall protection was used, a high-risk violation.

Honghot Enterprises Inc. | \$10,000 | Vancouver | January 25, 2019

This firm was hired to conduct asbestos abatement at a pre-1990 house slated for demolition. When WorkSafeBC inspected the site, a representative of the firm stated that demolition and asbestos abatement work had not begun. However, during the inspection, WorkSafeBC observed that demolition work had taken place in the house's basement. WorkSafeBC later determined that asbestos abatement had already been underway at the time of the inspection and that the site had potentially been cross-contaminated with asbestos. The firm is being penalized for knowingly providing a WorkSafeBC officer with false information, a repeated violation.

Inderjeet Singh Bhullar / ZIB Construction Co. | \$2,500 | Richmond | December 14, 2018

WorkSafeBC inspected this worksite and observed one of the firm's workers performing framing activities on a house under construction. The worker was working from a small second-floor balcony while facing away from the fall hazard. The worker was not using a personal fall protection system and the balcony lacked guardrails. No other form of fall protection was in place, exposing the worker to a risk of falling about 4 m (13 ft.). WorkSafeBC also observed numerous other hazards on site, including the use of broken ladders and insufficient personal protective equipment, unguarded window and door openings, and the absence of a first aid attendant or equipment and regular safety inspections, indicating a lack of sufficient oversight by the firm. The firm's failure to ensure the use of fall protection was a repeated and high-risk violation. The firm also failed to provide workers with the necessary supervision to ensure their health and safety.

Interior Elite Contracting Ltd. | \$2,500 | Kamloops | December 24, 2018

WorkSafeBC observed two of this firm's workers on the 4:12 sloped roof of a two-storey house under construction. Neither of the workers was using a personal fall protection system, and no other form of fall protection was in place. The workers were exposed to the risk of falling 6 m (19.75 ft.). The firm failed to ensure the use of fall protection, a high-risk violation. The firm also failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety.

J & K Construction Ltd. | \$2,626.20 | Surrey | January 15, 2019

This worksite was a new three-storey house under construction. WorkSafeBC inspected the site and observed one of this firm's workers, who was also a supervisor, conducting framing activities from a scaffold. No guardrails were installed on the scaffold and no other form of fall protection was in place, exposing the worker to a fall risk of 4.9 m (16 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation. Furthermore, the firm failed to provide its workers with the supervision necessary to ensure their health and safety.

Kamaljeet Singh Sandher | \$2,500 | Kelowna | January 16, 2019

This firm was roofing a new two-storey house. WorkSafeBC observed one worker installing shingles with a nail gun near the leading edge of the 4:12 sloped roof. The worker was wearing a fall protection harness but was not connected to a lifeline, and no other form of fall protection was in place. This exposed the worker to a fall risk of about 7 m (23 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

Kular Siding & Sundeck Ltd. | \$2,500 | Surrey | February 14, 2019

This firm was installing exterior siding on a two-storey house under construction. WorkSafeBC inspected the site and observed a worker on the plank of a ladder-jack system. The worker, who was in the direct line of sight of a representative of the firm, was not using a personal fall protection system and no other form of fall protection was in place. The worker was exposed to a fall risk of 3.5 m (11.5 ft.). The firm failed to ensure fall protection was used, a high-risk violation. Furthermore, the firm failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were both repeated violations.

LL8 Developments Ltd. | \$2,500 | Coquitlam | December 11, 2018

This firm was providing excavation services at a residential construction site. One of the firm's workers was directed to enter an excavation, which was 1.8 m (5 ft. 11 in.) deep, to clear a pipe. One side of the excavation collapsed, and the worker sustained fatal injuries. WorkSafeBC's investigation determined that the excavation had not been properly sloped or shored, and no safe work procedures had been in place for excavation work. Furthermore, the firm failed to comply with a WorkSafeBC order to attend a meeting to answer questions related to this incident. The firm failed to ensure excavations were sloped, benched, shored, or supported as required. The firm also failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were both high-risk violations.

L.O. Construction & Renovation Co. Ltd. | \$2,500 | Vancouver | February 8, 2019

This firm was framing a new two-storey house. WorkSafeBC observed a worker standing on the top plate of a first-floor wall. The worker was not using a personal fall protection system, and no guardrails or other forms of fall protection were in place. This exposed the worker to a fall risk of up to 6.7 m (22 ft.). The firm's failure to ensure the use of fall protection was a repeated and high-risk violation.

Low Cost Roofing 2001 Ltd. | \$5,000 | Vancouver | January 25, 2019

This firm's worksite was a new two-storey house construction. During an inspection, WorkSafeBC observed two of this firm's workers conducting torch-on roofing activities near the edge of a flat roof. The workers were not using personal fall protection systems and no other form of fall protection was in place, exposing the workers to a fall risk of about 9.1 m (30 ft.). WorkSafeBC issued a stop-work order. The firm failed to ensure fall protection was used, a repeated and high-risk violation.

Minhas Holdings Inc. | \$1,250 | Richmond | February 5, 2019

WorkSafeBC inspected this firm's construction worksite and observed multiple safety deficiencies related to insufficient guardrails and handrails, poor housekeeping, and a lack of inspections. The firm failed to ensure guardrails were built according to requirements, and failed to ensure stairs had continuous handrails. The firm also failed to ensure the work area allowed for the safe movement of people and materials, and failed to conduct regular inspections of the workplace. Furthermore, the firm failed to file a notice of project (NOP) for the construction project before work began, a repeated violation.

M K Construction Ltd. | \$20,000 | Surrey | February 14, 2019

This firm's worksite was a two-storey house under construction. WorkSafeBC inspected the site and observed two workers installing the truss system to the top plate of the second-level walls. The workers were not using personal fall protection systems and no other form of fall protection was in place, exposing the workers to a fall risk of up to 6.1 m (20 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

North Shore Home Services Ltd. | \$5,000 | West Vancouver | February 19, 2019

This firm was hired to clean the roof and gutters of a house. A worker was seriously injured after falling off the 6:12 sloped roof of the house. Two workers were on site at the time of the incident: the injured worker, who was tasked with cleaning the debris off the roof, and another worker, who was acting as temporary supervisor in the absence of the regular supervisor. WorkSafeBC determined that neither worker had received adequate training, supervision, or safe work procedures for their tasks that day. The firm failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. This was a repeated and high-risk violation.

Pamia Construction Ltd. | \$10,169.12 | Surrey | January 16, 2019

This firm was framing a new two-storey house. WorkSafeBC observed one worker standing on the top plate of an exterior wall, installing roof trusses. The worker, who was in view of a representative of the firm, was working from a non-compliant work platform that lacked guardrails, and was not using a personal fall protection system. No other

Penalties (continued)

form of fall protection was in place, exposing the worker to a fall risk of about 5.5 m (18 ft.). The firm failed to ensure fall protection was used, a high-risk violation. The firm also failed to provide its workers with the supervision necessary to ensure their health and safety. These were both repeated violations.

Parbh Homes Ltd. | \$16,709.72 | Surrey | January 25, 2019

This firm's worksite was a two-storey house under construction. WorkSafeBC inspected the site and observed two workers on the 7:12 sloped roof installing roof sheathing. One worker was wearing a fall protection harness but was not secured to a lifeline. The other worker was not using a personal fall protection system. No other form of fall protection was in place, exposing the workers to a fall risk of 6.25 m (20.5 ft.). WorkSafeBC observed two additional workers installing an overhang to a gable end wall on the roof without the benefit of fall protection systems. No other form of fall protection was in place, exposing these workers to a fall risk of up to 7.9 m (26 ft.). WorkSafeBC determined that none of the workers on site had received adequate fall protection training. The firm failed to ensure fall protection was used, a high-risk violation. The firm also failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were both repeated violations.

PD Moore Homes Inc. | \$2,500 | Vancouver | February 21, 2019

This firm was the prime contractor at a residential construction site. WorkSafeBC inspected the site and observed two workers from a subcontractor's firm doing work inside an excavation. No engineering documents were available and no engineering assessment had been conducted for the excavation work. WorkSafeBC issued a stop-work order. As prime contractor, the firm failed to establish and maintain a system to ensure regulatory compliance. This was a high-risk violation.

P&M Masonry & Construction Ltd. | \$3,656.67 | Surrey | January 15, 2019

This firm's worksite was a three-storey house under construction. WorkSafeBC inspected the site and observed a worker installing steel mesh on the side of the house. The worker was standing on a platform that bridged a gap between a scaffolding system and the skirt roof. Guardrails had not been installed on the platform and no other form of fall protection was in place, exposing the worker to a fall risk of up to 5.5 m (18 ft.). WorkSafeBC also observed a second worker on the scaffold. No fall protection system was in place and the worker was exposed to a fall risk of up to 6.1 m (20 ft.). WorkSafeBC issued a stop-work order. The firm failed to ensure fall protection was used, a repeated and high-risk violation.

Purewal Construction Ltd. | \$2,500 | Vancouver | October 5, 2018

This firm was framing a new house. WorkSafeBC observed one worker standing on the roof trusses. The worker was not using a personal fall protection system and no other form of fall protection was in place, exposing the worker to a fall risk of greater than 3.7 m (12 ft.). The firm failed to ensure fall protection was used, a high-risk violation. The firm also failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were both repeated violations.



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Revelstoke Summit Construction Inc. / Summit Construction | \$2,500 | Revelstoke | January 31, 2019

This firm was working on the construction of a new house. WorkSafeBC observed three workers, including representative of the firm, installing sheathing on the 4:12 sloped roof. None of the workers was using a personal fall protection system and no other form fall protection was in place, exposing them to a fall risk of about 6.1 m (20 ft.). The firm failed to ensure fall protection was used, a high-risk violation, and failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety.

Sarao Roofing Ltd. | \$2,500 | Surrey | February 12, 2019

WorkSafeBC observed one of this firm's workers on the sloped roof of a house under construction. The worker was not using a personal fall protection system and no other form of fall protection was in place, exposing the worker to a fall risk of about 9.1 m (30 ft.). WorkSafeBC also determined that the firm had not completed a written fall protection plan prior to starting work activities, and that the worker had not received fall protection training. The firm's failure to ensure fall protection was used was a high-risk violation. The firm also failed to have a written fall protection plan as required, and failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were all repeated violations.

Sealmax Construction Ltd. | \$2,500 | Surrey | February 12, 2019

This firm's worksite was a three-storey house under construction. WorkSafeBC inspected the site and observed a worker installing brickwork on the house while standing on a work platform that lacked guardrails. The worker, who was in the direct line of sight of a representative of the firm, was not using a personal fall protection system and was exposed to a fall risk of 4.3 m (14 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation. The firm also failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety.

S.G. Roofing Ltd. | \$5,000 | Richmond | February 5, 2019

This firm was roofing a new house. WorkSafeBC observed two workers on the 8:12 sloped roof. The workers were wearing fall protection harnesses but were not connected to lifelines, and no other form of fall protection was in place. This exposed the workers to a fall risk of about 9.1 m (30 ft.). A third worker, who was also a supervisor, was observed working at a height of about 4.9 m (16 ft.) without the use of a fall protection system. Furthermore, no fall protection plan was available. The firm's failure to ensure fall protection was used was a high-risk violation. The firm also failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were both repeated violations.

Sheldon Alexander Klassen & Taylor Steve Ratzlaff / Elevate Framing and Concrete | \$5,000 | Mission | February 12, 2019

This firm was framing a new three-storey house. WorkSafeBC observed a worker and two firm representatives installing framing on the roof. None of them was using a personal fall protection system and no other form of fall protection was in place, exposing them to fall risks greater than 3.7 m (12 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

Silver Hammer Construction Ltd. | \$2,500 | Coquitlam | January 25, 2019

This firm was doing painting and siding installation work at a two-storey house under construction. WorkSafeBC observed a worker walking back and forth near the edge of the flat roof. The worker was not using a personal fall protection system. No guardrails or other forms of fall protection were in place, exposing the worker to a fall risk of about 3.7 m (12 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

Slope Masters Roofing Ltd. | \$2,500 | Coquitlam | January 25, 2019

This firm was re-roofing a house. WorkSafeBC inspected the worksite and observed one worker standing on the roof. The worker was wearing a fall protection harness but was not connected to a lifeline. A second worker, a

Penalties (continued)

supervisor, was observed installing torch-on roofing material on the roof without the use of a personal fall protection system. No other form of fall protection was in place for either worker, exposing them to fall risks of 5.7 m (18 ft.) and greater. The firm failed to ensure fall protection was used, a repeated and high-risk violation.

Standard Insulation & Siding Ltd. | \$17,935.32 | Sechelt | January 18, 2019

This firm was performing siding work activities for a new apartment building under construction. WorkSafeBC inspected the site and observed one of the firm's workers operating an elevated boom lift without the use of a personal fall arrest system. The firm failed to ensure that workers on elevating work platforms wore personal fall arrest systems, a repeated violation.

Tu Nguyen Trinh / Prosperity Environmental | \$2,500 | Coquitlam | October 29, 2018

WorkSafeBC issued a stop-work order for this site after observing multiple deficiencies related to work procedures for handling and removing asbestos-containing materials (ACMs). The firm is being penalized for failing, during a high-risk work activity, to adequately maintain a containment and decontamination facility and to sample for airborne asbestos fibres in and around the containment. The firm also failed to ensure that all work surfaces were safely covered to control the spread of ACMs, and that ACMs were adequately wetted and safely contained or removed. In addition, the firm failed to provide the information, instruction, training, and supervision necessary to ensure the health and safety of its workers. All of these were repeated and high-risk violations. Furthermore, the firm failed to adequately ventilate the containment area and to prevent the spread of asbestos dust and debris to other work areas, both high-risk violations. Finally, the firm failed to ensure all asbestos-contaminated waste was placed in labelled, sealed containers as required and to ensure workers used appropriate respirators. These were both repeated violations.

Vintage Roofing Ltd. | \$2,516.20 | Victoria | January 4, 2019

This firm was roofing a two-storey house. WorkSafeBC observed one of the firm's workers on the 5:12 sloped roof. The worker was wearing a fall protection harness but was not connected to a lifeline. No other form of fall protection was in place, exposing the worker to a fall risk of up to 5.2 m (17 ft.). The firm failed to ensure the use of fall protection, a repeated and high-risk violation.

Manufacturing

Canadian Forest Products Ltd. / Canfor | \$129,460.07 | Vavenby | January 31, 2019

A worker at this firm's sawmill was operating a planer when it became jammed with a broken board. While using a stick to unjam the planer, the worker came in contact with the planer's still-rotating top head and sustained serious injuries. WorkSafeBC determined that although the worker had locked out the planer, it had been switched to bypass mode a few days earlier. This meant that, when power was turned off, the head would continue to rotate. The firm failed to ensure its planer was equipped with brakes on the heads as required, and failed to ensure that no work was done on machinery until hazards were effectively controlled. The firm also failed to ensure that machinery was capable of safely performing its function and of being operated in accordance with safe work practices. These were all high-risk violations.

DH Manufacturing Inc. | \$41,281.69 | Houston | January 18, 2019

WorkSafeBC investigated an incident at this firm's wood products manufacturing facility where a worker sustained a serious injury. The worker was clearing a jam in a planer and the worker's hand contacted the energized cutting head. WorkSafeBC determined that work practices at this site were to allow planer cutting heads to run while jams were cleared. The firm failed to ensure that machinery was locked out before maintenance work was done, a high-risk violation.

Skippy's Kettlekorn Ltd. | \$2,500 | Kamloops | January 14, 2019

A worker at this firm's manufacturing facility was operating a bagging machine. To clear a jam, the worker reached into the mechanism that cuts and seals the bags. The machine cycled, and the worker sustained serious injuries. WorkSafeBC inspected the workplace and determined that the machine had not been locked out at the time of the incident, and no written lockout procedures were in place for any of the equipment that workers were required to operate. In addition, the injured worker was new to this work task and the firm could not produce any training or orientation records for the worker. The firm failed to ensure machinery was locked out, and failed to ensure machinery was fitted with adequate safeguards to protect workers from hazardous points of operation. These were both high-risk violations. The firm also failed to ensure it held regular health and safety meetings, and failed to ensure its new and young worker orientation and training included information about all workplace hazards. Furthermore, the firm failed to provide its workers with the information, instruction, training, and supervision necessary to ensure their health and safety. These were all repeated violations.

Trade

Jawl Lumber Corp. / Home Lumber and Building Supplies | \$18,677.97 | Victoria | January 15, 2019

This firm was operating forklifts to load flatdeck trucks in the cul-de-sac of a public roadway. WorkSafeBC observed workers standing on the sides of the moving forklifts. One of the workers riding a forklift, also a representative of the firm, was not wearing high-visibility apparel. The firm failed to ensure that the operators of mobile equipment were the only workers permitted to ride the equipment. This was a repeated and high-risk violation. The firm also failed to ensure workers exposed to the hazards of mobile equipment were wearing the appropriate high-visibility apparel. This was a repeated violation.

Service Sector

Always Bright Commercial Cleaning Services Ltd. / Grand Xterior Cleaning Services and Always Bright & Clean | \$2,500 | Victoria | February 15, 2019

This firm was cleaning gutters at a two-storey house. WorkSafeBC observed a worker leaning over the edge of the 5:12 sloped roof. The worker was not using a personal fall protection system and no other form of fall protection was in place. This exposed the worker to a fall risk of about 4.9 m (16 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation. The firm also failed to provide its workers with the supervision necessary to ensure their health and safety.

Blue Pine Enterprises Ltd. | \$67,631.04 | Langley | February 12, 2019

This firm was conducting landscaping activities that involved replacing sand fill with topsoil for plant bedding. WorkSafeBC inspected the site after an excavator the firm had been operating damaged a gas line and caused a discharge of natural gas. WorkSafeBC determined that the mechanical excavator had made contact with a stub that protruded from the gas line. The firm had not exposed the stub by hand digging as required before beginning mechanical excavation work. The firm failed to ensure that excavation work done in proximity to an underground utility service conformed to the requirements of the utility owner. This was a high-risk violation.

Brick Environmental Consulting Ltd. | \$2,500 | Burnaby | January 16, 2019

WorkSafeBC had issued three orders to this firm relating to the abatement of asbestos-containing materials (ACMs) from a house. One order was issued because the firm did not ensure a hazardous materials report and written confirmation letter were made available at the site. The second order required the firm to ensure new workers received a workplace health and safety orientation on site. The third order directed the firm to provide its workers

Penalties (continued)

with the information, instruction, training, and supervision necessary to ensure their health and safety during demolition. After multiple follow-up communications, the orders remained outstanding. The firm is being penalized for failing to comply with WorkSafeBC orders.

Certa Tri-City Restoration Ltd., Rubicon Enterprises Ltd. / PSI: Vancouver Commercial Washing Services | \$2,500 | Langley | February 12, 2019

This firm was conducting pressure-washing activities at a multi-level apartment building. WorkSafeBC observed one worker walking on the sloped roof near the leading edge. The worker was wearing a fall protection harness but the worker's lanyard was not connected to an anchor. This exposed the worker to a fall risk of about 12.2 m (40 ft.). The firm failed to ensure fall protection was used, a repeated and high-risk violation.

Forensic Psychiatric Services Commission | \$646,302.88 | Port Coquitlam | January 23, 2019

This employer operates a forensic psychiatric hospital. The penalty results from two separate incidents of violence at the employer's workplace. The two incidents involved patients, both of whom had a previous history of violence against workers, attacking and injuring medical staff. Two workers were injured by the patient in the first incident; three were injured by the patient in the latter. WorkSafeBC conducted an inspection after each incident and determined that there were multiple deficiencies in the employer's health and safety practices, and in particular in its practices related to risks of violence. The employer failed to conduct a violence risk assessment that included a consideration of previous workplace experiences, failed to establish policies and procedures to minimize the risk of violence, failed to instruct workers in those policies and procedures, and failed to inform workers of the risk from patients with a history of violent behaviour. These were all repeated violations by the employer. In addition, the employer failed to investigate reports of unsafe conditions and take necessary corrective action. Furthermore, the employer failed overall to ensure the health and safety of its workers. These were all high-risk violations.

Look N Smile Window Cleaning Ltd. | \$5,000 | Port Coquitlam | February 14, 2019

This firm was cleaning gutters and windows at a four-level apartment building. WorkSafeBC observed one worker, who was a representative of the firm, walking along the peak of the roof. The worker was wearing a fall protection harness but was not connected to a lifeline or anchor. No other fall protection was in place, exposing the worker to a fall risk of about 13.7 m (45 ft.). WorkSafeBC issued a stop-work order after observing that the worker's fall protection equipment had damaged and expired components. The firm's failure to ensure fall protection was used was a repeated and high-risk violation.

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WORK SAFE BC

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

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

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

To see up-to-date injunctions or to read these court orders in their entirety, visit worksafebc.com/injunctions.

A&P Roofing Services Co, Ltd. | February 15, 2019

On February 15, 2019, the Supreme Court of British Columbia ordered that A&P Roofing Services Co, Ltd., a firm engaged in the roofing industry in British Columbia, and its principals, Bin Mi and Jilie Yan, are restrained from continuing or committing contraventions of the *Workers Compensation Act* and the Occupational Health and Safety Regulation, and are required to comply with the Act and Regulation in the future.

Khela Excavating Ltd. | March 4, 2019

On March 4, 2019, the Supreme Court of British Columbia ordered that Khela Excavating Ltd., a firm engaged in the excavating industry in British Columbia, and its principals, Sulinderpal Khela (also known as Billa Khela) and Tarlochan Khela (also known as Terry Khela), are restrained from continuing or committing contraventions of the *Workers Compensation Act* and the Occupational Health and Safety Regulation, and are required to comply with the Act and Regulation in the future. This injunction will expire on March 4, 2021.

Modern Touch Construction Ltd. | February 1, 2019

On February 1, 2019, the Supreme Court of British Columbia ordered that Modern Touch Construction Ltd, a firm engaged in the framing or residential forming industry in British Columbia, and its principals, Harwinder Singh Cheema and Jasmeet Singh Sangha, are restrained from continuing or committing contraventions of the *Workers Compensation Act* and the Occupational Health and Safety Regulation, and are required to comply with the Act and Regulation in the future. This injunction will expire on January 31, 2021.

Royalcastle Constructions Ltd. | February 1, 2019

On February 1, 2019, the Supreme Court of British Columbia ordered that Royalcastle Constructions Ltd., a firm engaged in the framing or residential forming industry in British Columbia, and its principal, Harninder Dhama, are restrained from continuing or committing contraventions of the *Workers Compensation Act* and the Occupational Health and Safety Regulation, and are required to comply with the Act and Regulation in the future. This injunction will expire on January 31, 2021.

Seattle Environmental Consulting Ltd. | February 22, 2019

On February 22, 2019, the Supreme Court of British Columbia ordered that Seattle Environmental Consulting Ltd., and its principal, Mike Singh (also known as Manoj Singh), are restrained from carrying on in the asbestos abatement industry in British Columbia indefinitely.



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