



young & new worker awareness program



**B.C. Federation
of Labour (CLC)**









Important Contact Information

WorkSafeBC
1-888-621-7233
worksafebc.com

Provincial Employment Standards
1-800-663-3316
labour.gov.bc.ca/esb/esaguide

BC Human Rights Tribunal
1-888-440-8844
bchrt.gov.bc.ca



 200-5118 Joyce Street (by Joyce Skytrain)
Vancouver BC V5R 4H1
 604.433.1453
 1.888.223.5669
 604.430.5917
 ywsafety@bcfed.ca
 healthandsafetybc.ca



 BCFEDYWSAFETY
 BC FED Health & Safety Centre



This document is a publication of the BC Federation of Labour Occupational Health and Safety Centre and is intended for the public education purposes of the 'Alive After Five' program. Reproduction with acknowledgement is strongly encouraged. This entire document was completed with Union labour. For additional copies please contact us at 604-433.1453.



Your Employer must train you on all known or reasonably foreseeable hazards in the workplace:

Young and new workers are at a greater risk of being injured on the job than workers in any other age group.

- In BC, an average of 27 young workers have time loss injuries every day
- Every week, seven young workers are permanently disabled in BC
- Close to one-third of all occupational injuries happen to young workers
- On average in BC, over 150 people are killed every year due to their work
- On average, approximately 1,100 workers across Canada are killed every year due to their work

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HAZARDS



The Five Categories of Hazards

Every job has hazards. Some jobs are more dangerous than others, but remember, every job has dangers.

A hazard is defined as anything that may expose a person to risk of injury or occupational disease.

Hazards exist with every job and there is no such thing as a 'safe job!'

Your employer must train you for all foreseeable hazards in the workplace.

For our purpose, we will put hazards into five categories:

1. Chemicals
2. Physical
3. Biological
4. Ergonomic
5. Psychosocial





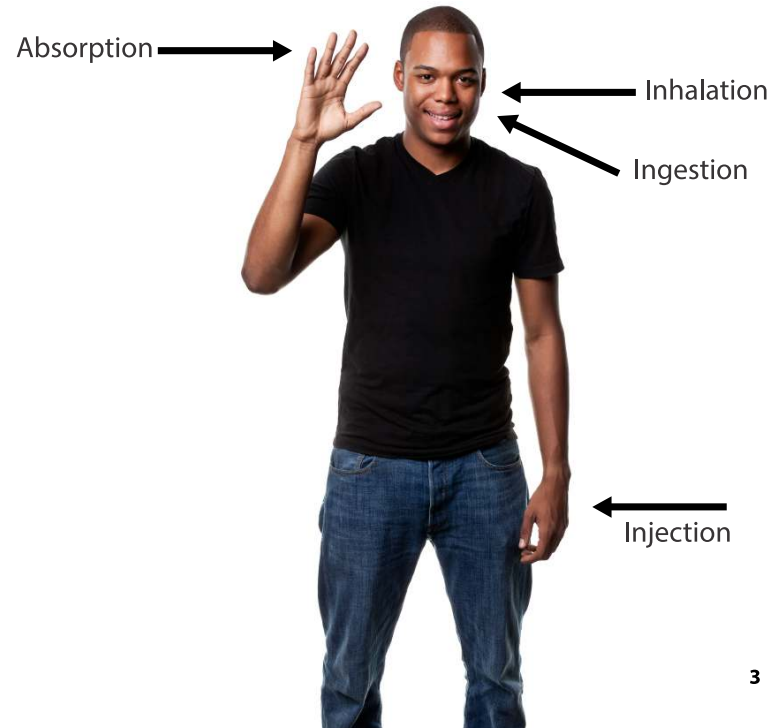
HAZARDS

Chemicals

There are over 100,000 different chemicals and products that you may use in your workplace, with new ones being added every year.

Chemicals enter your body four different ways:

1. Ingestion, through mouth
2. Absorption, through skin
3. Inhalation, through nose
4. Injection, or puncture through skin



WHMIS



What's WHMIS?

The WHMIS program has three different parts:

1. **Warning Labels:** Labels must be posted on all containers in the workplace. The label will tell you the product's WHMIS class and division, and how to work with it safely.
2. **Safety Data Sheet (SDS):** Every chemical in the workplace is required to have an SDS. These will provide detailed information about handling, storage, short term health effects, personal protective equipment, first aid and other information about the chemical.
3. **Training Program:** Every worker who works with or in proximity to controlled products must be trained on how to safely work with the specific chemicals in their workplace.



The Canadian chemical safety program in the workplace is called WHMIS. WHMIS stands for:

Workplace
Hazardous
Materials
Information
System



HAZARDS

Physical

Physical hazards are actually the largest category of hazards that any worker will encounter in the workplace.

Some hazards are very universal:

- Slips, trips and falls
- Electricity
- Noise and vibration
- Dust and fibres
- Exposed moving machine parts
- Falling from heights
- Heat and cold
- Burns
- Cuts and lacerations



Other physical hazards are very specific to the job that you are doing and you must get proper training to protect yourself!

HAZARDS



Biological

Biological hazards are hazards that are alive or were living at one time.

These totally gross hazards can include:

- Dirty public washrooms
- Improperly stored medical waste
- Mould, fungus and mildew
- Animal bites
- Allergic reactions
- Money

The Employer must eliminate or reduce your exposure to biological hazards. But still don't forget to wash your hands!





HAZARDS

Ergonomics

Ergonomics simply means making your workplace suit your particular body type. Musculoskeletal Injuries (MSIs) deals with our joints, ligaments and muscles. A majority of workplace injuries fall under this category.

Risk factors:

- **Physical Demands:** force, repetition, duration, awkward posture
- **Layout:** reaching, heights, seating, floor surfaces
- **Object Characteristics:** size and shape, weight, handles
- **Environment Conditions:** cold or warm temperature
- **Organization:** task variability, work rate, work-recovery cycles

It is also important to report early signs and symptoms of injury. If you feel tingling, numbness or pain that occur as part of your job, notify first-aid and report to your doctor. Early signs and symptoms of MSIs are treatable. Modifications can be made to your job to ensure it is comfortable for you!



HAZARDS



Psychosocial

Up to now, we have been talking about hazards that can physically hurt our bodies. But our mental health and well being is just as, if not more important.

Some of the issues that may arise in your workplace are:

- Stress
- Inter-personal conflict
- Harassment
- Discrimination
- Shift work
- Violence
- Bullying

No matter how physically fit you are, you must protect your mental health. You have human rights protection under the **British Columbia Human Rights Code** that applies to your workplace.

Make sure that you stand up for yourself!





HAZARDS

Controlling Hazards

MOST EFFECTIVE

LEAST EFFECTIVE

It is easy to spot and complain about dangers and hazards in the workplace--what is harder is trying to fix them! Using the hierarchy of controls, hazards can be addressed and fixed in three different ways:

At the Source:

- Most effective control
- Elimination or substitution
- Corrects hazard at the root of the problem

Along the Path:

- Putting a physical wall between the hazard and the worker
- No longer directly exposed to the hazard
- Isolation practices or redesigning the task

At the Worker:

- Least effective control
- Personal Protective Equipment (PPE)
- Many workers get hurt, injured or killed due to this method



GRANT'S LAW



Who is Grant and what is his legacy?



Grant De Patie

In March 2005, Grant De Patie was tragically killed when the 24-year old tried to stop a gas theft. Grant was hit and then dragged underneath the car for 7.5 kilometers to his death. This was all to stop a driver from stealing \$12.30 of gasoline.

Because of his tragic death, the law has been changed in BC to state:

- An employer must require that customers prepay for fuel sold in gas stations and other retail fueling outlets.
- When that worker is assigned to work late-night retail then there are additional health and safety protections. They can be found in Section 4.22 ***Occupational Health and Safety Regulations of BC***



THE LAW

When you get a job in BC, the law states:

An employer must ensure that before a young or new worker begins work in a workplace, the young or new worker is given health and safety orientation and training specific to that young or new worker's workplace.

Additional training and orientation is required if it is requested by the young worker or if observation reveals that the young worker is not able to perform tasks safely.



RIGHTS



When you get a job in BC, the law states:

The following topics must be included in the young or new workers orientation and training:

- The name and contact information for the young or new worker's supervisor;
- The employer's and young or new worker's rights and responsibilities under the **Workers Compensation Act** and this **Regulation** including the reporting of unsafe conditions and the right to refuse to perform unsafe work;
- Workplace health and safety rules;
- Hazards to which the young or new worker may be exposed, including risks from robbery, assault or confrontation;
- Working alone or in isolation;
- Violence in the workplace;
- Personal protective equipment;
- Location of first aid facilities and means of summoning first aid and reporting illnesses and injuries;
- Emergency procedures;
- Instruction and demonstration of the young or new worker's work task or work process;
- The employer's health and safety program, if required under Section 3.1 of this **Regulation**;
- WHMIS** information requirements set out in Part 5 of the **Workers' Compensation Health and Safety Regulations** and this **Regulation**, as applicable to the young or new worker's workplace;
- Contact information for the occupational health and safety committee or the worker health and safety representative, as applicable to the workplace.



JOB INTERVIEWS

FYI

Asking questions is important. Here are a few questions you can ask in an interview to better prepare yourself for the job.

Questions For Your Interview:

- What are the hazards of my job?
- What are the company's health and safety rules?
- When will I receive training in job safety?
- Is there a health and safety committee or a person responsible for health and safety?
- Do I need to wear safety gear, and will I be trained on how to use it?
- What do I do if I get hurt?
- What are my health and safety responsibilities?



RIGHTS



Four Basic OH&S Rights

THE RIGHT TO KNOW

about all the existing or potential hazards in the workplace.



THE RIGHT TO PARTICIPATE

in health and safety activities in your workplace and to assist the Joint Occupational Health and Safety Committee identify workplace hazards.

All workers have 4 basic H&S rights



1. **The right to know** about hazards in the workplace.
2. **The right to participate** in OH&S activities through the Joint Health & Safety Committee.
3. **The right to refuse** unsafe work.
4. **The right to no retaliation**, e.g., disciplined or fired for raising OH&S concerns.

 www.healthandsafetybc.ca



RIGHTS

Four Basic OH&S Rights

THE RIGHT TO REFUSE UNSAFE WORK

if you are being directed to do something that you believe could hurt you or someone else, you have the duty and absolute right to refuse unsafe work.

THE RIGHT TO NO DISCRIMINATION

for using any of your health and safety rights or contacting the **Workers' Compensation Board of BC (WCB)** or your union.



For more information go to healthandsafetybc.ca

WHAT IF YOU GET HURT



Your Steps and Options

If you are injured at work or have symptoms of a work-related illness, follow these steps and options.

Step 1: Report it to first aid attendant or supervisor

Step 2: Seek medical attention and tell your doctor your injury is work-related. Your employer is responsible for your transportation costs from your workplace to a doctor's office or hospital on the day of duty only.

Step 3: Start a claim by reporting it to the WCB as soon as possible. If you seek medical attention as a result of your injury, start your claim by:

- Option 1: Call WCB Teleclaim, 1 888-WORKERS, (1-888 967-5377) or Workers' Advisers Office
- at 1-800-668-2117, www.labour.gov.bc.ca/wab
- Option 2: Download and submit an Application for Compensation at worksafebc.com

WORKER'S REPORT OF INJURY OR OCCUPATIONAL DISEASE TO EMPLOYER

WorkSafe BC
www.worksafebc.com

Section 12(2) of the Workers Compensation Act requires that, where a worker is injured or becomes ill as a result of the employer, they must provide the employer with a written report of the injury or occupational disease to their supervisor (normally their direct supervisor) as soon as possible. Submit directly to employer. This report should be completed by the injured worker or their representative (such as a family member or a representative of the employer).

Worker Information

Employer Information

Incident Information

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APRIL 28TH DAY OF MOURNING

For workers who have been killed, suffer work-related injury or disease.

Every year thousands of people gather around the world on April 28th to observe the National Day of Mourning.

The purpose of Day of Mourning is twofold – to remember and honour those lives lost or injured because of their work and to renew the commitment to prevent further deaths, injuries and diseases by improving health and safety in the workplace.

April 28th is observed in many different ways around the world.

Many labour organizations, unions, families, communities and government agencies coordinate public events that include speeches, a moment of silence, laying wreaths and flowers, lighting candles, planting trees, unveiling monuments, balloon releases, laying out empty shoes or hard hats to symbolize those who have died at work. Some events involve active campaigning on relevant issues, public demonstrations or workplace or public awareness sessions that provide information regarding occupational health and safety.

Individuals don ribbons, black armbands, bracelets, or stickers to show their support. Workers on the water, in trains or in transport trucks will often blow their whistle or horn at 11:00 am in honour of the day. The Canadian flag on Parliament Hill is typically flown at half-mast, as it is in many other communities.



April 28th
National Day
of Mourning

The Alive After Five Young Worker Awareness Program of the BCFED Health & Safety Centre is a unique innovative initiative that seeks to make the province a healthier and safer place to live and work for all of us. Since its inception in 2003, the Alive After Five program has directly spoken to over 150,000 high school students and employment centre participants.



The program's funding comes from WCB of BC. As such, Alive After Five is able to provide FREE occupational health and safety presentations to all interested high schools and employment programs in all geographical area of the province on vital subjects such as:

- Hazard recognition
- Knowing your Rights and Responsibilities in the workplace
- How to properly report injuries
- What protections are provided by the WCB Regulations

All of our Alive After Five facilitators are young workers themselves; primarily between the ages of 21 and 30. These young facilitators share personal insights, humour and preparedness for what to expect once in the workplace. They deliver the presentations with a refreshingly new perspective and passion for protecting others from workplace injuries and illnesses.

If you or someone you know would be interested in having an Alive After Five presentation, or just to learn more about being apart this exciting program, please contact us at ywsafety@bcfed.ca.

