



Prevention Through Education

2016 REPORT

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BCFEDOHS



BC FED Health Safety Centre



healthandsafetybc.ca

THANK YOU TO ALL OUR Program Facilitators and Affiliated Unions

OHS Committee & Supervisor Program

Facilitators:

- David Clarabut
- Marty Gibbons (USW)
- Ray Hudon
- Brian Martens (MoveUp)
- Pat McGregor (USW)
- Toni Murray (CEU)
- Jackie Spain

Young Worker Program (Alive After Five) and Employment Program Facilitators:

- Kari Michaels (BCGEU)
- Danielle Pohl (BCGEU)
- Miranda Robinson (BCFMWU)
- Kyle Rubin (BCFMWU)
- Jennifer McPherson (BCFMWU)
- Dustin Tennant (BCGEU)
- Carmen Rogers (HEU)
- Renata Saat (BCGEU)
- Jason Kowal (UFCW)
- Kayla Lucente (BCFMWU)
- Nathan Eby (BCFMWU)
- Holly O'Rourke (CUPE)
- Kaci Martens (UFCW)
- Kailah Soanes (Unifor)
- Kevan Sall (Unifor)
- Inder Kamboz (Unifor)
- Melissa Birchard (USW)
- Susan Lee (Unifor)
- Paul Petchnick (USW)
- Dustin Willems (USW)
- Jazdeep Virk (CEU)
- Dustin Burns (IATSE)
- Casey Chan (IATSE)
- Heather Gemmel
- Aman Cheema (BCGEU)
- Dan Kask (ILWU)
- Jordon Roper
- Matthew Musson (Unifor)
- Saramae Tran (CEU)
- Tracey Phan
- Johuri Fenzules (CUPW)
- Erica Car (HEU)
- Leanne Goggin (BCGEU)
- Kim Molden (BCGEU)
- Scott Kingston (Unifor)
- Danae Moore (USW)
- Denis Chasse (CUPE)
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Migrant Worker Program Facilitators:

- Byron Cruz
- Ingrid Mendez de Cruz
- Claudia Stoehr

EAL Program Facilitators:

- Emily Hunter
- Anthony Fawcett

OHS Centre Staff

- Al Biekša – Return to Work / OH&S Committee
- Brian Campbell - Migrant Worker Program / OH&S Committee
- Ning Cheng - Accounting
- Farrel Janell - Executive Assistant
- Jennifer Lambert - Young Worker Program / Employment Program
- Gord Lechner – Director
- Kristin Nowak – Executive Assistant
- Sheila Moir - EAL Program/OH&S Committee
- Maria Peralta - Executive Assistant
- Kelly West - Admin Assistant

SINCE 2001, THE B.C. FEDERATION OF LABOUR'S OCCUPATIONAL HEALTH & SAFETY CENTRE ('THE CENTRE') HAS HELPED REDUCE INJURIES, DISEASES AND FATALITIES IN BRITISH COLUMBIA WORKPLACES. THE FOCUS OF THE BCFED HEALTH & SAFETY CENTRE CONTINUES TO BE:

- Improving the effectiveness of joint health and safety committees;
- Raising awareness of Occupational Health and Safety (OH&S) among young and new workers; and
- Ensuring geography, age, language and literacy levels are not barriers to health and safety awareness in British Columbia.

The Centre has provided health and safety education in communities throughout British Columbia to:

- Health and safety committee members, worker representatives, workers, managers and supervisors to enable them to participate effectively on joint health and safety committees;
- Workers frequently limited from accessing health and safety education and resources;
- High school students and employment training program participants;
- Working people for whom English is an additional language; and
- Migrant workers, with a particular focus on the agricultural sector.

These services have made health and safety more accessible to workers, employers and students throughout British Columbia and thereby contribute to preventing workplace injuries, diseases and fatalities.

Worker participation is a key pillar in the Internal Responsibility System (IRS) model used throughout the industrialized world for health and safety. The Centre's numerous service offerings ensure that workers have access to the information, education and skills development necessary to effectively participate in the IRS system.



In 2001, the B.C. Federation of Labour received funding from the BC WCB to launch the 'BCFED Health & Safety Project'. Since that time the Centre has evolved into a centre of excellence for Occupational Health & Safety Education in British Columbia, changing the operational title to 'Centre' in 2006 after demonstrated success.

BCFED OH&S Centre Programming

- We have become **the largest** provider of health and safety education for **OH&S Committees** in the Province of BC.
- Our new **Supervisor OH&S Responsibilities** Program stream has had unprecedented uptake.
- Our **Return to Work** Program has been influencing change in workplace practices.
- Our **Building Psychologically Healthy Workplaces** Program is responding to evolving workplace needs.
- We are the largest provider of facilitator led, peer to peer **Young and New Worker OH&S Rights Education** in the Province.
- Our **Employment Program OH&S** reaches 'at risk' and marginalized youth.
- The Centre is a primary provider of targeted OH&S education for **Migrant Workers**.
- We provide one of a kind OH&S education through our **EAL** program for new Canadians.



THE CENTRE'S REACH IN BC

Through our programs, the Centre reaches every part of our province, from Fort Nelson to Elkford, Prince Rupert and Port Hardy. Our mandate of providing cost-effective health and safety education, regardless of geographic location, is a significant contribution to improving health and safety in BC.

ADVISORY COMMITTEE

The Centre's Advisory Committee meets regularly to provide guidance, advice and support to the Centre's staff, and also assist in the promotion of Centre activities across the Province. The Advisory Committee is made up of BCFED affiliates members that hold a responsibility in health & safety leadership. Every affiliate has an opportunity to appoint a representative to the Committee.

The Centre is currently into the first year of a three-year funding contract with BC WCB.



OH&S COMMITTEE EDUCATION PROGRAM

The foundation of the Centre’s OH&S committee work is the belief that participatory education and employing best practices in adult learning is critical to providing the knowledge workers and managers need to carry out their roles and responsibilities for health and safety in the workplace. This knowledge base includes the essential skills in collaborative problem solving that are critical to implementing effective ongoing OH&S programs.

With sixteen years of work in every region of the province, the Centre has a wealth of contacts, community supporters and past participants that allow us to constantly increase the size and scope of our course offerings. This strong base has enabled us in recent years to focus on outreach to non-unionized and smaller workplaces as well as remote communities often not well-served by other providers. As data confirms that these are also some of the most at-risk work sites, the Centre intends to continue and strengthen our inclusive outreach campaign.

We have already achieved very encouraging results from our efforts in this area. This can be seen in the diversity of workplaces sending participants to our classes and in the positive evaluations we receive. Another important indicator is the growing number of incoming inquiries regarding both scheduled public courses and special requests for in-house training sessions.

For many joint committees, the Centre has simply become the ‘go-to’ provider of training for new members, and ongoing education for the entire committee.

Minimum training requirements for new joint committee members will spur demand in 2017.

Important public consultations concluded on October 7, 2016 regarding proposed changes to the Occupational Health and Safety Regulation regarding Joint Committees.

These changes stem from the Coroner’s recommendations following the Lakeland and Burns Lake tragedies that injured over 40 workers and took the lives of Glenn Roche and Alan Little (2012 Prince George mill explosion) and Carl Charlie and Robert Luggi (2012 Burns Lake mill explosion). These changes are expected to take effect mid-2017.

The Sections of most impact are as follows:

Require an evaluation tool to measure the effectiveness of joint health and safety committees (Lakeland Inquest recommendation #17).

3.26 Evaluation of joint committees

- (2) An employer must ensure that, with respect to each of the employer’s joint committees, a written evaluation is conducted annually by
 - (a) the employer or a person retained by the employer, or

BC EMPLOYERS HAVE A LEGAL RESPONSIBILITY TO PROVIDE EDUCATION OPPORTUNITIES TO JOINT OCCUPATIONAL HEALTH & SAFETY COMMITTEE MEMBERS, BY A TRAINING PROVIDER OF THE COMMITTEE MEMBERS CHOOSING. ENSURE YOUR WORKPLACES USE THEIR ENTITLEMENT.

- (b) the co-chairs of the joint committee or, with respect to each co-chair, the member or members of the joint committee designated by the co-chair.

Establish minimum mandatory training and education for joint committee members (Lakeland Inquest recommendation #20).

- 3.27 Minimum training requirements for new joint committee members or worker health and safety representatives
 - (2) The employer must ensure that each member of the employer’s joint committees who was selected on or after June 1, 2017 to be a member receives, as soon as practicable but no more than 6 months after becoming a member, a total of at least 8 hours of instruction and training, as set out in subsection (4).

Clarify the meaning of “participation” in section 174 of the Act by providing additional examples of what participation by worker and employer representatives in an employer incident investigation includes (section 7 of Bill 35; Lakeland Inquest recommendation #9).

Participation in Investigations

3.28 Participation by employer or representative of employer and worker representative

For the purposes of section 174 (1.1) (c) of the Act, the following activities are prescribed:

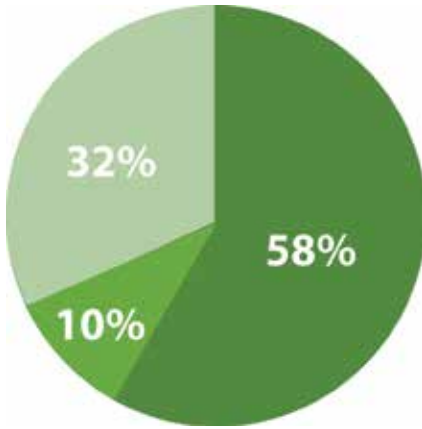
- (a) assisting the persons carrying out the investigation with gathering information relating to the investigation;
- (b) assisting the persons carrying out the investigation with analyzing the information gathered during the investigation;
- (c) assisting the persons carrying out the investigation with identifying any corrective actions necessary to prevent recurrence of similar incidents.

As the largest provider of OH&S committee education in British Columbia, the BCFED Health & Safety Centre believes these are positive legislative changes. While they are not perfect, they will assist workplace parties in improving occupational health and safety.

As we update our curriculum and staff capacity to respond to these new requirements, we respectfully request the assistance of the entire BC labour movement to make workplaces aware of these new regulations, and the preventable tragedies that necessitated them.

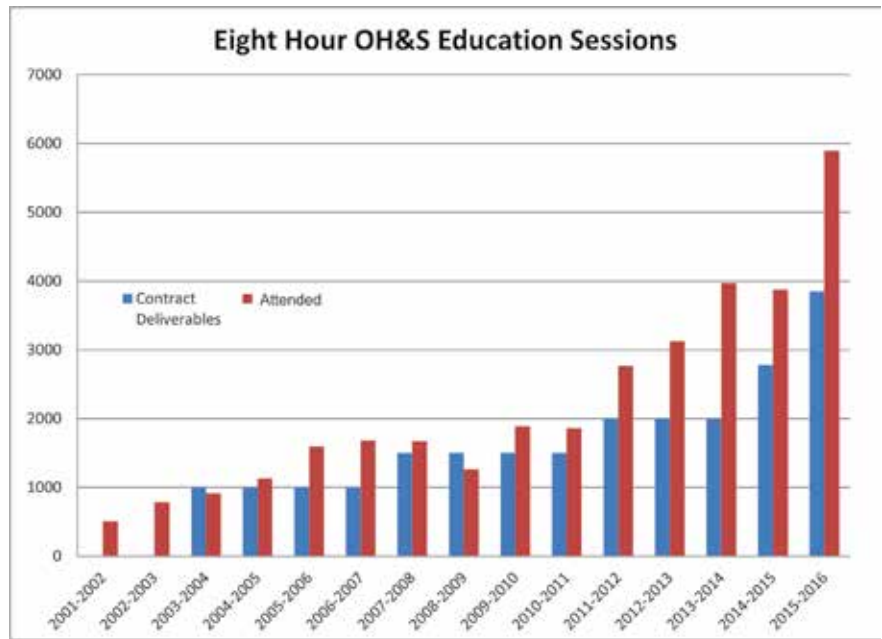
The growing reputation and broad acceptance of the Centre is evidenced by the increased support and participation from employers and employer representatives. Registration data indicates the following demographic make-up:

PERCENTAGE OF PARTICIPANTS BY ROLE



WORKER REPRESENTATIVES:
68% of total identified Participants
(58% Union/10% Non Union)

MANAGEMENT REPRESENTATIVES:
32% of total identified Committee members



*2014 & 2015 combination of OH&S Committee, Supervisor & RTW deliverables and results.

SUPERVISOR OH&S RESPONSIBILITIES PROGRAM

Starting in September 2015, with increased BC WCB funding, an increased focus on Supervisor OH&S Responsibilities course delivery was made as part of future Centre work plans.

The objective of the Program is to build competency, develop knowledge of pertinent laws and regulations, and help supervisors understand and fulfill all of their legal duties and responsibilities – including an understanding of the consequences of noncompliance.

Many employers have turned to the BCFED Health & Safety Centre to seek compliance with supervisor competency requirements. Equally important, these same employers trust that our training will go beyond legal minimums, will ensure learning and will help prepare supervisors to meet their many workplace obligations as they relate to the protection of a worker.

The Centre has met and exceeded both program deliverables and expectations in the first year of this contract. Momentum of this initiative is growing and we anticipate sustained growth of this program.

RETURN TO WORK (RTW) PROGRAM

When a person's health is compromised because of occupational or non-occupational factors, there is an obligation on the employer to investigate plans that allow a person with impairment to stay at or return to work.

Historically, many workplaces have preferred to offer light duties or modified duties as an alternative to providing reasonable accommodation to the point of undue hardship.

The Health & Safety Centre has been successful in facilitating a paradigm shift that departs from creating supernumerary

work to understanding the simplicity and logic behind a model that is founded on the health and safety principles of hazard identification and control. This paradigm shift has been properly referred to in best practices research as moving from a Disability Management model to a Disability Prevention model.

Participants have appreciated the ease of following a formal but simplified process of work reintegration that results in effective accommodation measures but at the same time often renders processes more effective and safer, contributing to the organization's health and safety management blueprint.

BUILDING PSYCHOLOGICALLY HEALTHY WORKPLACES PROGRAM

Mental health is the psychological state of someone who is functioning at a satisfactory level of emotional and behavioural adjustment.

Psychological health and safety refers to the absence of harm and/or threat of harm to mental well-being that a worker might experience in a workplace.

The Health & Safety Centre has developed a distinct stream of training that creates an effective plan designed to improve the psychological health of all workplaces.

The curriculum focuses on personal safety factors as well as organizational factors and cultures that are important to address.

Our week-long training course confronts stress in the workplace, challenging offensive behaviours, prevention of violence and understanding the CSA standard (Z-1003-13 Psychological Health & Safety). The training concentrates on the prevention and the accommodation of mental health issues in the workplace.

A psychologically safe workplace is one that allows no significant injury to employee mental health in negligent, reckless or intentional ways and one in which every reasonable effort is made to protect the mental health of employees.

A workplace with an effective plan and strong commitment to psychological health will result in an enhanced ability to enjoy life and create a balance between life activities and efforts to achieve psychological resilience.



YOUNG WORKER EDUCATION (ALIVE AFTER FIVE) PROGRAM

Alive After Five is a unique program that provides free two-hour health and safety presentations to high school students across BC. Using the peer-to-peer education model, this program utilizes young workers from BCFED affiliates to provide educational sessions on occupational health and safety. By participating, these young members gain valuable facilitation skills and can later become leaders in the labour movement.

The presentation focuses on teaching young workers how to identify hazards, understand worker and employer responsibilities and also to learn their four basic health and safety rights; the right to refuse unsafe work, the right to participate, the right to know and the right to no discrimination. Not only does this program develop and foster leadership in young union members, but it also inspires students to stand up for themselves, participate in health and safety decisions in their workplace and understand that they too have rights.

The demand for our Alive After Five program in high schools continues to be extremely high. We attribute this to the consistent exceptional quality of the presentations, our successful development of a truly province wide facilitator network of young workers and strong support from the BCTF.



Since the last Federation Convention, the Program has directly spoken to approximately 50,000 high school students and nearly doubled the amount of young union members participating as program facilitators.

Each year we bring approximately 30 young workers from across BC to our annual in-house training session. This two-

day workshop gives young workers the opportunity to learn the basics of occupational health and safety and the key attributes to being a good public speaker and facilitator. With this knowledge, facilitators are equipped with the tools to deliver participatory and engaging workshops to high school students and employment programs.

The tens of thousands of student evaluations that we have collected have also reflected an appreciation of the program along with an overall sentiment that this information is imperative for any worker starting out. The student evaluations continually demonstrate that we are attaining our learning outcomes. Student evaluations indicate they have learned:

- They have the right to expect and ask for health and safety training.
- They have the right and the responsibility to refuse unsafe work.
- They can contact BC WCB and their Union for help with any workplace health and safety matter.

Young worker health and safety education is critical to reducing British Columbia's rate of injuries and fatalities. It plants the seeds for a cultural change of attitude and expectation about health and safety in the workplace. Anytime a worker is in the first six months of employment they are at a heightened chance of being hurt, injured or killed. We all now realize that young workers often don't receiving proper training or supervision on the job and therefore it is crucial that we empower them to protect themselves and their fellow workers.



HEY, YOU!

If you know of a young union member, between the ages of 20 to 30, who would like to become involved in this program or who would make a great facilitator, please contact the Centre for information about the process.

EMPLOYMENT PROGRAM

The Employment Program of the Centre seeks to reach those people who are outside of the traditional or formal education system. The Program concentrates its efforts and resources to empower those people facing barriers to employment and learning. Often these participants are youth who are deemed to be 'at risk' and as opposed to being in the traditional high school setting, are often now participating in services offered by learning centers or pre-employment programs.

Routinely, we hear that our presentations are the highlight and the most valuable information that the participants receive in their respective programs. Because all of our highly-skilled and trained facilitators approach the issue of occupational health and safety as a human right, everyone who is exposed to the message understands its importance for themselves, their families, communities and the province.

In the past two years, the Employment Program was able to reach over 3,500 participants in non-traditional education programs in every region of the province.

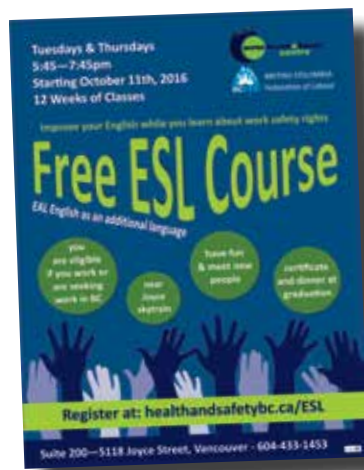
The Program will continue to reach those most marginalized in society to empower them with what are their legal health and safety rights and protections on the job.



ENGLISH AS A SECOND (ADDITIONAL) LANGUAGE PROGRAM

One of the significant emerging trends in OH&S education is the immigration BC has experienced and the growing proportion of the workforce who cannot read, write or understand English.

Our collective experience has identified the importance of addressing the health and safety needs of the increasing immigrant population in BC who need help to improve reading, writing and comprehension of English.



The issues studied include how the students can participate in their workplace joint committee, who they should go to for help outside of their workplace, how to effectively inspect their workplace for safety hazards and how to recognize ergonomic hazards in their workplace.

The feedback from participants has been enthusiastic. Their EAL skills, as well as their confidence to speak English (particularly on topics of health and safety) improved substantially for most participants. Improved skills included pronunciation, grammar, conversation, listening comprehension, writing, document use and vocabulary development.

By the end of the program, the overwhelming majority of participants felt more confident using their English skills to approach their employer about health and safety issues. Some even felt empowered to join their joint committee or act as a workplace representative.

MODULES COVERED OVER THE 12 WEEK EAL CURRICULUM

Orientation class	
Introduction to OH&S Rights & Responsibilities	Hazards in the Workplace
How to Refuse Unsafe Work	Personal Protective Equipment
WHMIS Part 1	WHMIS Part 2
Workplace First Aid Part 1	Workplace First Aid Part 2
Labour Movement Introduction	Health & Safety Committees
Violence at work	Bullying & Harassment
Investigation and Reporting Injury	WCB
Ergonomics Part 1	Ergonomics Part 2
Employment standards	Calling 9-1-1/ Fire Safety
Earthquake Preparedness	Applying for Jobs Part 1
Applying for Jobs Part 2	Graduation Dinner



MIGRANT WORKER PROGRAM

Because of the transient and precarious nature of migrant work, organizing these sessions requires thoughtfulness and care to ensure we do not jeopardize the employment of these workers.



Approaching migrant workers presents a number of challenges; workers are fearful of employer intimidation, work shifts are changed at the last minute if the employer becomes aware of meetings, and it is difficult to contact migrant workers at their workplaces.

Over the past years, the Centre has developed a number of contacts in the Latin American and Filipino communities in the Lower Mainland. These include community partners such as the West Coast Domestic Workers' Association.

Our clinics and workshops with partners are intended to inform and empower migrant Agricultural Workers Alliance (AWA), UMBRELLA Mobile Health Clinic, Migrante BC, CLAS (Community Legal Assistance Society) workers under the Temporary Foreign Worker program and the Seasonal Agricultural Worker Program as to their legal protections regarding employment standards, immigration legislation, occupational health and safety protections and the workers' compensation program.

As we know, these are some of the most marginalized and exploited workers in our provincial economy and as such are often in precarious employment relationships doing very dangerous and hard work for very little pay and remuneration. These workers place a great deal of trust in our



community group partners who help them with numerous workplace and governmental issues.

For agricultural workers, most of the work is in the summer growing and fall harvesting months. The nature of the hours of work in addition to the workers being required to promptly return to their home country after the summer,



creates difficulties with scheduling sessions. To accommodate as many workers as possible, we have consistently scheduled these sessions on Sundays. We plan to address this challenge by continuing to work with community partners. We will train workers fluent in the required language to educate workers in their first language about their health and safety rights and responsibilities.

THE NEXT YEARS

The Federation will continue this important work and expand in areas to meet increased demand where we have demonstrated capability. Our ongoing challenge is to achieve the resource capacity to meet the demands on the Centre.

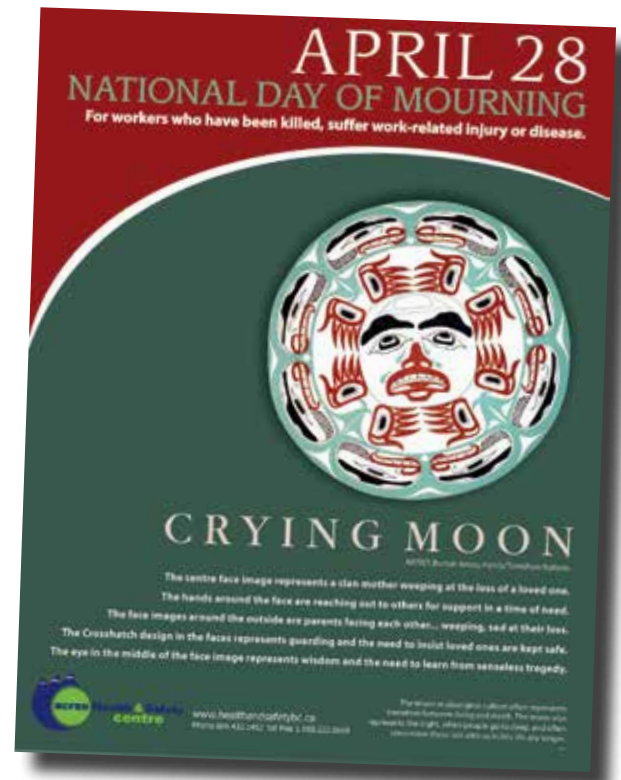
In September 2015, the Centre entered into a renewed and expanded three-year funding agreement with BC WCB to ensure this critical programming can continue and meet demand.

CONCLUSION

With the leadership and assistance of the B.C. Fed affiliates, what began as a pilot program sixteen years ago has become an amazing success story. As the BCFED Health & Safety Centre enters its second decade even greater opportunities present themselves. The positive impact the Centre has already demonstrated in improving workplace health and safety can be multiplied over the coming years if we have the resources to fully respond to the opportunities before us. The Centre will continue to expand on our proven areas of success:

- To respond to the increased demand for cost-effective OH&S committee training across BC.
- To reach increased numbers of young and new workers, especially in aboriginal communities.
- To build on existing relationships to reach at-risk, vulnerable, migrant and immigrant workers.

Gord Lechner
 Director, BCFED Health & Safety Centre



HOW CAN YOU HELP THE ONGOING SUCCESS OF THE CENTRE?

- **PROMOTING** OH&S Committee Education Community Schedule
- **ENCOURAGING** participation and administrative leave for 'Alive After Five' facilitators.
- **ENSURING** OH&S committees are aware and taking advantage of employer-paid education provisions.



**BCFED Health & Safety
centre**

2017 Advanced OH&S Skills Development Summer School

at The Coast Blackcomb
Suites at Whistler

The **BCFED Health & Safety Centre** is offering certificate programs combining several of our most popular courses at our OH&S Summer School in Whistler, BC. Participants completing the program (4 days, Mon.-Thurs.) will receive a *Certificate in OH&S Fundamentals*.

OH&S Committee Members, Co-Chairs, Safety Coordinators, Supervisors and Managers are all encouraged to attend. This is a great opportunity to take many of our eight hour courses in a compressed time frame and get your skills up to speed quickly.

**JUNE
5-8**

OCCUPATIONAL HEALTH AND SAFETY

[Occupational Health & Safety Part 1 & 2, Incident Investigations, Understanding and Conducting Risk Assessment]

**JUNE
5-8**

RETURN TO WORK: GETTING BEYOND LIGHT DUTIES

[Improving Return to Work Outcomes (in depth), Accommodating Mental Health Issues]

**JUNE
12-15**

BUILDING PSYCHOLOGICALLY HEALTHY WORKPLACES

[Bullying & Harassment, Preventing Workplace Stress, Accommodating Mental Health Issues, Implementing the CSA Mental Health Standard]

**JUNE
12-15**

SUPERVISOR OH&S RESPONSIBILITIES

[Supervisor OH&S Responsibilities Part 1 & 2, Incident Investigations, Understanding and Conducting Risk Assessments]

Course Cost: \$700 Per Person (all 4 days, Mon-Thurs)

Includes lunch. Accommodation costs separate.

When making accommodation reservations at The Coast mention BCFED OHS Centre or CBS-F121500 in order to receive the \$119 negotiated group rate.

**REGISTER AT
healthandsafetybc.ca**

For more information about content,
contact the Centre at 1.888.223.5669



Your Health & Safety Education Resource

The Law

- ✓ Workplaces with more than 20 employees are legally required to have a workplace Joint Health and Safety Committee. Workplaces with less than 20 employees require a worker-designated Health and Safety Representative.
- ✓ Section 135 of the **Workers' Compensation Act** (WCA) requires employers to pay for Committee members' course fees and time off the job to attend, annually, WCB-approved health and safety training of the Committee members' choice. (Federal and Mining OHS Legislation has similar wording)
- ✓ The Centre receives its program funding from WCB. The Employer cannot unreasonably deny request to attend training.
- ✓ To attend a course of your choosing, put forward your request to the Joint Health and Safety Committee. The Employer cannot unreasonably deny your request. Disagreements are handled by the WCB. If you are denied, contact your Union Rep or the BCFED Health & Safety Centre.

OUR COURSES AROUND BC

- OH&S Committees Part 1 & 2
- Bullying & Harassment
- Improving Committee Effectiveness
- Conflict Resolution
- Incident Investigations
- Emergency Preparedness
- Supervisor OH&S Responsibilities Part 1 & 2
- Women's Health & Safety in the Workplace
- Risk Assessment
- Improving Return to Work Outcomes
- Ergonomics
- Accommodating Mental Health Issues
- Prevention of Violence
- New OH&S Legislation Update
- Occupational Health
- Building OH&S Activism
- Stress in the Workplace

Each 8 hr course satisfies Sec. 135 of the **Workers' Compensation Act**. Provincial, Federal & Mining Regulations reviewed.