



**Health & Safety
centre**

2018 CONVENTION REPORT



**PREVENTION
THROUGH
EDUCATION**

healthandsafetybc.ca



OHS Committee & Supervisor Program THANK YOU TO ALL OUR Program Facilitators and Affiliated Unions

OHS Committee & Supervisor Program

Facilitators:
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Migrant Worker Program Facilitators:

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Ingrid Mendez de Cruz
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Kelly West, Executive Assistant

SINCE 2001, THE BC 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 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 focus on the agricultural sector.

These services have made health and safety more accessible to workers, employers and students throughout British Columbia and 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 IRS.

In 2001, the BC Federation of Labour received funding from the BC Workers' Compensation Board (WCB) to launch the 'BCFED Health & Safety Project'. Since that time, it has evolved into a focal point of excellence for occupational health and safety education in the province, changing the operational title to 'Centre' in 2006 after demonstrated success.



BCFED OH&S Centre Programming

- The Centre is the largest provider of health and safety education for OH&S Committees in 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 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 education as an additional language (EAL) program for new Canadians.



THE CENTRE'S REACH IN AND OUT OF BC

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

Numerous Federation labour affiliates use the Centre's expertise as part of their OH&S activist development strategy.

As a unique validator of the Centre's curriculum and participant-focused approach, we have assisted the Saskatchewan Federation of Labour, the Yukon Federation of Labour and the Alberta Worker's Health Centre with course delivery and curriculum sharing.

ADVISORY COMMITTEE

The Centre's Advisory Committee meets regularly to provide guidance, advice and support to the staff, and assist in the promotion of activities across the province. The Advisory Committee is made up of BCFED labour-affiliated members with a responsibility in health and safety leadership. Every affiliate has an opportunity to appoint a representative to the committee.

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



DUE TO THE OVERWHELMING SUCCESS DURING THE PAST 18 YEARS, THE CENTRE HAS RECEIVED A (65%) INCREASE IN FUNDING THIS PAST SEPTEMBER TO EXPAND AND INCREASE ACCESSIBILITY TO ITS VITAL WORK.

OH&S COMMITTEE EDUCATION PROGRAM

The foundation of the Centre's OH&S Committee work is the belief that participatory education and utilization of 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.

After 18 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. Since data confirms 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 drove 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). The revisions to the regulation became effective on April 3, 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
 - (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.

**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.**

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 (Lakeland Inquest recommendation #9).

Participation in Investigations

3.28 Participation by employer or representative of employer and worker representative

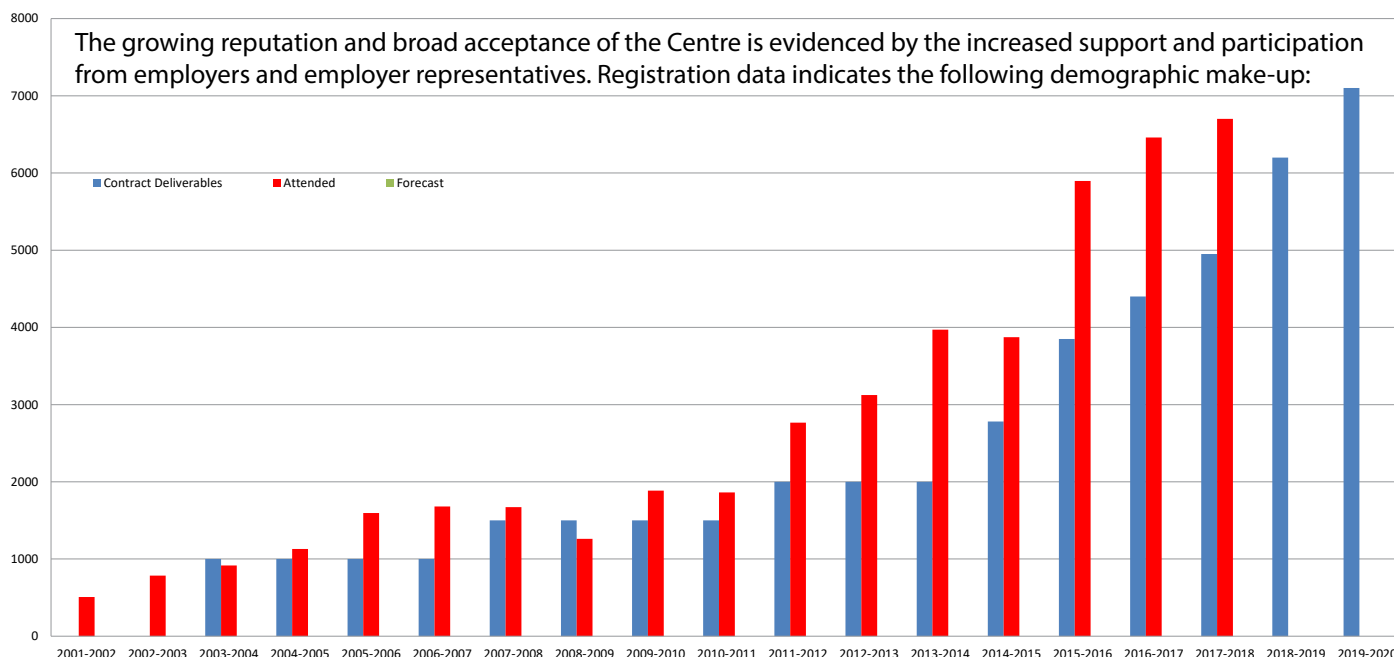
For the purposes of section 174 (1.1) (c) of the Act, the following activities are prescribed:

- (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.

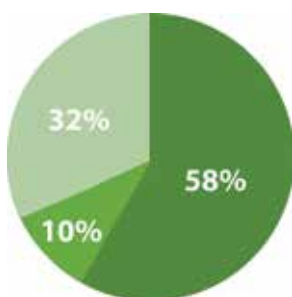
The Centre believes these are positive legislative changes. While they are not perfect, they will assist workplace parties in improving occupational health and safety.

We have updated our curriculum to reflect these changes and our increased funding will help build 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.

Eight Hour OH&S Education Sessions



Combination of OHS Committee, Supervisor, Return to Work & Building Psychologically Healthy Workplaces



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

SUPERVISOR OH&S RESPONSIBILITIES PROGRAM



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

Many employers have turned to the Centre to meet compliance requirements for supervisor competency. 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. Momentum for this initiative is building and we anticipate sustained growth of this program.

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 Centre has developed a distinct stream of training that creates an effective plan designed to improve the psychological safety of all workplaces.

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

Our week-long training course confronts stress in the workplace, challenges offensive behaviours, and promotes prevention of violence and understanding of the CSA standard (Z-1003-13 Psychological Health & Safety).

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 for employees to enjoy life and create a balance between life activities and efforts to achieve psychological resilience.

Based on resolutions passed at the 2016 BCFED Convention, the Centre began offering a two-day 'Mental Health First Aid' workshop across the province in 2018. This extremely popular program will continue in upcoming years.



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, young workers from BCFED affiliates provide sessions on occupational health and safety. By participating, these young members gain valuable facilitation and leadership skills.

The presentation focuses on teaching young workers how to identify hazards as well as understand worker and employer responsibilities. It also promotes four fundamental 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 BC Teachers' Federation.



Since the last BCFED convention, the program has directly spoken to approximately 50,000 high school students and nearly doubled the number 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 of being a good public speaker and facilitator. With this knowledge, they are equipped with the tools to deliver engaging workshops to high school students and young people in employment programs.

The tens of thousands of student evaluations we have collected reflect an appreciation of the program along with an overall sentiment that this information is imperative for any worker starting out. The student feedback continually demonstrates 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. Whenever a worker is in the first six months of employment, they are at a heightened chance of being hurt, injured or killed. We realize now that young workers often do not receive proper training or supervision on the job and, therefore, it is crucial 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 Centre's Employment program seeks to reach those people who are outside of the traditional or formal education system. The program concentrates its efforts and resources on empowering those people facing barriers to employment and learning. Often these participants are youth who are deemed to be 'at-risk.' Rather than being in a traditional high school setting, they are often now participating in services offered by learning centres or pre-employment programs.

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

During the past two years, we have reached more than 3,500 participants in non-traditional education programs in every region of the province.

We will continue to reach out to those most marginalized in society to empower them with knowledge of their legal health and safety rights and protections on the job.

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.

Health & Safety Centre
Prevention Through Education

www.healthandsafetybc.ca

RIGHTS & RESPONSIBILITIES			
	EMPLOYERS	SUPERVISORS	WORKERS
TO KNOW - Your employer must notify you of any hazards in the workplace they know or should know of, and provide you the training, health & safety rights, awareness, instruction, supervision and equipment you need to work safely.	<ul style="list-style-type: none"> To ensure the health and safety of every worker working for that employer To identify any workplace conditions that are hazardous to the health or safety of workers To ensure that workers are made aware of their health and safety rights and responsibilities and safety hazards in their workplace To provide workers with health and safety information, instruction, training and supervision To ensure the provision, proper use and maintenance of personal protective equipment, machinery, tools, materials and equipment To consult, co-operate with and support the work of the Joint Health and Safety Committee To establish OH&S policies and programs in compliance with the health and safety laws To make a copy of the OH&S Regulations readily available to review 	<ul style="list-style-type: none"> To ensure that work is done safely and meets the requirements of the health and safety laws To be knowledgeable about the health and safety laws To ensure that all workers under his or her direct supervision are aware of this "responsibility framework" To consult, co-operate with and support the work of the Joint Health and Safety Committee To take every precaution reasonable in the circumstances to protect you To co-operate with H&S and its officers 	<ul style="list-style-type: none"> To report any workplace health and safety hazards or violations that you know about To report to your supervisor or employer the absence of or defect in any protective equipment, device or anything that may endanger yourself or others To refuse to perform unsafe work that may endanger yourself or others To report to your supervisor safety equipment, device or anything that may endanger yourself or others To not engage in horseplay or similar conduct that may endanger yourself or another's life To ensure that any safety to wear in a healthy and safe manner is not required by design, shape or other means To co-operate with the Joint Health and Safety Committee or Government Safety Inspectors
TO PARTICIPATE - You may participate in workplace health and safety through the Joint Health and Safety Committee or worker representative.			
TO REFUSE UNSAFE WORK - You must refuse work you reasonably believe may endanger yourself or others.			
TO BE FREE FROM RETALIATION - You can't be fired or punished for contacting WCB or exercising any of your other workplace rights.			



ENGLISH AS AN ADDITIONAL LANGUAGE PROGRAM (EAL)

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 their English comprehension.

The issues studied include how they 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.

Participants' feedback has been enthusiastic. For the most part, their EAL skills, as well as their confidence to speak English (particularly on topics of health and safety) has 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, an 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.

Based on overwhelming participant input, in 2016 the Centre developed a new eight-week 'level two' to help participants' ongoing learning needs. It has been successfully offered on two occasions, with plans to continue.

MODULES COVERED DURING 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

Today in British Columbia there are approximately 70,000 workers working under the Temporary Foreign Workers (TFW) program and an additional 6,000 to 7,000 workers in the Seasonal Agricultural Workers program. Often these workers are engaged in very dangerous, strenuous, and



exploitative jobs. They face barriers like language, geography, lack of voice, and ability to advocate for better conditions. Approaching migrant workers presents several 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.

Because of the transient and precarious nature of migrant work, organizing these occupational health and safety educational sessions requires thoughtfulness and care to ensure we do not jeopardize their employment. Over the past years, the Centre has developed contacts in the Latin American, Filipino, and other communities in the Lower Mainland. Our clinics and workshops are often coordinated with our community partners. They are intended to inform and empower migrant workers under the TFW program and the Seasonal Agricultural Worker program with respect 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. They are often in precarious employment relationships doing very dangerous and arduous 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 our 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.

We would like to acknowledge the magnificent work of Byron Cruz and Ingrid Mendez de Cruz in helping us put on many training sessions for migrant farm workers. We would like to thank MOSAIC and the many other settlement institutions working with migrant and immigrant groups advocating upon their behalf.



THE NEXT YEARS

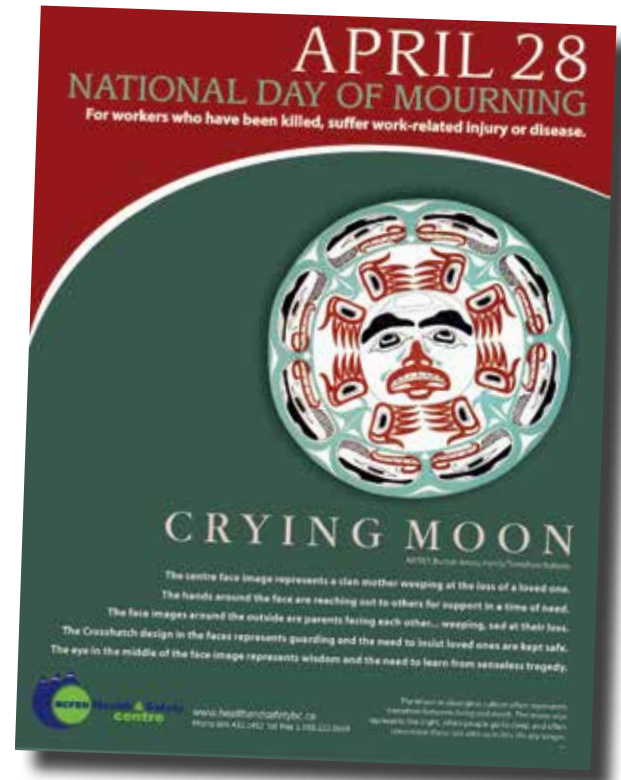
The BCFED will continue this important work and expand in areas to meet increased demand where we have demonstrated capability. Our ongoing challenge is to achieve the resource capacity to meet the demands on the Centre.

In September 2018, the Centre entered into a renewed and expanded two-year funding agreement with BC WCB to ensure this critical programming can continue and meet demand.

CONCLUSION

With the leadership and assistance of BCFED affiliates, what began as a pilot program 18 years ago, has become an amazing success story. As the Centre enters its third decade, even greater opportunities present themselves. The Centre's demonstrated positive impact on 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.



HOW CAN YOU HELP THE ONGOING SUCCESS OF THE CENTRE?

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



**BCFED Health & Safety
centre**

2019 Advanced OH&S *Skills Development Summer School*

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 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.

Whistler, BC

**JUNE
3-7**

OCCUPATIONAL HEALTH AND SAFETY

[Occupational Health & Safety Part 1 & 2, Incident Investigations, Improving Committee Effectiveness]

**JUNE
3-7**

BUILDING PSYCHOLOGICALLY HEALTHY WORKPLACES

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

**JUNE
10-14**

RETURN TO WORK: GETTING BEYOND LIGHT DUTIES

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

**JUNE
10-14**

INVESTIGATING BULLYING & HARASSMENT (NEW)

**Course Cost: \$850 Per Person
(all 5 days, Monday to Friday)**

Accommodation costs separate.

Guaranteed rate of \$125 per night if you book 30 days in advance (note: 2-day cancellation policy). Quote "BCFED Health & Safety Centre" when booking to receive this 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

- Joint Health and Safety Committees are legally required in workplaces with more than 20 employees. Workplaces with less than 20 employees require a worker-designated Health and Safety Representative.
- Section 135 of the Workers' Compensation Act (WCA) requires the employer to pay for a committee member or worker-representative's chosen training course as well as provide annual educational leave without loss of pay. (Federal and Mining OHS Legislation has similar requirements)

New sections to the WCB Occupational Health and Safety Regulation took effect April 3, 2017:

- Section 3.27: Establishes mandatory minimum training and education for new joint committee members and worker-representatives. (*This is in addition to the annual eight-hour education entitlement for OHS committee members in Section 135 of the WCA)
- Section 3.26: Requires an annual evaluation to measure the effectiveness of joint committees by the co-chairs.
- Section 3.28: Requires worker-representatives to be involved with the gathering, analyzing and identifying of corrective actions in workplace incident investigations.
- The Centre receives its program funding from WCB. When training is requested the employer must act in a manner consistent with the purpose and intent of section 135. Permission must not be unreasonably denied.

OUR COURSES AROUND BC

- OH&S Committees Part 1 & 2
- Workplace Bullying & Harassment
- Improving Committee Effectiveness
- Incident Investigations
- Emergency Preparedness
- Supervisor OH&S Responsibilities Part 1 & 2
- Women's Health & Safety in the Workplace
- Understanding & Conducting Risk Assessments
- Improving Return to Work Outcomes
- Ergonomics
- Mental Health and the CSA standard
- Prevention of Violence in the Workplace
- Introduction to Occupational Health
- Preventing Workplace Stress
- Mental Health First Aid

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