



OCCUPATIONAL HEALTH & SAFETY NEWS

A newsletter published by the BCGEU
Occupational Health and Safety Committee

ISSUE TWO

Occupational Health & Safety News is published by the *Occupational Health and Safety Committee* of the Provincial Executive of the B.C. Government and Service Employees' Union.

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Avalanche work costs lives

BCGEU members Al Munro and Edward Alan Evenchick formed a team known to colleagues as the "two Als". As Snow Avalanche Technicians with the Ministry of Transportation and Highways (MoTH) they were responsible for monitoring and controlling the avalanche area along Highway 37 north of Stewart, B.C.

The men spent an active day on January 7, 1999, testing snow packs and setting off close to a dozen avalanche 'bombs' from a helicopter to ease hazards in the area. That afternoon, the helicopter pilot flew them to a remote weather station on a peak in Ningunsaw Pass. From there, the men planned to ski back down to their truck on the highway, conducting snow stability tests as they went.

Both men were always equipped with locator beacons, and had

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The OH&S Committee would like to offer a special acknowledgement to former committee member Sherry Lister, whose name was inadvertently left off the list in the last issue of this newsletter.

We also welcome our newest committee member Dave MacDonald, from Component 17.

OH&S COMMITTEE:

Mike Clarke, *Chairperson*
Deb Foster, *Vice-Chairperson*
Mona Sykes, *Secretary*
Peter Dignard (1)
Bob Langley (2)
Val Cleary (4)
Ken Milligan (5)
Edna Park (6)
Fran White (7)
J. R. Waite (10)
Rusty Blanes (12)
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Dean Draper (20)
Lorraine Ibbitson (UPN)
Brian Watson (GWU)
Steve Milne (BCFMWU)
(BWU) -TBA



"I see the company responded to our toxic emissions grievance."

Members win demand for smoke-free workplaces

The Workers' Compensation Board (WCB) has approved amendments to Environmental Tobacco Smoke regulations to further control workers' exposure to second-hand smoke in hospitality, long-term care and provincial correctional facilities.

Since April 1998, the majority of BC's work sites have been smoke-free as a result of health and safety regulations. A partial exemption meant that a lower standard applied to hospitality, long-term care and provincial correctional facilities. The revised regulation, bringing all work sites greater health and safety protection, will come into effect September 10, 2001.

The WCB decision follows a provincial public hearing process held last June. More than 500 submissions were received, including eloquent pleas from BCGEU members for greater protection on the job. Here are some of the issues members raised:

"I work as a community social worker with terminally and chronically-ill clients and their families. Many of the homes I go into are really smoky, due to clients who smoke. Some cease smoking when I enter, but others talk about their rights (ignoring my right to good health) and refuse to stop. For the rest of that working day I find myself coughing. My clothes and hair smell of smoke, which may affect another client's medical condition. I also see the sad effects of smoking on my lung cancer clients." ~ Jeanette Reid, Local 404

"How come some workers receive 100 percent protection from second-hand smoke, and others only receive minimal protection?" ~ Brian Brownie, Local 608

"Please act quickly and decisively to show leadership and make a decision in the best interests of the women and men these regulations are meant to protect." ~ Ron Kirk, Local 1002

The WCB reports several studies have shown that, along with the improved health benefits, smoke-free work environments save businesses in a variety of ways – through less employee absenteeism, lower cleaning costs, reduced replacement costs due to fewer burned materials, and reduced fire insurance costs.

International Day of Mourning for workers killed and injured on the job ~ April 28

April 28 was chosen as the Day of Mourning because it marks the date in 1914 when occupational health and safety administrations were established in Canada.

In 1991, the NDP-sponsored Bill C-223 received royal assent, ensuring April 28 is recognized nation-wide as the Day of Mourning.

In 1996, the Day of Mourning was recognized globally, thanks to the efforts of the International Confederation of Free Trade Unions. It is now observed in more than 100 countries.

WORKERS' MEMORIAL:

On Friday, April 27, 2001 at 10 a.m. the Workers' Compensation Board will host Day of Mourning ceremonies at the new Workers' Memorial site on the PNE grounds in Vancouver.

LOCAL EVENTS:

Check with your local labour council for Day of Mourning events in your community.

POSTER:

Contact your local area office for copies of the new BCGEU Day of Mourning poster.

BOOKMARK:

The OH&S Committee has designed a handy way for members to refer to the Workers' Compensation Act Section 3.12 on Refusal of Unsafe Work. This bookmark will be mailed to all BCGEU stewards.

Avalanche...from page 1

protocol in place if they failed to show up at the end of a day in the field. So when the "two Als" had not called in by 5:30 p.m. that day, the local road foreman dispatched a crew to check on the men. With the assistance of local heli-ski guides, the foreman conducted a night-time search at their last known location. The RCMP was notified, and a formal Search and Rescue team was sent in as soon as conditions allowed. The next morning, the bodies of both men were found buried in the aftermath of a Class 3 slab avalanche.

In a report released January 2001, David Coverdale, Coroner for BC's Northern Region, concluded that the death of each man was accidental. The Coroner's Office contracted a technical avalanche investigator to assist in reviewing the incident. The Coroner's final report contains no formal recommendations, but does offer some suggestions for future procedures. The report notes that:

- ◆ Both men were highly-trained, experienced avalanche professionals with the proven capacity to analyze weather, snow pack, avalanche data and accurately predict avalanches. Their snow stability and avalanche hazard evaluations for Highway 37 North were remarkably precise and demonstrated a high level of responsible decision-making.
- ◆ It is also recognized that these men were providing a public service on behalf of the Ministry of Transportation and Highways and that they were aware of the inherent risks of their profession. They worked hard and professionally to minimize risks through professional training, and developing and following safety policies.
- ◆ Avalanche monitoring, control and forecasting is not an exact science, and is influenced by numerous variables. Avalanche incidents, like many occurrences in nature, can be unpredictable and unexpected.
- ◆ The Canadian Avalanche Association (CAA) has led the world in setting standards. MoTH has contributed a great deal to the establishment of these standards. Additional risk management and decision-making training, especially out in the field, could minimize the chance of this type of incident happening.
- ◆ Where avalanche technicians are working in remote locations, a communications schedule could be established with highway contractors in the area to allow for a quicker reaction time, in case such a rescue is necessary again.
- ◆ Regular rescue practice can only help to increase the competence of the rescuers to react in a quick and efficient manner.
- ◆ Because of the distance and the number of agencies involved in the search and recovery operation, it appears extra effort would have been helpful in ensuring the men's families were kept informed as progress was being made.

BCGEU members have shared their condolences with the families of Alan Evenchick and Al Munro. These highly-regarded professionals lost their lives in providing a high-risk service to help ensure the safety of the public, and we recognize their brave contribution.

Health and Safety Problem Solving

Identify and clarify the health and safety problem.

Some problems create more of a hazard than others. The first step is to pinpoint the problem.

Gather information.

Learn more about the problem. What is the cause of the problem and what may be a solution? You may have to do an internet search, or have a brainstorming session with the committee. Look at old committee reports for background information. Check the first aid book. Look at all incidents that have occurred and talk to workers.

Evaluate the information.

What information did you review? Does the information represent the interest of both the worker reps and the employer reps? How accurate is the information? Is it fact or based on the opinion of the committee?

Consider alternatives and implications.

Draw conclusions from the information and recommend solutions. What are the advantages and disadvantages of each resolution? Most importantly, which solution eliminates the health and safety risk for workers? Cost should not be a factor.

Choose the best solution and draft the recommendation.

Once the recommendation has been accepted, make sure that you follow up and monitor the situation.

Contact Mona Sykes at the Victoria Area Office for Health & Safety Report forms, tel: 1-800-667-1033 or (250) 388-9948.

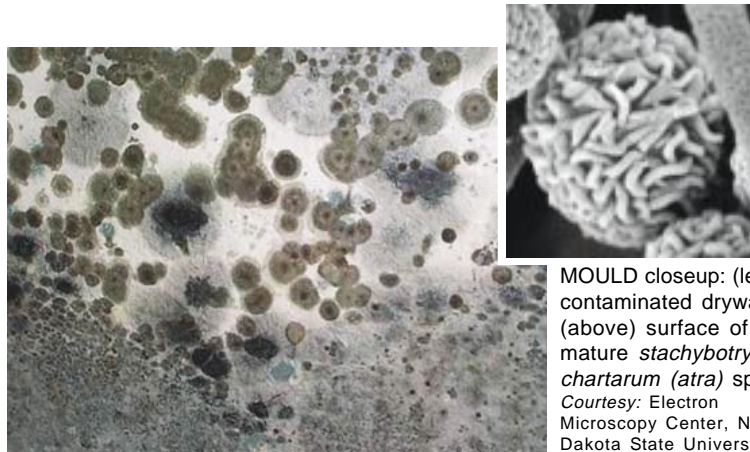
Mould: the hidden hazard

By Sean Griffin, Labour Environmental Alliance Society

Exposure to mould has emerged as a health issue of potentially major proportions. For BCGEU members, it's become a serious concern in the workplace.

With the introduction of liquor store glass-crushers pulverizing thousands of bottles a day, many of which contain mouldy dregs of wine and beer – mould has moved sharply up the list of health risks facing Liquor Distribution Branch (LDB) employees province-wide.

After a number of LDB workers reported respiratory problems, the union pressed the employer to make a joint request to the Workers' Compensation Board for a study to determine the health effects of the crushers, both for airborne glass particles and mould. The results of this study should be available by early summer 2001. In the interim, the union has demanded a moratorium on glass-crushing operations at work sites.



MOULD closeup: (left) contaminated drywall (above) surface of mature *stachybotrys chartarum (atra)* spore. Courtesy: Electron Microscopy Center, N. Dakota State University.

What is it?

Mould appears naturally in thousands of different forms, most of which are harmless to people. Moulds are part of the fungi family, vital in the decomposition and natural recycling of nutrients in organic material. The microscopic spores by which they reproduce are always present in the outdoor environment, and at varying levels indoors.

Moulds and disease

While most moulds are harmless, some types have been linked with human health problems, with symptoms ranging from chronic throat irritation to potentially fatal lung infections in infants.

Disease associated with exposure to moulds generally falls into two categories:

- Disease caused by repeated or long exposure to mould spores, usually the result of allergic reactions;
- Disease caused by mycotoxins that are produced by the mould. Those moulds are known as "pathogenic" or "toxigenic".

Continued on next page

Organization and responsibilities of Occupational Health and Safety Committees

Do you require a joint occupational health and safety committee or health and safety representative?

A joint health and safety committee is required in workplaces with 20 or more employees who are regularly employed. Yes, this includes part-time workers. A worker health and safety representative is required where there are more than nine but fewer than 20 workers regularly employed. Check your collective agreement and Workers' Compensation Board (WCB) minimum standards.

Responsibility for ensuring committees and representatives are in place:

It is the employer's responsibility to establish and maintain a joint occupational health and safety committee, or to make sure a worker health and safety representative is chosen.

When a committee is required, the employer and workers should determine the size of the committee - the minimum is four. At least half of the committee members should be worker reps who do not exercise managerial functions. These members are selected by the BCGEU. The employer selects employer reps from persons who exercise managerial functions. The committee must have two co-chairs, one selected by the worker reps and one selected by the employer reps.

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Mould...from page 4

One strain of toxigenic moulds known as *Stachybotrys chartarum* which sometimes grows on water-soaked drywall and other building materials – has been linked to serious respiratory illness.

More common are allergic reactions triggered by exposure to any number of different moulds. The symptoms can be similar to hay fever and sinusitis, which can be severe in those who have asthma or serious allergies. Extended exposure can also lead to a condition known as "hypersensitivity pneumonitis (HP)". "Farmers' lung" caused by repeated exposure to moulds growing in wet hay, and "maple bark strippers' disease", were local terms for HP.

Although some moulds are able to survive in drier conditions, most moulds need water to thrive.

Few regulations

Despite the long history of mould-associated illness, Health Canada won't pinpoint mould as a cause, mainly because the reactions to mould differ widely among people.

A similar problem exists for the Workers' Compensation Board (WCB), which has tended to rely on setting exposure limits in its regulations governing chemical and biological substances. It's difficult, if not impossible, to set exposure limits for mould because a low exposure that many people could tolerate without health effects could pose a serious health risk for others.

A number of regulations at both the federal and provincial level are intended to help prevent the growth and spread of moulds. For example, the Occupational Health and Safety Regulations of the WCB require "regular inspections...for conditions that would promote the growth of micro-organisms such as water leaks or stagnant pools." Health and Safety Committees can use these regulations to get some protections for workers, although stricter controls are needed.

Precautionary principle

At a forum organized last year by the Labour Environmental Alliance Society (LEAS) to discuss the mould issue, participants emphasized that before strict regulations are drafted, the environmental "precautionary principle" should apply. This principle states that if there is substantial evidence showing a health risk – and in the case of mould, there is – then steps should be taken to avoid incurring that risk.

Safety steps

It's clear that mould is becoming an increasing problem in a variety of workplaces, and workers need to be alert to the possibility of its existence. A couple of simple guidelines are useful: if there are places where water has penetrated and you see evidence of mould, or if you detect that musty smell that often goes with mould, contact your health and safety office. Don't go into crawl spaces where there may be old pigeon or bat droppings without a HEPA filter equipped respirator.

Health Canada has produced publications on the issue, including a 1995 joint federal-provincial report called *Fungal Contamination in Public Buildings: A Guide to Recognition and Management*.

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What does a joint occupational health and safety committee do?

The function of the committee is to improve health and safety in the workplace. Representatives ensure health and safety hazards are identified, complaints are promptly dealt with, and the regulatory as well as contractual health and safety language is complied with.

A worker rep also participates in workplace inspections, investigations (including accident investigations) and inquiries, as provided for under Section 130 of the *Occupational Health and Safety Regulations*. Committees are responsible for making recommendations on how to improve health and safety in the workplace. This includes identifying situations that may be unhealthy or unsafe, such as violence in the workplace and ergonomic issues. The committee has numerous functions, which are clearly outlined in the *Workers' Compensation Act*.

Are workers entitled to training?

Employers are required by law to provide training for committee members or representatives. Each member of the joint committee is entitled to annual education leave totalling 8 hours to attend occupational health and safety training. The employer must provide the leave at no loss of pay or other benefits, and must pay for any costs associated with the training. Your collective agreement may provide additional training days.

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Ontario issues stop-work orders over mould contamination

In Ontario, Ministry of Labour officials issued four stop-work orders, and a total of 31 occupational health and safety orders regarding mould contamination, April-November 2000.

A special constable and five other defendants recently filed a lawsuit seeking \$50-million in damages for chronic health problems they claim to have experienced after exposure to mould while working in the Newmarket, Ontario courthouse. The moulds listed as noxious include *stachybotrys atra*, *penicillium chrysogenum* and *aspergillus ustus*.

Health concerns and complaints resulted in courthouse staff being relocated until major upgrades to heating, ventilation, and air conditioning systems, and extensive remediation work to eliminate and prevent future mould growth, is complete.

Genetic testing of workers violates rights, government claims

The U.S. government has sued Burlington Northern Santa Fe Railroad for requiring genetic testing of employees who file claims for certain work-related hand injuries. The policy violates workers' civil rights, the lawsuit said.

The U.S. Equal Employment Opportunity Commission asked that the railroad end the testing of workers who make claims for carpal tunnel syndrome. The railroad has tested samples from workers for Chromosome 17 deletion. Some studies have suggested this would predispose a person for some forms of carpal tunnel syndrome.

"A person who has been forced to give blood will never be made whole, and genetic information that is revealed can never be concealed," the lawsuit contends.

Four unionized workers charged the railroad with discrimination, also alleging that the railroad required them to submit lists of all family members who had been diagnosed with carpal tunnel syndrome.

This condition and injuries caused by repetitive hand motions form the leading workplace occupational hazard today, according to the National Academy of Sciences.



From page 6

Do worker reps get paid for their work on the committee?

Employees who are committee members or representatives are entitled to time off work with pay for their participation in occupational health and safety activities. Employers are required to pay the committee members or representatives at the same rate they would have been paid if they had been performing their regular jobs.

Employer obligation to support committee

The employer has a responsibility to ensure committee representatives, upon request, receive information regarding orders, penalties and prosecutions relating to health and safety. Information relating to known or foreseeable health or safety hazards to which workers may be exposed must be made available. The employer is also responsible for providing the committee with equipment, premises and clerical personnel necessary for the carrying out of its duties and functions.

Employer must respond to committee recommendations

Management is allowed a 21-day time limit in which to respond to the occupational health and safety committee's recommendation. If the employer does not accept the recommendation of the committee it must supply the reasons in writing. A co-chair may report this matter to the WCB.

Component 5 wins moratorium – effective April 9, 2001

Government heeds union's request to suspend glass crusher operations

BCGEU members who work in liquor stores across the province were able to breathe easier – literally, as of April 9, 2001. The Minister for Small Business, Gerard Janssen, confirmed with the BCGEU that a moratorium would go into effect on all glass crusher operations, on that date.

The moratorium will continue until the results of the Joint Health Study have been tabled and reviewed by the Minister. The study is being coordinated by the UBC School of Occupational and Environmental Hygiene.

"This moratorium comes as a direct result of the BCGEU's sustained lobbying efforts, led by the Component 5 executive and members," said union President George Heyman.

"We are pleased that Minister Janssen has been responsive to the concerns of our members," Heyman noted. "The government has taken responsible action, showing that it is not willing to risk the health of employees while the extent of effects of these glass crushing processes is not known."

"I believe this moratorium will increase goodwill among the parties, as we work to meet the challenge of designing a recycling program that is healthy for both working people and the environment," said Heyman.

"Most importantly," he concluded, "Our members should soon find relief from the variety of ill effects that many have suffered through exposure to the by-products of glass crushing."

Representatives of the BCGEU's Retail Stores and Warehouse Component have agreed to assist the Ministry of Small Business with suggestions on ways to ease the challenge of recycling whole glass, while the moratorium is in effect.



The OH&S Committee's mandate is to:

- promote health and safety awareness at all levels of the Union
- review, develop and recommend union policy in health and safety
- assist in identifying problem areas needing priority attention or action plans
- recommend, promote and assist in the development of health and safety collective bargaining proposals
- review and make recommendations concerning health and safety training needs and assist in the budgeting process for training
- act as a resource for the health and safety Officer
- act as a contact group for and receive and act on information and requests from Component health and safety committees
- recommend topics and assist in the development of the quarterly OH&S bulletins
- receive and review major problems referred from reviews of worksite reports and committee minutes
- exchange information regarding health and safety issues and coordinate health and safety activities of all components and areas.

Escape from airplane ends in tragedy

It seemed eerily like a scene from an adventure movie – an unwilling prisoner on an airplane who, after a struggle with guards, wrenches open the door of the plane and parachutes to freedom. But the situation was all too real on December 7, 2000, as a BCGEU member who is a deputy sheriff strained to hold on to the leg of prisoner Donald Bigg. The prisoner managed to force open an exit door and leap from the aircraft, which was enroute between Masset and Prince Rupert. This story ended in tragedy and trauma for all involved.

An investigation of the escape and apparent suicide of the prisoner Donald Bigg while under air escort was jointly conducted by the Ministry of Attorney General and the BCGEU. Rusty Blanes represented the union's Occupational Health and Safety Committee, and the Ministry appointed deputy sheriff Wayne Cox as its representative.

The report released by the Ministry concludes that the prisoner masked well any suicidal intent, and that it appears he made a sudden decision to jump out of the airplane, while it was flying at 5500 feet over the ocean.

According to the report, the prisoner was sitting in the middle seat in the rear of the aircraft, while in transit. Bigg's hands were handcuffed in front of him. (By regulation, a prisoner may not be shackled to any part of the aircraft.)

About 25 minutes into the flight, the prisoner suddenly turned and managed to open an exit door. He struggled out of the grasp of the deputy sheriff, who was restrained by a seatbelt, and escaped the airplane.

The floatplane attempted to land and rescue Bigg, who was last seen floating on the surface of the ocean below. But the escorting deputy sheriff required medical treatment, and the pilot returned to Prince Rupert so she could be taken to hospital. The Coast Guard took on the search for Bigg's body.

A protocol operates between the Ministry of Attorney General, the RCMP, and municipal police forces on the VISEN PLUS behavioral coding for prisoners. The coding system takes into account information such as whether the prisoner is violent, infectious, suicidal, an escape risk, etc. The behavioral coding is to

Various witnesses testified that Bigg appeared responsive, coherent, and talked about future plans without any sign of depression. In this case, the investigators said they were unable to conclude whether a different VISEN coding would have altered the Level 1 escort decision.

Continued on next page

BCGEU ~ 2001 Occupational Health and Safety Training Schedule

April 17: Public Sector.
3286 E. Broadway,
Vancouver

April 24 & 25: Public Sector.
BCGEU, 1070 4th Ave.,
Prince George.

April 24 & 25: Public Sector.
BCGEU, 2994 Douglas St.,
Victoria.

April 25: Public Sector.
212 - 3665 Kingsway,
Vancouver.

May 1 & 2: Public Sector.
BCGEU, 10251 100th St.,
Fort St. John

May 1: Public Sector.
212 - 3665 Kingsway,
Vancouver.

May 8 & 9: Public Sector.
BCGEU, 3030 E. Broadway,
Vancouver.

May 8 & 9: Public Sector.
212 - 3665 Kingsway,
Vancouver.

May 15 & 16: Public Sector.
BCGEU, 4911 Canada Way,
Burnaby.

May 15: Public Sector.
BCGEU, 125 -1165 Battle St.,
Kamloops.

May 15: Public Sector.
212 - 3665 Kingsway,
Vancouver.

May 15: Public Sector.
301 - 619 Victoria St.,
Kamloops.

Escape...from page 8

be stamped on documents accompanying the prisoner. The Escort Security Assessment policy in place at the time of this escort classified escorts on a Level 1 "Routine" to Level 5 "Critical" escort.

The escorting deputy sheriff testified that she noted the prisoner's VISEN coding was V for "violent", but that she did not see a coding for "suicidal". At the time, she advised the sheriff that the prisoner showed good behaviour and that she was comfortable escorting him. Various witnesses testified that Bigg appeared responsive, coherent, and talked about future plans without any sign of depression. In this case, the investigators said they were unable to conclude whether a different VISEN coding would have altered the Level 1 escort decision.

Following the investigation of this incident, Allan Anderson, Director, Investigation, Inspection & Standards Office, Ministry of Attorney General made recommendations which include:

- The Court Services Branch Escort Security Assessment policy should address documentation of escort plans and address when sheriffs should discuss the plan with the escorting officers.
- The Court Services Branch should consider revising the Escort Security Assessment policy to include giving consideration for the security of female deputy sheriffs escorting prisoners accused of crimes involving violence against women. It should also consider the size differential of the deputy sheriff and the prisoner for escorts involving close quarters.
- Court Services Branch should amend their policies on air escorts to include a briefing of the pilot prior to the escort on small airplanes or seaplanes.
- Court Services Branch should review and clarify the policy on not seating prisoners under escort near an emergency exit.
- Court Services Branch should revise their policy and practices for small airplane air escorts, and provide two deputy sheriffs to escort prisoners.
- The sheriff should ensure that staff comply with policy in completing the Receipt for Prisoner's Effects – Documents form, at the time they initiate a prisoner movement.
- Local or regional management should meet with officials of the RCMP detachments to confirm that there is consistent, appropriate application of the VISEN PLUS protocol.
- Prince Rupert Sheriff Services should establish standard operating procedures to obtain a copy of the RCMP C-13 on all prisoner escorts. This may also be an issue that should be addressed on a provincial basis.

You have the right to... *refuse unsafe work*

By Mike Clarke, BCGEU vice-president

In British Columbia:

- Three workers are killed on the job every week.
- 14 workers are permanently disabled every day.
- Young workers experience the most injuries.
- Injury rates are increasing for health care workers.
- Harassment, stress, and workplace violence contribute to occupational disease.

BCGEU members have the right to:

- be informed of workplace hazards
- receive quality health and safety training
- refuse unsafe work
- report hazardous conditions
- participate in improving workplace health & safety

Sheriffs have exercised their legal right to refuse unsafe work on three separate occasions in recent months. Their refusal to transport prisoners who have not been properly assessed for risk has grabbed the attention of both the Workers Compensation Board (WCB), and the Ministry of Attorney General.

The members in this field are tasked with the duty of transporting prisoners from various locations to courthouses in a safe and timely manner. Each prisoner is given a 'profile' – based on information compiled from various sources that gives the Ministry some idea of how much risk to the worker is involved in moving the prisoner. For example, a prisoner whose file indicates connections to gangs would be considered a higher risk than a prisoner with no such connections.

In one instance, union members at the Regional Escorts office at Riverview refused to transport a prisoner who, in the workers' view – had not been properly evaluated for risk. The WCB found that virtually all of the concerns the members raised were legitimate.

The Board has written orders relating to these incidents, which will affect BCGEU members in this field across the province. A WCB officer made it clear in conversation that these orders are effective wherever transport of prisoners takes place.

The WCB has continued to follow up with the members at Riverview and the Vancouver Courthouse at 800 Smythe St. by attending meetings to discuss their specific concerns in detail. The Ministry is also setting up training to assist members in doing a safer job. The BCGEU has set up a training session for the OSH representatives from various Lower Mainland work sites to help them become more effective in their roles with the Committee.

There are certainly many more issues to work towards effectively addressing in the coming months. It should be noted however, that few of these issues were being addressed prior to the determined actions of dedicated BCGEU members who had the courage to refuse unsafe work. We salute the efforts of these members in strongly saying "no" to putting themselves at risk in their jobs.

The WCB has ordered the employer to address safety issues around the escort of prisoners, including:

- Employer's failure to ensure the safety of all workers involved in prisoner transport;
- Inconsistent guidelines and procedures for determining when to lower the risk assessment of a prisoner;
- Adequate risk assessments not being performed;
- Lack of training in transporting high-risk prisoners;
- Lack of adequate radio communication (in some areas);
- With the lights and sirens having been removed from transport vehicles, a lack of 'fight or flight' procedures in place.

SAFETY WORD SEARCH

E	M	C	F	A	C	T	S	O	P	N	C	J	O	S	H	T	L	A	E	H	E	A	T	R	C
M	S	D	E	S	A	N	E	S	D	O	O	L	B	C	G	E	U	C	X	A	X	R	E	E	O
E	O	A	L	E	R	T	S	H	E	I	N	D	U	E	N	D	W	I	P	Z	I	E	M	C	M
R	I	S	A	G	E	T	I	E	N	N	C	X	Z	A	I	U	H	M	E	A	T	N	P	O	P
G	L	S	N	R	S	I	O	T	P	U	E	O	L	M	S	C	M	O	C	R	S	A	E	M	L
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N	G	S	M	G	F	E	H	M	A	O	N	S	I	N	S	T	S	O	O	S	D	E	A	E	A
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N	G	T	E	C	I	U	E	T	V	I	S	I	O	N	I	B	A	C	I	S	D	S	U	I	T
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N	A	S	N	I	P	O	N	I	N	P	R	E	K	R	O	W	H	I	M	I	S	G	C	I	C
O	R	S	T	T	E	N	S	Z	C	W	E	I	V	E	R	C	O	M	I	N	U	T	E	S	N
C	T	O	P	R	O	M	O	T	E	E	Y	T	I	L	I	B	I	S	N	O	P	S	E	R	I

Ace	Emergency	Landmark	Role
Act	Ergonomic	Latex	Sail
Activities	Evacuation plan	Lighting	Search
Air quality	Exits	Lime	Soil
Alerts	Expect	Man	Stress
Arches	Facilitators	Manual	Suit
Arena	Facts	MCF	Temperature
Assessments	Fire	Ministry	Tie
Audit	Format	Minutes	Too
BCGEU	Forms	MSDES	Top
Bed	Found	Occupation	Training
Blood	Games	Pest	Travelling
Care	Gas	Policy	Union
CISD	Gloves	Post	Vent
Compliance	Hazards	Promote	Violence
Concerns	Health	Quotas	Vision
Conference	Heat	Recommendation	WCB
Den	Incident	Refuse	We
Dimes	Inspections	Reports	Well
Dog	Issues	Responsibility	WHMIS
Due	Josh	Review	Worker
Educate	Keep	Rights	

The Workers' Compensation Act says...

REFUSAL OF UNSAFE WORK

3.12 Procedure for refusal

- (1) A person must not carry out or cause to be carried out any work process or operate or cause to be operated any tool, appliance or equipment if that person has reasonable cause to believe that to do so would create an undue hazard to the health and safety of any person.
- (2) A worker who refuses to carry out a work process or operate a tool, appliance or equipment pursuant to subsection (1) must immediately report the circumstances of the unsafe condition to his or her supervisor or employer.
- (3) A supervisor or employer receiving a report made under subsection (2) must immediately investigate the matter and
 - (a) ensure that any unsafe condition is remedied without delay, or
 - (b) if in his or her opinion the report is not valid, must so inform the person who made the report.
- (4) If the procedure under subsection (3) does not resolve the matter and the worker continues to refuse to carry out the work process or operate the tool, appliance or equipment, the supervisor or employer must investigate the matter in the presence of the worker who made the report and in the presence of
 - (a) a worker member of the joint committee,
 - (b) a worker who is selected by a trade union representing the worker, or
 - (c) if there is no joint committee or the worker is not represented by a trade union, any other reasonably available worker selected by the worker.
- (5) If the investigation under subsection (4) does not resolve the matter and the worker continues to refuse to carry out the work process or operate the tool, appliance or equipment, both the supervisor, or the employer, and the worker must immediately notify an officer, who must investigate the matter without undue delay and issue whatever orders are deemed necessary.



3.13 Discriminatory action

- (1) A worker must not be subject to discriminatory action as defined in section 150 of Part 3 of the *Workers Compensation Act* because the worker has acted in compliance with section 3.12 or with an order made by an officer.
- (2) Temporary assignment to alternative work at no loss in pay to the worker until the matter in section 3.12 is resolved is deemed not to constitute discriminatory action.

OH&S News

The OH&S News is published by the Research, Campaigns and Communications Department of the B.C. Government and Service Employees' Union, 4911 Canada Way, Burnaby, B.C., V5G 3W3.

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Employees' Union**

