The *Workers Compensation Act* requires that the employer must post a copy of this report in a conspicuous place at or near the workplace inspected for at least seven days, or until compliance has been achieved, whichever is the longer period. A copy of this report must also be given to the joint committee or worker health and safety representative, as applicable.

**Inspection Report #201616973039L**

<table>
<thead>
<tr>
<th>Employer Name</th>
<th>Jobsite Inspected</th>
<th>Scope of Inspection</th>
</tr>
</thead>
<tbody>
<tr>
<td>THE UNIVERSITY OF BRITISH COLUMBIA</td>
<td>2389 Health Sciences Mall</td>
<td>UBC - JHSC variation</td>
</tr>
<tr>
<td></td>
<td>Greater Vancouver A BC V6T</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Date of Initiating Inspection</th>
<th>Date of This Inspection</th>
<th>Delivery Date of This Report</th>
<th>Delivery Method</th>
</tr>
</thead>
<tbody>
<tr>
<td>Apr 06, 2016</td>
<td>Nov 28, 2017</td>
<td>Nov 28, 2017</td>
<td>Email</td>
</tr>
</tbody>
</table>

**THERE ARE ZERO (0) ORDERS OR OTHER ITEMS OUTSTANDING
ACTION MAY STILL BE NECESSARY TO ENSURE COMPLIANCE PLEASE READ FULL REPORT**

**Summary of Orders or other Items**

See “Orders/Items – Full Details” section of this Inspection Report for orders/items cited

Order/Item No.1 ✓ Status: Complied Cited: WCA125(a)

Order/Item No.2 ✓ Status: Complied Cited: WCA126(1)(a)

**ORDER STATUS LEGEND**

<table>
<thead>
<tr>
<th>Order Status</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Outstanding</td>
<td>Order Outstanding - Action Required to Achieve Compliance</td>
</tr>
<tr>
<td>Complied</td>
<td>Compliance Achieved - No Further Action Required</td>
</tr>
<tr>
<td>Closed</td>
<td>Order is Closed</td>
</tr>
<tr>
<td>Rescinded</td>
<td>Order has been cancelled – No Further Action Required</td>
</tr>
</tbody>
</table>
INSPECTION NOTES

This was a follow-up inspection to authenticate appropriate compliance with the order noted in Inspection Report #201616973039A.

Joint Health and Safety Committees (JOHSCs) - University of British Columbia (UBC)

The University of British Columbia (‘the employer’) has multiple buildings and varied workplaces situated in a single geographic location of 400 hectares. There are approximately 20,000 workers who are employed by UBC and who may be exposed to diverse health and safety issues.

I. Order for Variation - Complied

The Board issued an order under S.126(1)(a) to the employer to establish and maintain more than one joint committee due to the circumstances detailed in Inspection Report #201616973039A.

The employer submitted a Notice of Compliance and two emails (dates: November 16 and 21, 2017) that provided the following information:

a) The following is a list of departments represented by the 16 JOHSCs and the number of worker representatives and employer representatives for each JOHSC:
   - Building Operations, Administrative Services - worker representatives; 4, employer representatives; 4
   - Building Operations, Custodial Services - worker representatives; 6, employer representatives; 3
   - Building Operations, Municipal Services - worker representatives; 5, employer representatives; 5
   - Building Operations, Trades - worker representatives; 6, employer representatives; 6
   - Energy and Water Services - worker representatives; 5, employer representatives; 4
   - Student Housing and Hospitality Services - worker representatives; 10, employer representatives; 5
   - University Community Services - worker representatives; 7, employer representatives; 3
   - Athletics and Recreation - worker representatives; 5, employer representatives; 5
   - Sauder School of Business - worker representatives; 10, employer representatives; 1
   - Faculty. of Pharmaceutical Sciences - worker representatives; 12, employer representatives; 3
   - Faculty of Applied Sciences - worker representatives; 9, employer representatives; 2
   - Faculty of Land & Food Systems - worker representatives; 8, employer representatives; 2
   - Animal Workers - worker representatives; 7, employer representatives; 2
   - Faculty of Medicine - worker representatives; 4, employer representatives; 4
   - Information Technology - worker representatives; 10, employer representatives; 4
   - Library Services - worker representatives; 5, employer representatives; 4

   It is noted that the employer also has the following joint committee for this worksite:
   - University Health and Safety Committee (UHSC) - worker representatives; 14, employer representatives; 10

b) Additional Worker Representatives

The employer reported that the ‘... following JHSCs with an equal number of Workers and Employers are being encouraged to acquire more Worker representatives to better ensure quorum requirements are met at each meeting...’
   - Building Operations, Administrative Services
   - Building Operations, Trades
   - Energy and Water Services
   - Athletics and Recreation
   - Faculty of Medicine

c) University Health and Safety Committee (UHSC)

The employer reported that the ‘...UHSC Worker representation under review. Some Worker members have joined their own faculty or departmental JOHSC and are not able to attend this meeting...’
Additionally, the employer reported that ‘...the University Health and Safety Committee will continue to meet until there is confidence that newly implemented UBC-Vancouver JOHSCs are able to meet the requirements for Sections 125-140 of the WCA...’

d) Terms of Reference
The employer reported that ‘...All 16 JOHSCs have approved their own Terms of Reference (ToR). Each JOHSC was given a standard ToR template and tasked to customize the document for their area of responsibility. RMS provides consultation and guidance on any modifications to the ToRs to ensure that all the requirements under the Workers Compensation Act (WCA) are being met.’

e) Monthly Meetings
The employer reported that each JOHSC meets monthly as found in each committee’s Terms of Reference.

f) Duties and Functions of the Committee
The employer reported that Section 130 of the Workers Compensation Act is ‘...included in all the JOHSCs ToRs under “Duties and Functions of the Committee”...’

II. Future JHSCs

The employer stated in an email (date: November 16, 2017):

‘...We recognize that the process to ensure that the university has provided a reasonable and sustainable number of JHSCs is a fluid process. As a result, on behalf of the employer, Risk Management Services will review the JHSC structure regularly and provide recommendations to the University Executive to ensure UBC is able to meet and exceed all the requirements in the Occupational Health and Safety Regulations and the Workers’ Compensation Act. With an organization of this size we feel it is critical to re-evaluate this structure as the university grows and changes.’

Additionally, the employer provided a 'JOHSCs Status Report Nov. 2017' that identified 'Work Areas' who will establish a JOHSC by January 2018. Each 'Work Area' represents one or more departments or faculties.

The Board is hereby permitting by order, the University of British Columbia to establish and maintain the above noted sixteen joint committees, the University Health and Safety Committee (UHSC) and where the employer deems it necessary, additional JOHSCs for this workplace. Specifically, as a minimum, these JHSCs will represent the departments identified in Order #1 until the November 28, 2019, or until ordered otherwise.

Where the employer deems it necessary to maintain additional JOHSCs, the employer is required to inform the Board.

Please contact this Officer if you have any questions.

Laura Gibbins, CRSP, BScN
Occupational Safety Officer
PO Box 5350 Stn Terminal
Vancouver, B.C. V6B 5L5
Phone: 604-244-6479
Fax: 604-231-8662
E-mail: laura.gibbins@worksafebc.com
ORDERS/ITEMS

An employer who fails to comply with Part 3 of the *Workers Compensation Act*, the Occupational Health & Safety Regulation, or WorkSafeBC orders may be subject to monetary or other sanctions as prescribed by the *Workers Compensation Act*.

<table>
<thead>
<tr>
<th>Order/Item No.</th>
<th>Status</th>
<th>Cited</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Complied</td>
<td>WCA125(a)</td>
</tr>
</tbody>
</table>

**Progress towards compliance:**

- **Oct 12, 2016** - The employer submitted a Notice of Compliance and supporting documents (date: September 30, 2016) that meant the intent of this regulatory requirement.

Refer to Inspection text for additional information.

- **Jun 16, 2016** - The employer provided information in an email (date: June 27, 2016) that contained the following information:

  "There is a large amount of work required for the successful transition to a new Joint Committee Structure. For each affected area, RMS is being asked to engage key stakeholders. In addition to the concerns with the magnitude of the scope, summer months are peak vacation season, and there will be challenges in getting key stakeholders together to make the decisions necessary for the program.

  The additional time will result in a better end product and assist with promoting safety on campus.

  To this end, an extension for the NOC to 201616973039a (Joint Committee) is requested for September 30, 2016."

Pursuant to section 194 (1) of the *Workers Compensation Act*, the employer must prepare a Notice of Compliance report. In accordance with section 194 (2), this report must detail what has been done to comply with the order, and where compliance has not been achieved by the time the report has been submitted, include a plan of what will be done to comply and when compliance will be achieved. Please submit the report no later than September 30, 2016.
Orders/Items - Full Details

May 10, 2016 - The employer submitted a request by email (date: May 9, 2016) requesting an additional 30 days to comply this order. The employer is moving towards compliance of this order as evidence of the following information submitted in the email:

'The University would like to request an additional 30 days to respond to IR201616973039A.

In the interim, the University has conducted a survey of like employers and their respective Joint Committee structure. We have also engaged key stakeholders, such as the current University Health and Safety Committee, Local Health and Safety Committee members, Department Heads, and senior leadership to solicit feedback.

RMS is actively reviewing the responses in order to provide recommendations regarding the Inspection Report to UBC's senior executive.

As changes to our current Joint Safety Committee structure will have long reaching implications, additional time is requested in order to provide a balanced response.'

Pursuant to section 194 (1) of the Workers Compensation Act, the employer must prepare a Notice of Compliance report. In accordance with section 194 (2), this report must detail what has been done to comply with the order, and where compliance has not been achieved by the time the report has been submitted, include a plan of what will be done to comply and when compliance will be achieved. Please submit the report no later than June 15, 2016.

Initiating order:
Apr 06, 2016 - This employer has a joint health and safety committee (joint committee). This employer has not maintained the joint committee in accordance with the regulatory requirements as follows:

(a) the Committee reports for the period of June 2015 through March 2016 do not reflect that the joint committee is:
(i) advising the employer on proposed changes to the workplace, including significant proposed changes to equipment and machinery, or the work processes that may affect the health or safety of workers;
(ii) ensuring that accident investigations and regular inspections are carried out (for example, only one Committee report reviewed an incident that is considered 'Immediately reportable' whereas it is known that there were at least two other such incidents in the above period and, there is no documented evidence that incidents that fall within WCA S.173 were reviewed by the joint committee); and
(iii) participating in inspections, investigations and inquiries.

(b) there is minimal evidence reflected in the Committee reports that the joint committee is:
(i) identifying situations that may be unhealthy or unsafe for workers and advise on effective systems for responding to those situations.

For example, the following issues were noted in the Committee reports; however, there is a lack of information, recommendations and follow-up actions regarding the joint committee's response to these issues:
- good housekeeping to reduce incidents where falls occur at same level,
- overexertion incidents,
- trends found in day camps such as broken skin, cuts and tears and overexertion,
- falls on same level due to icy conditions,
- ceiling tiles falling
- a small outdoor fire
- assaults on campus
- domestic violence
- Hennings Building incident.

It is noted that this joint committee represents 20,000 workers who work in multiple buildings and varied workplaces. Such
### Orders/Items - Full Details

Workplaces include construction, building operations, laboratories and security. Hazards that may be present in these workplaces include:
- confined space
- mobile equipment
- electrical issues, safe guarding and lockout
- fall protection
- exposure to controlled products
- violence and work alone

(c) The joint committee’s Terms of Reference states a ‘...quorum at any meeting shall be one half the currently filled positions plus one...’ It was noted that in three Committee reports (for example, July 2015, August 2015 and September 2015) quorum was not achieved and where quorum is 11 members plus one member based on the representatives’ list found in the Terms of Reference and as such the joint committee is in violation of its own Terms of Reference;

(d) The joint committee’s Terms of Reference states ‘...Duties of Committee members...attend all monthly Committee meetings...’; however, it was noted that in the Committee reports, that attendance range from eight to seventeen members whereas the representatives’ list identified 23 members and as such the joint committee is in violation of its own Terms of Reference;

(e) It was noted that in three Committee reports (for example, June 2015, August 2015 and February 2016), the employer did not meet the intent of WCA S.127 where there were more employer representatives present than worker representatives attending the joint committee meeting;

(f) It was noted that the joint committee did not have a meeting in December; thereby violating the WCA S.131(2). Additionally, it was noted that a ‘suggestion’ in the August Committee report was to cancel future August meetings which is in direct violation of S. 131(2);

(g) There was no evidence in the Committee reports for the above period that documented the joint committee was:
(i) Making recommendations to the employer on educational programs promoting the health and safety of workers and compliance with this Part and the regulations and monitoring their effectiveness; and
(ii) Advising the employer on programs and policies required under the regulations for the workplace and monitoring their effectiveness.

This is in contravention of the Workers Compensation Act Section 125 (a).

An employer must establish and maintain a joint health and safety committee in each workplace where 20 or more workers of the employer are regularly employed.

Pursuant to Workers Compensation Act Division 4, the employer must post any order written under Division 4 and keep it posted for 12 months.

### Measures to Ensure Compliance:

Pursuant to section 194 (1) of the Workers Compensation Act, the employer must prepare a Notice of Compliance report. In accordance with section 194 (2), this report must detail what has been done to comply with the order, and where compliance has not been achieved by the time the report has been submitted, include a plan of what will be done to comply and when compliance will be achieved. Please submit the report no later than May 16, 2016.
Progress towards compliance:

Nov 28, 2017 - The Board is hereby permitting by order, the University of British Columbia to establish and maintain sixteen joint committees plus the University Health and Safety Committee (UHSC) for this workplace. Specifically, the sixteen joint committees will represent the following part of one workplace until the 28th of November 2019, or until ordered otherwise:

- Building Operations, Administrative Services
- Building Operations, Custodial Services
- Building Operations, Municipal Services
- Building Operations, Trades
- Energy and Water Services
- Student Housing and Hospitality Services
- University Community Services
- Athletics and Recreation
- Sauder School of Business
- Faculty of Pharmaceutical Sciences
- Faculty of Applied Sciences
- Faculty of Land & Food Systems
- Animal Workers
- Faculty of Medicine
- Information Technology
- Library Services

Additionally, the employer will maintain a University Health and Safety Committee. If they determine the UHSC is no longer necessary, they must inform the Board.

Each committee must meet on a monthly basis and the employer must post and keep posted at each of the sixteen workplaces:
- the names and work locations of all employer and worker members on the committee,
- the reports of the 3 most recent committee meetings, and
- copies of any applicable orders under Part 3, Division 4 (Joint Committees and Worker Representatives) for the preceding 12 months

Additionally, the employer stated in the Notice of Compliance and emails (date: November 16 and 21, 2017) that the above list of joint committees may increase if the employer deems it necessary to ensure the employer remains in compliance with the Workers Compensation Act.

Refer to Inspection text for additional information.

Sep 15, 2017 - The employer submitted a Notice of Compliance (date: September 12, 2017) that identifies progress towards compliance of this order.

Pursuant to section 194 (1) of the Workers Compensation Act, the employer must prepare a Notice of Compliance report. In accordance with section 194 (2), this report must detail what has been done to comply with the order, and where compliance has not been achieved by the time the report has been submitted, include a plan of what will be done to comply and when compliance will be achieved. Please submit the report no later than November 15, 2017.
## Orders/Items - Full Details

**Jul 13, 2017** - The employer submitted a Notice of Compliance (date: July 12, 2017) that identifies progress towards compliance of this order.

Pursuant to section 194 (1) of the Workers Compensation Act, the employer must prepare a Notice of Compliance report. In accordance with section 194 (2), this report must detail what has been done to comply with the order, and where compliance has not been achieved by the time the report has been submitted, include a plan of what will be done to comply and when compliance will be achieved. Please submit the report no later than September 12, 2017.

**Jun 07, 2017** - The employer submitted a Notice of Compliance (date: June 5, 2017) that identifies progress towards compliance of this order.

Pursuant to section 194 (1) of the Workers Compensation Act, the employer must prepare a Notice of Compliance report. In accordance with section 194 (2), this report must detail what has been done to comply with the order, and where compliance has not been achieved by the time the report has been submitted, include a plan of what will be done to comply and when compliance will be achieved. Please submit the report no later than August 7, 2017.

**Apr 21, 2017** - The employer has submitted a Notice of Compliance (date: April 20, 2017) that identified their progress towards compliance of the order.

Refer to Inspection text for additional information.

Pursuant to section 194 (1) of the Workers Compensation Act, the employer must prepare a Notice of Compliance report. In accordance with section 194 (2), this report must detail what has been done to comply with the order, and where compliance has not been achieved by the time the report has been submitted, include a plan of what will be done to comply and when compliance will be achieved. Please submit the report no later than June 5, 2017.
Orders/Items - Full Details

<table>
<thead>
<tr>
<th>Date</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mar 14, 2017</td>
<td>The employer submitted a Notice of Compliance (date: March 10, 2017) that identified their progress towards compliance of the order. The following information was included:</td>
</tr>
<tr>
<td></td>
<td>- Jan 17th, 2017 Met with CUPE 2950 leadership and received endorsement of multiple JOHSC structure</td>
</tr>
<tr>
<td></td>
<td>- Feb. 1st, 2017 Met with CUPE 116 leadership and received endorsement of multiple JOHSC structure</td>
</tr>
<tr>
<td></td>
<td>- Feb. 21st, 2017 Met with CUPE 2278 leadership and received endorsement of multiple JOHSC structure</td>
</tr>
<tr>
<td></td>
<td>- Feb. 24th, 2017 Met with BCGEU leadership and received endorsement of multiple JOHSC structure</td>
</tr>
<tr>
<td></td>
<td>- Feb. 27th, 2017 Met with Non-Union Technician (NUT) leadership and received endorsement of multiple JOHSC structure</td>
</tr>
<tr>
<td></td>
<td>- Mar. 2nd, 2017 Newsletter sent to through the VP-Finance and Operations to all workers who receive a T4 slip on the Vancouver campus about the new JOHSC structure and the resulting improved safety culture at the university</td>
</tr>
<tr>
<td></td>
<td>- Mar. 7th, 2017 Met with IUOE 882 leadership and received endorsement of multiple JOHSC structure</td>
</tr>
<tr>
<td></td>
<td>- Mar. 9th, 2017 Met with Aaron Gill with the employer advisors office and provided updates on the implementation of multiple JOHSC structure</td>
</tr>
<tr>
<td>Feb 09, 2017</td>
<td>The employer submitted a Notice of Compliance and supporting documents (date: February 8, 2017) that identified the progress of this employer towards compliance of this order.</td>
</tr>
</tbody>
</table>

Pursuant to section 194 (1) of the Workers Compensation Act, the employer must prepare a Notice of Compliance report. In accordance with section 194 (2), this report must detail what has been done to comply with the order, and where compliance has not been achieved by the time the report has been submitted, include a plan of what will be done to comply and when compliance will be achieved. Please submit the report no later than March 10, 2017.

Dec 05, 2016 - The employer submitted a Notice of Compliance (date: November 30, 2016) that provided information on moving towards compliance of this order since the previous Notice of Compliance (date: September 30, 2016).

Pursuant to section 194 (1) of the Workers Compensation Act, the employer must prepare a Notice of Compliance report. In accordance with section 194 (2), this report must detail what has been done to comply with the order, and where compliance has not been achieved by the time the report has been submitted, include a plan of what will be done to comply and when compliance will be achieved. Please submit the report no later than February 6, 2017.
Orders/Items - Full Details

<table>
<thead>
<tr>
<th>Date</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>Oct 12, 2016</td>
<td>The employer submitted a Notice of Compliance (date: September 30, 2016) that provided a timeline for addressing this order. The Notice of Compliance states that the date of complying this order is May 31, 2017 and as such, this order remains noncompliant. Pursuant to section 194 (1) of the Workers Compensation Act, the employer must prepare a Notice of Compliance report. In accordance with section 194 (2), this report must detail what has been done to comply with the order, and where compliance has not been achieved by the time the report has been submitted, include a plan of what will be done to comply and when compliance will be achieved. Please submit the report no later than November 30, 2016.</td>
</tr>
<tr>
<td>Jun 16, 2016</td>
<td>The employer provided information in an email (date: June 27, 2016) that contained the following information: ‘There is a large amount of work required for the successful transition to a new Joint Committee Structure. For each affected area, RMS is being asked to engage key stakeholders. In addition to the concerns with the magnitude of the scope, summer months are peak vacation season, and there will be challenges in getting key stakeholders together to make the decisions necessary for the program. The additional time will result in a better end product and assist with promoting safety on campus. To this end, an extension for the NOC to 201616973039a (Joint Committee) is requested for September 30, 2016.’ Pursuant to section 194 (1) of the Workers Compensation Act, the employer must prepare a Notice of Compliance report. In accordance with section 194 (2), this report must detail what has been done to comply with the order, and where compliance has not been achieved by the time the report has been submitted, include a plan of what will be done to comply and when compliance will be achieved. Please submit the report no later than September 30, 2016.</td>
</tr>
<tr>
<td>May 10, 2016</td>
<td>The employer submitted a request by email (date: May 9, 2016) requesting an additional 30 days to comply this order. The employer is moving towards compliance of this order as evidence of the following information submitted in the email: ‘The University would like to request an additional 30 days to respond to IR201616973039A. In the interim, the University has conducted a survey of like employers and their respective Joint Committee structure. We have also engaged key stakeholders, such as the current University Health and Safety Committee, Local Health and Safety Committee members, Department Heads, and senior leadership to solicit feedback. RMS is actively reviewing the responses in order to provide recommendations regarding the Inspection Report to UBC’s senior executive. As changes to our current Joint Safety Committee structure will have long reaching implications, additional time is requested in order to provide a balanced response.’ Pursuant to section 194 (1) of the Workers Compensation Act, the employer must prepare a Notice of Compliance report. In accordance with section 194 (2), this report must detail what has been done to comply with the order, and where compliance has not been achieved by the time the report has been submitted, include a plan of what will be done to comply and when compliance will be achieved. Please submit the report no later than June 15, 2016.</td>
</tr>
</tbody>
</table>
Orders/Items - Full Details

Initiating order:

Apr 06, 2016 - This employer has multiple buildings and varied workplaces (for example, construction, building operations, laboratories, offices and security) with a diversity of hazards (for example; confined space, mobile equipment, electrical issues, lockout, safeguarding, fall protection, exposure to controlled products, violence and work alone) and where approximately 20,000 workers are regularly employed.

Given the diversity of hazards in this geographic location, there is minimal evidence in the Committee reports (reports for the period of June 2015 through March 2016) that the single joint committee is addressing issues that would be representative of the health and safety issues in this workplace.

The issues brought forward to the joint committee for discussions (for example, overexertion, falls from same level, ceiling tiles falling and skin tears) are not representative of the multitude of issues that may be reasonably expected in this workplace based on the above information.

Based on the above information, the single joint committee is not meeting the intent of WCA S.130 to effectively address these issues or reflect the scope of issues that may be present in these workplaces.

Despite section 125, the Board may, by order, require or permit an employer to establish and maintain

(a) more than one joint committee for a single workplace of the employer,

Pursuant to Workers Compensation Act Division 4, the employer must post any order written under Division 4 and keep it posted for 12 months.

Pursuant to section 194 (1) of the Workers Compensation Act, the employer must prepare a Notice of Compliance report. In accordance with section 194 (2), this report must detail what has been done to comply with the order, and where compliance has not been achieved by the time the report has been submitted, include a plan of what will be done to comply and when compliance will be achieved. Please submit the report no later than May 16, 2016.
**FOLLOW UP INSPECTION REPORT #11**

Worker and Employer Services Division

201616973039L

**Employer #**

<table>
<thead>
<tr>
<th>Employer #</th>
<th>Mailing Address</th>
<th>Classification Unit #</th>
<th>Operating Location</th>
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<tbody>
<tr>
<td>11284</td>
<td>C/O WCB CLAIMS ADMINISTRATOR HUMAN RESOURCES 6TH FLOOR 6190 AGRONOMY RD VANCOUVER BC V6T 1Z3</td>
<td>765010</td>
<td>001</td>
</tr>
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</table>

**Lab Samples Taken**

- N

**Direct Readings**

- N

**Results Presented**

- N

**Sampling Inspection(s)**

- N

**Workers onsite during Inspection**

- 1000

**Notice of Project Number**

- 1000

**Inspection Report Delivered To**

- Bruce Anderson

**Employer Representative Present During Inspection**

- Bruce Anderson

**Worker Representative Present During Inspection**

- JHSC members

**Labour Organization & Local**

- BCGEU, CUPE Local 116, 2278, 2950

**WorkSafeBC Officer Conducting Inspection**

- Laura Gibbins

<table>
<thead>
<tr>
<th><em>Inspection Time</em></th>
<th><em>Travel Time</em></th>
</tr>
</thead>
<tbody>
<tr>
<td>6.00 hrs</td>
<td>0.00 hrs</td>
</tr>
</tbody>
</table>

*The time recorded above reflects the inspection time and travel time associated with this inspection report and includes time spent on pre and post-inspection activities. Additional time may be added for subsequent activity.*

**Right to Review**

Any employer, worker, owner, supplier, union, or a member of a deceased worker's family directly affected may, within 45 calendar days of the delivery date of this report, in writing, request the Review Division of WorkSafeBC to conduct a review of an order, or the non-issuance of an order, by contacting the Review Division. Employers requiring assistance may contact the Employers' Advisers at 1-800-925-2233.

WorkSafeBC values your feedback. To obtain that feedback, an external market research provider may be contacting you to complete a survey.