

6951 Westminster Highway, Richmond, BC
 Mailing Address: PO Box 5350 Stn Terminal, Vancouver BC, V6B 5L5
 Telephone 604 276-3100 Toll Free 1-888-621-7233 Fax 604 276-3247

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.

A revised version of the *Workers Compensation Act* took effect on April 6, 2020. The B.C. government's revisions aim to make the Act easier to read and understand, and to reorganize the numbering to make laws easier to find. The revisions make no changes to B.C.'s laws concerning workers' compensation, occupational health and safety, and employers' assessment premiums. Please be aware there may be a transitional period where correspondence from WorkSafeBC may include references to either the previous Act or the revised Act. For more information, visit www.worksafebc.com/WCA2019 or call the Prevention Information Line at 604.276.3100, or toll free within BC at 1.888.621.7233 (SAFE).

Inspection Report #202116973187A

Employer Name	Jobsite Inspected	Scope of Inspection
THE UNIVERSITY OF BRITISH COLUMBIA	Safety & Risk Services 2389 Health Sciences Mall Greater Vancouver A BC V6T	joint committee variation renewal

Date of Initiating Inspection	Date of This Inspection	Delivery Date of This Report	Delivery Method
Dec 31, 2021	Dec 31, 2021	Dec 31, 2021	Email

THERE ARE ZERO (0) ORDERS OR OTHER ITEMS OUTSTANDING

**ACTION MAY STILL BE NECESSARY TO ENSURE COMPLIANCE
PLEASE READ FULL REPORT**

INSPECTION NOTES

This employer had a variation under Section 32(1)(a) of the Workers Compensation Act for their Joint Health and Safety Committees (joint committees). The variation ended on November 28, 2019. Refer to Inspection Report #201716973039L for additional information.

On December 10, 2021, Prevention Officer L. Gibbins sent an email to an employer representative that the variation had expired and that they are required to renew it if they wish to continue with the current joint committee structure.

Additionally, on December 23, 2021, this officer spoke by phone, to an employer representative regarding the renewal of the variation for their joint committees and that an inspection report would be issue regarding this matter.

The Workers Compensation Act (the Act) and the Occupational Health and Safety Regulation (the Regulation) were used as a bases for compliance.

I. RENEWAL OF THE VARIATION

In considering the request, the prevention officer's goal is to evaluate whether the current structure of the Joint Health and Safety Committees were practical and equal or more effective than the structure set out in Section 31 of the Act.

Factors that the prevention officer should consider include the following (from G-D4-31-1 Variations in joint committee requirements):

- Nature of the employer's overall safety program or safety history
- Nature of the work undertaken at the different workplaces and whether the health and safety issues vary widely or share broad similarities,
- Nature or makeup of the workforce, and whether there should be representation from specific workplaces,
- Nature of the relationship between workers and the employers at the different workplaces,
- Practicality of communication between workers and their committee representatives.

A renewal of the variation by the prevention officer will be based on the findings of the review. This review includes the committees' evaluations to ensure the current structure is effective.

Joint Committees accepted in the variation - Inspection Report #201716973039L

The sixteen joint committees 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, on January 8, 2020, the employer sent an email to this officer stating that a joint committee was formed for the Building Operations and Infrastructure Development.

Evidence that Supports Renewal of the Variation:

The employer must submit the following to support their request for renewal of the variation:

- 1) Confirmation that an annual evaluation for each joint committee was completed for the period of three years (2018 through 2020).
- 2) Confirmation that each joint committee met monthly in accordance to Section 37(2) of the Act for the period of November 2017 to November 2021.
- 3) A list of the joint committees and the departments that they represent along with the number of workers and unions that each joint committee represents.
- 4) Confirmation that the Terms of Reference for each joint committee is current and accepted by the joint committee it applies to.
- 6) Confirmation that for each joint committee, the previous three months meeting months and the names and work locations of the joint committee members are posted along with copies of any applicable orders in accordance to Section 44(c) of the Act.
- 5) Email or written document from the union(s) representing the workers supporting a renewal of the variation.

II. PLAN

The employer will submit the above confirmation statements and documents (evidence) to this Officer by January 31, 2022. If the employer is unable to provide the above evidence, then they are to provide a plan on when they will submit the evidence with a timeline for submission.

Additional information may be found on the WorkSafeBC website:
<http://www.worksafebc.com>

Please contact this Officer if you have any questions.

Laura Gibbins, CRSP, BScN
Occupational Safety Officer
WorkSafeBC - Prevention Field Services
Phone: 604-244-6479
Fax: 604-231-8662
E-mail: laura.gibbins@worksafebc.com

To report a serious accident/incident call 604.276.3100 or 1.888.621.7233 toll-free within B.C. To report after hours health and safety emergencies call 1.866.922.4357.

REFERENCES

In addition to any orders, or other items, and the information provided in the Inspection Notes section in this Inspection Report, the officer may discuss other health and safety issues with the employer arising out of the inspection. The information below sets out the health and safety requirements discussed with the employer, and unless otherwise noted, violations of these requirements were not observed.

Reference	Details Discussed
<p>WCA32(1)(a)</p> <p>Despite section 31, 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,</p> <p>Pursuant to Workers Compensation Act Division 5, the employer must post any order written under Division 5 and keep it posted for 12 months.</p>	<p>A workplace is where a worker is or is likely to engage in any work.</p>

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Employer #	Mailing Address	Classification Unit #	Operating Location
11284	C/O WCB CLAIMS ADMINISTRATOR HUMAN RESOURCES 6TH FLOOR 6190 AGRONOMY RD VANCOUVER BC V6T 1Z3	765010	001

Lab Samples Taken	Direct Readings	Results Presented	Sampling Inspection(s)	Workers onsite during Inspection	Notice of Project Number
N	N	N			

Inspection Report Delivered To	Employer Representative Present During Inspection	Worker Representative Present During Inspection	Labour Organization & Local
Bruce Anderson	Paul Nakagawa	Not Applicable	BCGEU, CUPE Locals 2950, 116, 2278, AAPS, IUOE

WorkSafeBC Officer Conducting Inspection
Laura Gibbins

*Inspection Time	*Travel Time
1.50 hrs	0.00 hrs

*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.

Request a 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 Office at 1-800-925-2233.

To submit a request online, visit <https://www.worksafebc.com/en/review-appeal/submit-request>

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