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 #202216973012A

<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>6TH FLOOR 6190 AGRONOMY RD GENERAL SERVICES/ADMIN BLDG VANCOUVER BC V6T 1Z3</td>
<td>renewal of variation</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>
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<tbody>
<tr>
<td>Mar 28, 2022</td>
<td>Mar 28, 2022</td>
<td>Mar 30, 2022</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: **Closed** Cited: **WCA32(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Rescinded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>
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</table>
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.

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

I. HISTORY

Due to the complexity and size of this single workplace, prevention officer L. Gibbins (this officer) permitted the employer to determine the number of joint committees that would be required to meet the needs of the workers at this workplace. When the variation was accepted, the employer had identified 16 joint committees.

The renewal process of the variation applies to the UBC Vancouver campus as a single workplace. It does not include the employer's workplaces outside the campus's physical location. Refer to inspection report #201616973039L for additional information.

II. RENEWAL PROCESS

On December 10, 2021, this officer sent an email to an employer representative informing them that the variation had expired and that they were required to renew it if they wish to continue with the current joint committee structure.

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 issued regarding this matter. Refer to inspection report #202116973187A for additional information.

On January 31, 2022, this officer received the employer's request to renew their joint committees variation pertaining to section 32(1)(a) of the Act

On March 4, 2022, the employer submitted documents to support the continuation of the variation under section 32(1)(a) of the Act.

On March 7, 2022, the employer submitted a request to revise the variation; however, they were informed that a revision was not possible and that they would need to submit a new variation request.

They requested a new variation where the current joint committees would represent workplaces away from this single workplace. With this in mind, the renewal of the variation is addressed in this inspection report. A second inspection report will be issued that provides direction on how to request a new variation. Refer to inspection report #202216973035A for additional information.

III. RENEWAL OF THE VARIATION

The employer submitted the following information to support the 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).

The employer stated that:
‘...The annual evaluations for the year 2020 remains outstanding for some UBC Vancouver joint committees. All joint committees with outstanding 2020 evaluations will be asked to complete their 2020 evaluations once their evaluations for the year 2021 has been initiated at the start of their term...’
This officer noted that of the 23 joint committees, 13 joint committees were in progress of completing the annual evaluation and 10 joint committees had completed the annual evaluation for 2021.

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.

The employer provided a list of the joint committees with a confirmation that each committee met monthly.

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.

a) Allard School of Law:
   Allard School of Law, 200 workers, AAPS, CUPE 116, CUPE 2950, CUPE 2278, Faculty Association (FA)

b) Animal Workers:
   Animal Workers, 100 workers, AAPS, CUPE 116, NUT

c) Athletics & Recreation:
   Aquatics, Arena, Facilities, Fields, Stadium, Tennis, Baseball, National Soccer Development Centre, Recreation, Varsity, 500 workers, AAPS, CUPE 116, CUPE 2950

d) Building Operation- Custodial Services:
   BOps Building Service Workers, BOps Utility Workers, 370 workers, CUPE 116

e) Building Operation- Municipal Services:
   Fleet & Inventory, Labour Division, Soft Landscape, Waste Management, 94 workers, CUPE 116

f) Building Operation- Trades:
   Architectural Trades, Construction Office, Electrical Trades, Mechanical Trades, 206 workers
   IOUE 115, CUPE 116

g) Energy & Water Services:
   Energy Planning & Innovation, Engineering & Utilities, 63 workers, AAPS, CUPE 116, IOUE 115

h) Facilities:
   72 workers, AAPS, CUPE 116

i) Faculty of Applied Science:
   Faculty of Applied Science, 1920 workers, AAPS, CUPE 2278, CUPE 116, CUPE 2950, FA, NUT

j) Faculty of Arts:
   Faculty of Arts, 3069 workers, AAPS, CUPE 116, CUPE 2950

k) Faculty of Dentistry:
   Faculty of Dentistry, 762 workers, AAPS, CUPE 116, CUPE 2950, CUPE 2278, FA

l) Faculty of Education:
   Faculty of Education, 872 workers, AAPS, CUPE 116, CUPE 2950, CUPE 2278, FA

m) Faculty of Forestry:
   Faculty of Forestry, Alex Fraser Research Forest, Malcolm Knapp Research Forest, Haida Gwaii Institute,
   477 workers, AAPS, CUPE 116, CUPE 2950, CUPE 2278, FA, NUT

n) Faculty of Land & Food System:
   Faculty of Land & Food System, 420 workers, AAPS, CUPE 2950, FA, NUT

o) Faculty of Medicine:
   Faculty of Medicine, 5140 workers, AAPS, FA, NUT, CUPE 2950

p) Faculty of Pharmaceutical Sciences:
   Faculty of Pharmacy, 265 workers, AAPS, CUPE 116, CUPE 2950, CUPE 2278, FA

q) Faculty of Science:
   Faculty of Science, 3140 workers, AAPS, CUPE 116, CUPE 2950, CUPE 2278, FA, NUT

r) UBC Information Technology Services:
   UBC IT Services, 530 workers, AAPS, CUPE 116, CUPE 2950, NUT
s) Library Services:
Library Services, 267 workers, AAPS, CUPE 2950

t) Sauder School of Business:
Sauder School of Business, 930 workers, AAPS, CUPE 2950, FA

u) Student Health, Wellbeing and Engagement:
Centre for Accessibility, Centre for Community Engaged Learning, Centre for Student Involvement + Careers, Counselling Services, International Student Development, Strategic Initiatives & Special Projects, Student Communications Services, Student Conduct & Safety, Student Health Services, Health Promotions & Education, 745 workers, AAPS, CUPE 2950

v) University Administrative Units:
All Administrative Areas, 2470 workers, AAPS, CUPE 2950, CUPE 116

w) Student Housing and Community Services:
Bookstore, Campus Mail, Child Care Services, Conferences & Accommodation, Facilities & Building Services, Food Services, Parking, Residence Life & Administration, 1380 workers, AAPS, CUPE 116, CUPE 2950, BCGEU

4) Confirmation that the Terms of Reference for each joint committee is current and accepted by the joint committee it applies to.

The employer provided a list ‘... of currently implemented UBC- Vancouver JOHSCs and dates corresponding to the most recently approved Terms of Reference. The Joint committee will be asked to review and approve their Terms of Reference prior to the anniversary month of the formation of the committee marking the beginning of their term.’

5) Email or written document from the union(s) representing the workers supporting a renewal of the variation.

The employer reported that emails were sent to the following worker entities:
- CUPE 116, CUPE 2950, CUPE 2278, BCGEU, Faculty Association, IOUE 115.
- AAPS & Non-Union Techs (NUT) are not unions

The employer report that the following unions confirmed their acceptance of the variation renewal:
- BCGEU
- International Union of Operating Engineers Local 115
- CUPE 2950
- CUPE 2278
- CUPE 116

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.

The employer confirmed the above statement for each of the 23 joint committees.

The Board is hereby permitting by order, the University of British Columbia to continue to maintain the above noted twenty three joint committees and where the employer deems it necessary, additional joint committees for this workplace. Specifically, as a minimum, these joint committees will represent the departments identified in Order #1 until March 30, 2025 or until ordered otherwise.

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

Please contact this Officer if you have any questions.

Laura Gibbins, CRSP, BScN
Occupational Safety Officer
WorkSafeBC - Prevention Field Services
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.
An employer who fails to comply with Occupational Health and Safety ("OHS") provisions 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.

Orders/Items - Full Details

Order/Item No.1  Status: Closed  Cited: WCA32(1)(a)

The Board is hereby permitting by order, the University of British Columbia to renew their variation for twenty three joint committees for this workplace. Specifically, the twenty three joint committees will continue to represent the following part of this workplace until the 30 of March 2025, or until ordered otherwise:

a) Allard School of Law:
b) Animal Workers:
c) Athletics & Recreation:
d) Building Operation- Custodial Services:
e) Building Operation- Municipal Services:
f) Building Operation- Trades:
g) Energy & Water Services:
h) Facilities:
i) Faculty of Applied Science:
j) Faculty of Arts:
k) Faculty of Dentistry:
l) Faculty of Education:
m) Faculty of Forestry:
n) Faculty of Land & Food System:
o) Faculty of Medicine:
p) Faculty of Pharmaceutical Sciences:
q) Faculty of Science:
r) UBC Information Technology Services:
s) Library Services:
t) Sauder School of Business:
u) Student Health, Wellbeing and Engagement:
v) University Administrative Units:
w) Student Housing and Community Services:

The employer must inform the Board if they determine that:
- an additional joint committee is required to represent workers,
- a joint committee is no longer required to represent workers, or
- two joint committees are merged.

Each committee must meet on a monthly basis and the employer must post and keep posted at locations where workers may access the following information:
- 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 2, Division 5 (Joint Committees and Worker Representatives) for the preceding 12 months.
**Labour Organization & Local**

BCGEU, CUPE Locals 2950, 116, 2278, AAPS, IUOE

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**Labor Organization & Local**

BCGEU, CUPE Locals 2950, 116, 2278, AAPS, IUOE

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**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](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.