



The Precautionary Principle and How It Applies to COVID-19

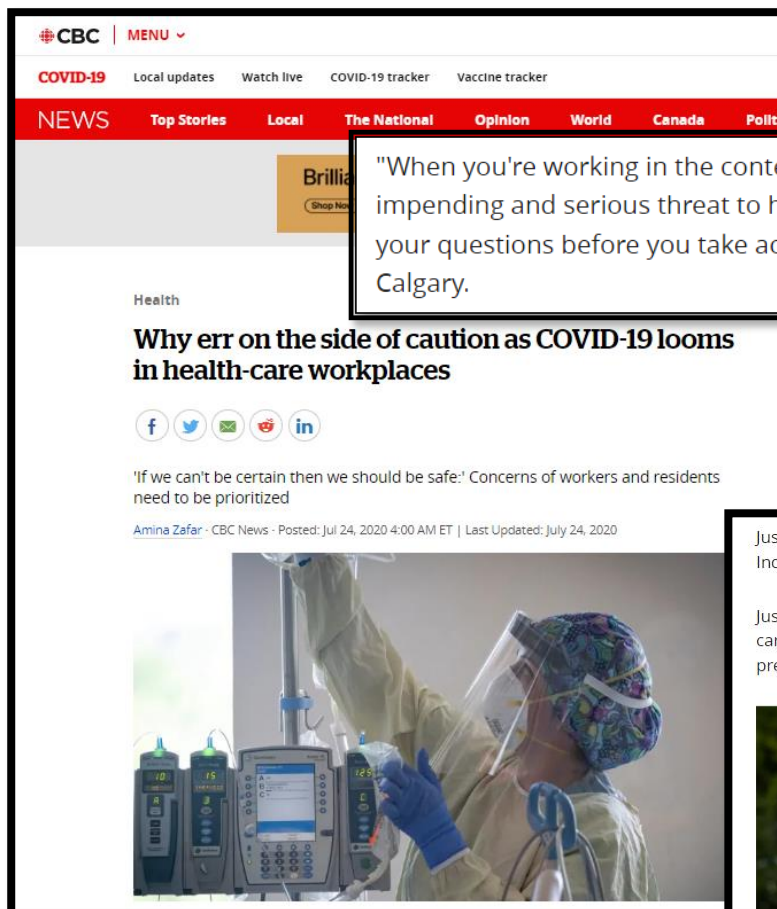
March 2021 - Part II - Resource Materials

Tom McKenna, National Health and Safety Representative

The information is not legal advice. The materials only address Workers Compensation and Occupational Health and Safety. Nothing in this presentation supersedes the *Workers Compensation Act*, OHS Regulations, Guidelines and Policy. There may also be Collective Agreement rights and obligations. The current law and policy should be reviewed as they change frequently. Legislative, regulation and policy changes may occur.

cope-491*ct





"When you're working in the context of scientific uncertainty, especially in the case of an impending and serious threat to health, it's unreasonable to clarify, to wait for the answers to all your questions before you take action to avert the threat," said Crosby, an anesthesia resident in Calgary.

Justice [Horace Krevier](#) first recommended the precautionary principle during the Commission of Inquiry on the Blood System in Canada in 1997.

Justice Archie Campbell's 2006 SARS Commission also called for the health concerns of health-care workers to be taken seriously so they feel safe, even if that requires higher levels of precautions, Crosby said.

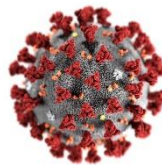
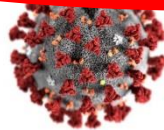
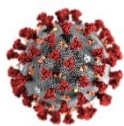
Justice [Horace Krevier](#) first recommended the precautionary principle during the Commission of Inquiry on the Blood System in Canada in 1997.

Justice Archie Campbell's 2006 SARS Commission also called for the health concerns of health-care workers to be taken seriously so they feel safe, even if that requires higher levels of precautions, Crosby said.



Friends and family members of residents at Extencicare Guildwood Long-Term Care home, in Toronto, hold a rally on June 12. They say including long-term care in the Canada Health Act could better protect residents. (Evan Mitsui/CBC)

The 2003 SARS Commission by Justice Archie Campbell affirmed that the Precautionary Principle should be used to guide the development and implementation of hazard controls to keep workers and patients safe during future outbreaks of novel pathogens.



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COVID-19

How do I...

Develop, review, and update my COVID-19 safety plan

See my legal requirements for a COVID-19 safety plan

Find COVID-19 health and safety resources

Report a claim if I'm a worker

Report a claim if I'm an employer

Find public health orders and guidance

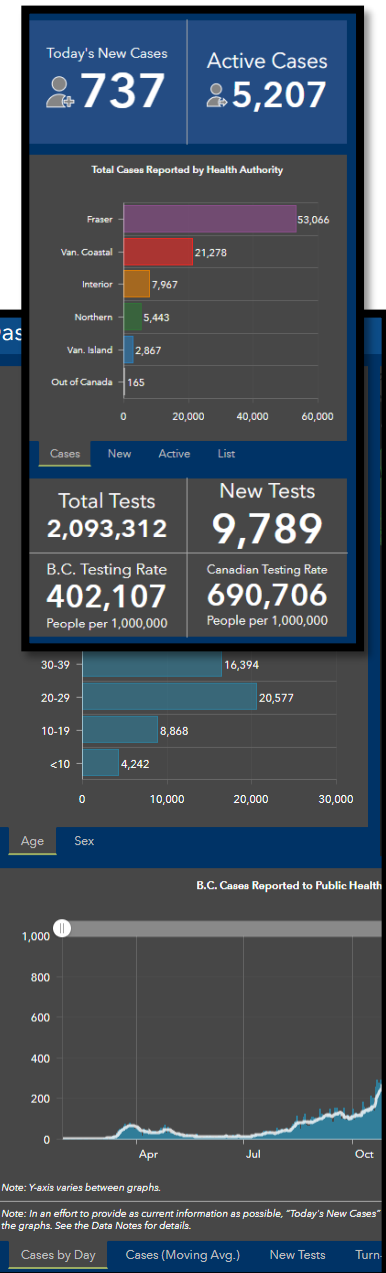


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- III. The *Workers Compensation Act* (“Act”), the OHS Regulations, Policy and Guidelines.
- IV. How Does the Precautionary Principle Apply to COVID-19 Safety Plans?
- V. Additional Resources and Links.

Table of Contents. Contd.

- ❑ Important slides are indicated



- ❑ There are multiple system reviews occurring. Significant changes may occur in the next two years. Always refer to the online materials at WorkSafeBC.
- ❑ Adhere to the BC Provincial Health Officer's Orders.

BRITISH COLUMBIA

Home > Public safety and emergency services > Emergency Preparedness, Response & Recovery > B.C.'s res

Province-wide restrictions

Province-wide restrictions

Provincial restrictions are in place to help stop the spread of COVID-19. Some restrictions are made by the Provincial Health Officer (PHO) under the Public Health Act and others are made under the Emergency Program Act (EPA). Most orders can be enforced by police and compliance and enforcement officials.

Last updated: February 8, 2021

On this page:

- [PHO order on gatherings and events](#)
- [PHO order on restaurants and bars](#)
- [EPA order on masks in public indoor settings](#)
- [Travel advisory](#)
- [Enforcement](#)

BRITISH COLUMBIA

Workplaces

Employers must review and redouble their efforts on their COVID-19 Safety Plan, remind employees to monitor themselves daily and to always stay home if they have symptoms.

Employers must make every effort to provide work from home options.

- Workplaces must ensure that all workers and customers maintain an appropriate physical distance and extra care should be taken in small office spaces, break rooms and kitchens
- [Review the WorkSafeBC COVID-19 Safety Plan documentation](#)

Daily health check

A daily health check should already be included in every business's existing COVID-19 Safety Plan.

- [Review WorkSafeBC information on daily health checks](#)

I. Overview of Presentation.

- There are three documents – The Resources document (Part II, which is this document), the Power Point Presentation (Part I) and the Summary Sheet (Part III).
- This is an introductory overview of the Precautionary Principle related to COVID-19 e.g. Safety Plans, that Joint Health and Safety Committees need to be aware of.
- Information changes daily – Rely upon the most current information by the BC Provincial Health Officer, the BC CDC, the health authorities and WorkSafeBC.

I. Overview. Contd.

I.I. WorkSafeBC OHS Guidelines Definition of the Precautionary Principle.

WorkSafeBC
See Section V.
Resources and
Links.

What do you need in an exposure control plan (ECP)?

An ECP is a plan for preventing harmful exposure of workers to a pandemic influenza virus in the workplace.

Section 6.34 of the *Regulation* requires that if a worker has or may have occupational exposure, then an exposure control plan must be developed and implemented, based on the precautionary principle.

The precautionary principle, as defined in section 6.33 of the *Regulation*, means adopting provisional precautions covering all routes of transmission, based on a higher level of protection when the identity, causation, or routes of transmission of the biological agent designated as a hazardous substance have not been established. *The use of this principle was one of the key recommendations of the Justice Campbell SARS Commission Report released in January 2007. The Commission recommended that in any future infectious disease crisis including pandemic influenza, the precautionary principle should guide the development, implementation, and monitoring of the means of protecting workers. In practical terms, the application of the precautionary principle to the protection of workers in an influenza pandemic will mean that in some cases respirators meeting an N95 standard or equivalent will need to be worn.*

The ECP must incorporate the applicable elements outlined in section 5.54 of the *Regulation*, and be consistent with the provisions listed in section 6.34. In many workplaces of lower risk, the ECP may involve relatively few types of protective measures, such as provision and use of hand washing facilities and use of cough/sneeze etiquette. More extensive measures will be required for protection of workers in higher risk circumstances, such as health care personnel involved in direct patient care, emergency response personnel, and first aid attendants.

I. Overview. Contd.

I.I. WorkSafeBC OHS Guidelines Definition of the Precautionary Principle Contd.

Health · Second Opinion

The key lesson from SARS that Canada failed to heed when COVID-19 hit



Experts say Canada could have fared better if it followed 'precautionary principle' early in the pandemic



Adam Miller · CBC News · Posted: Oct 17, 2020 4:00 AM ET | Last Updated: October 17, 2020



In this photo from May 2003, a hospital worker at Toronto's North York General Hospital is pictured wearing a mask during the SARS outbreak. Experts who examined the events of that outbreak say Canada's response to COVID-19 failed to heed the key lesson from SARS. (Kevin Frayer/The Canadian Press)



Ontario Health Care Health and Safety Committee Under Section 21 of the Occupational Health and Safety Act

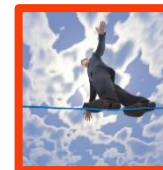
Guidance Note for Workplace Parties # 5
Application of Hazard Control Principles, including the Precautionary Principle to Infectious Agents

October 2011

The Precautionary Principle has been applied in Canada since at least 1997 in the Commission on the Inquiry on the Blood System in Canada and then Justice Archie Campbell's SARS Commission.

II. What is the Precautionary Principle and Why is it Important?

- The Precautionary Principle is one of several core principles and legal foundations for health and safety.
- Others include (note: they are constantly changing):
 - ❖ Due Diligence.
 - ❖ The Internal Responsibility System.
 - ❖ The Hierarchy of Controls.
 - ❖ The 4 Rights (Labour argues that there are 5 now).
- The Precautionary Principle is contained within the OHS Regulations and in the OHS Regulation Guidelines.

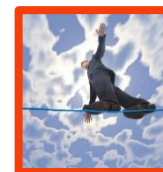


II. What is the Precautionary Principle and Why is it Important? Contd.

- The core wording of the Precautionary Principle is:
When an activity raises threats of harm to human health, the environment, etc., precautionary measures should be taken even if some cause-and-effect relationships are not fully established scientifically

And,

The highest level of safety control should be used until such time as there is definitive evidence that such a control is not required.



II. What is the Precautionary Principle and Why is it Important? Contd.

- There are numerous definitions across Canada.
- **As per 6.33 and 6.34 of the OHS Regulations in BC:**

"precautionary principle" means adopting provisional precautions covering all routes of transmission, based on a higher level of protection, when the identity, aetiology or routes of transmission of the biological agent designated as a hazardous substance in section 5.1.1 have not been established;

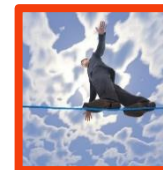
"precautionary principle" means adopting provisional precautions covering all routes of transmission, based on a higher level of protection, when the identity, aetiology or routes of transmission of the biological agent designated as a hazardous substance in section 5.1.1 have not been established;



II. What is the Precautionary Principle and Why is it Important? Contd.

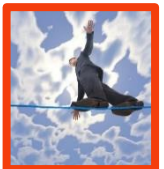
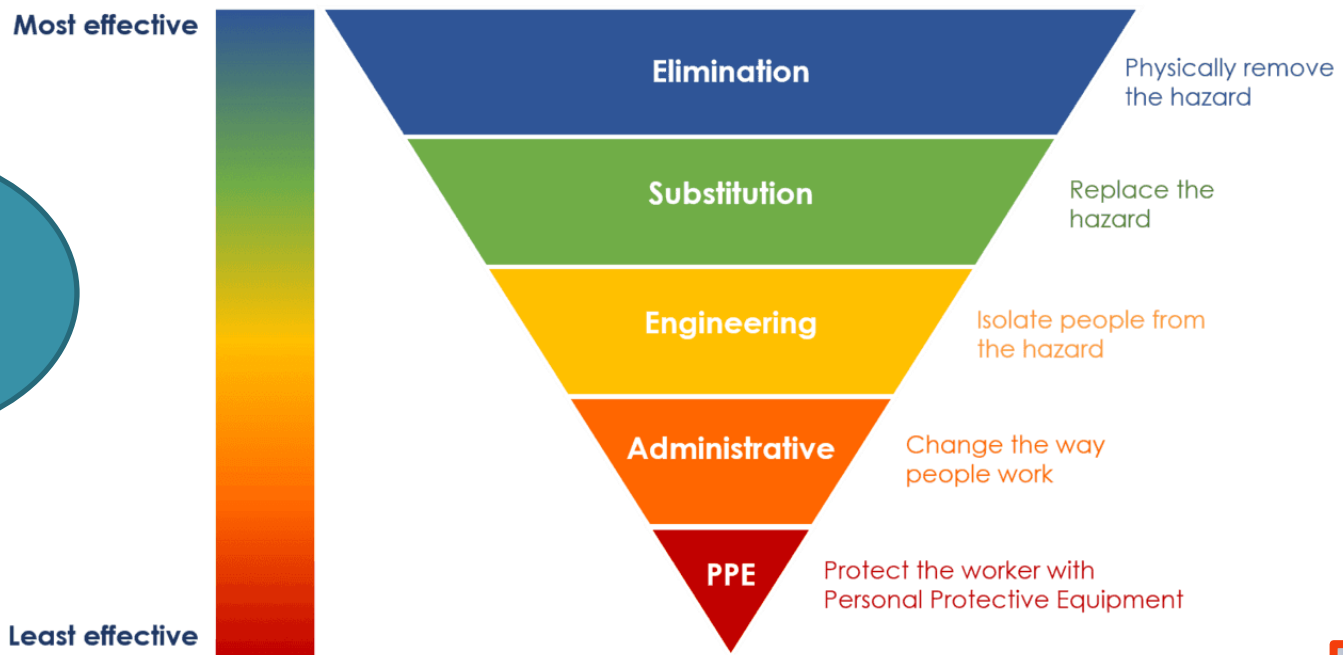
The precautionary principle, as defined in section 6.33 of the *Regulation*, means adopting provisional precautions covering all routes of transmission, based on a higher level of protection when the identity, causation, or routes of transmission of the biological agent designated as a hazardous substance have not been established.

- It is expansive – It refers to all routes of transmission.
- It does not require certainty of causation.
- It refers, indirectly, to the Hierarchy of Controls - “based on a higher level of protection”. PPE would be the lowest level of protection.



II. What is the Precautionary Principle and Why is it Important? Contd.

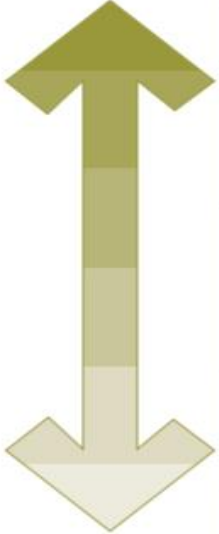
- There are many variations on the Hierarchy of Control.



II. What is the Precautionary Principle and Why is it Important? Contd.

WorkSafeBC
See Section V.
Resources and
Links.

Hierarchy of controls from most effective to least effective

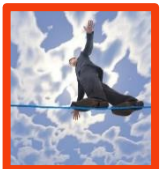
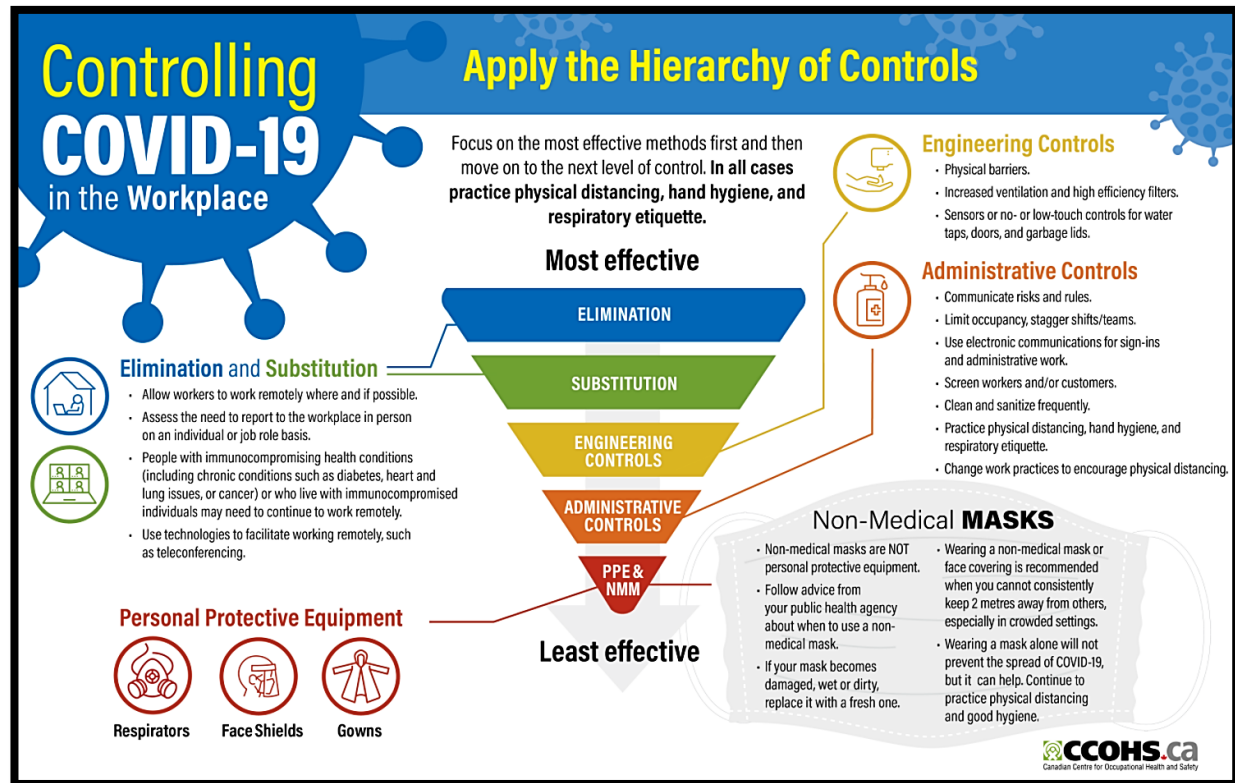
 <p>Most effective</p> <p>Least effective</p>	1. Elimination	<ul style="list-style-type: none"> • Eliminate human interaction from the process • Eliminate pinch points • Automate material handling
	2. Substitution	<ul style="list-style-type: none"> • Replace a hazardous product, process, or piece of equipment with one that is less hazardous
	3. Engineering controls	<ul style="list-style-type: none"> • Mechanical hard stops • Guards • Interlocked guards • Presence-sensing devices • Two-hand controls
	4. Awareness controls	<ul style="list-style-type: none"> • Warning signs and labels • Lights, beacons, and strobes • Computer warnings • "Restricted Space" painted on floor • Beebers • Horns and sirens
	5. Administrative controls	<ul style="list-style-type: none"> • Safe work procedures • Equipment inspections • Training • Lockout
	6. Personal protective equipment (PPE)	<ul style="list-style-type: none"> • Safety eyewear and face shields • Hearing protection • Gloves • Respirators



See the appendices for a sample committee recommendation.

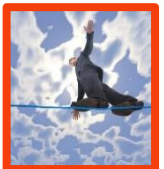
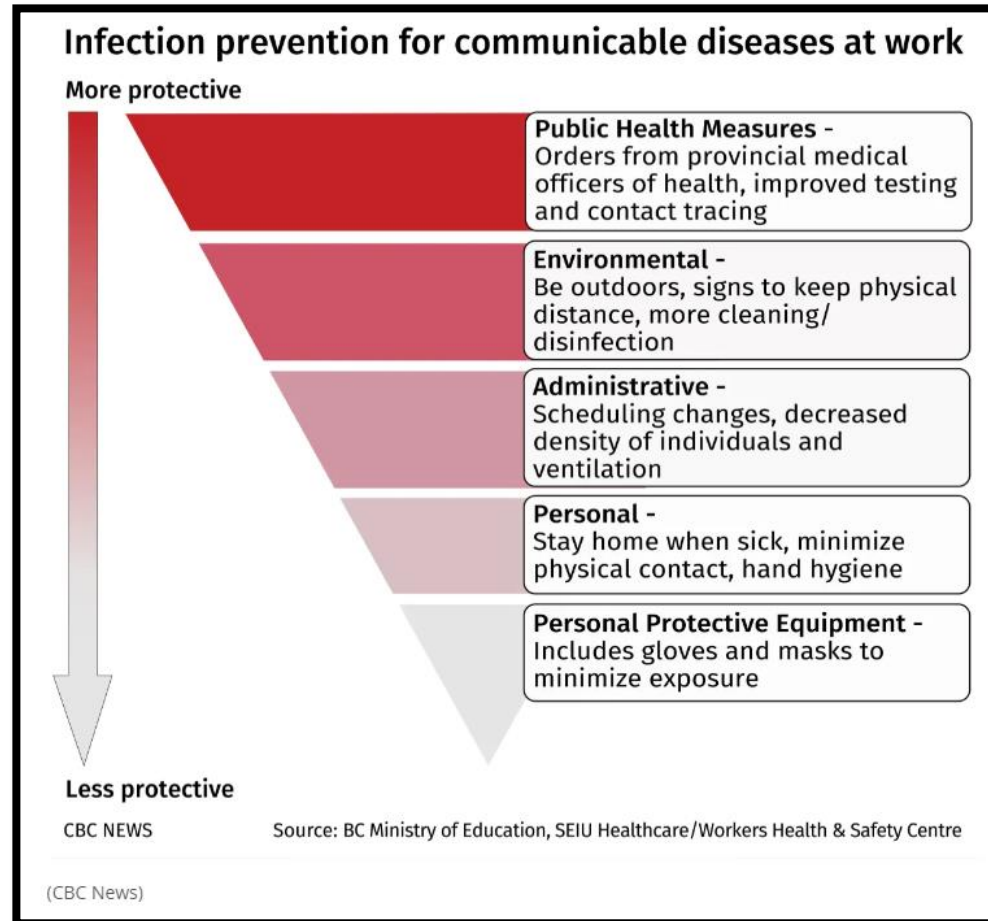
II. What is the Precautionary Principle and Why is it Important? Contd.

Canadian Centre
for Occupational
Health and
Safety.



II. What is the Precautionary Principle and Why is it Important? Contd.

BC Ministry of
Education and
SIEU Healthcare
/ Workers Health
and Safety
Centre.
CBC News. July
24, 2020.



II. What is the Precautionary Principle and Why is it Important? Contd.

The Precautionary Principle is widely recognized in science and medicine.

Pub

The precautionary principle has influenced environmental and public health policy. It essentially states that complete evidence of a potential risk is not required before action is taken to mitigate the effects of the potential risk. The application of precaution to public health issues is not straightforward and could paradoxically cause harm to the public's health when applied inappropriately.

► Can J Public Health. Sep-Oct 2010;101(5):396-8. doi: 10.1007/BF03404860.

A Canadian framework for applying the precautionary principle to public health issues

Erica Weir¹, Richard Schabas, Kumanan Wilson, Chris Mackie

Affiliations + expand

PMID: 21214055 PMCID: [PMC6974129](#)

[Free PMC article](#)

Abstract in English, [French](#)

The precautionary principle has influenced environmental and public health policy. It essentially states that complete evidence of a potential risk is not required before action is taken to mitigate the effects of the potential risk. The application of precaution to public health issues is not straightforward and could paradoxically cause harm to the public's health when applied inappropriately. To avoid this, we propose a framework for applying the precautionary principle to potential public health risks. The framework consists of ten guiding questions to help establish whether a proposed application of the precautionary principle on a public health matter is based on adequacy of the evidence of causation, severity of harm and acceptability of the precautionary measures.

The framework consists of ten guiding questions to help establish whether a proposed application of the precautionary principle on a public health matter is based on adequacy of the evidence of causation, severity of harm and acceptability of the precautionary measures.

III. The Workers Compensation Act, the OHS Regulations, Policy and Guidelines.

- General Health and Safety Information:
 - There are overlapping legislation, regulations, policies and guidelines that affect occupational health and safety.
 - The BC Provincial Health Orders, *Workers Compensation Act*, the OHS Regulations and the Prevention Policies are mandatory.
 - The BC Provincial Health Orders are the primary source of direction.
 - The OHS Regulation/legislation Guidelines only interpret the OHS Regulations.

III. The *Workers Compensation Act*, the OHS Regulations, Policy and Guidelines. Contd.

- There are many areas under legislation and the OHS Regulations that apply to the Precautionary Principle e.g.:
 - The **Hierarchy of Controls** e.g. engineering controls, administrative controls, personal protective equipment.
 - Hazard and Risk Assessments.
 - Exposure Control Plans.
 - Education of workers.
 - Orientation of workers.
 - Hygiene e.g. handwashing, disinfection, cleaning, etc.
 - Reporting measures.



III. The *Workers Compensation Act*, the OHS Regulations, Policy and Guidelines. Contd.

- Sample key sections of the revised **Act** related to the Precautionary Principle (as it relates to COVID-19):
 - 14 Purposes of the OHS provisions
 - 21 General duties of Employers
 - 22 General duties of Workers
 - 23 General duties of Supervisors

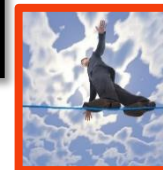
General duties of employers

21 (1) Every employer must

- (a) ensure the health and safety of
 - (i) all workers working for that employer, and
 - (ii) any other workers present at a workplace at which that employer's work is being carried out, and
- (b) comply with the OHS provisions, the regulations and any applicable orders.

(2) Without limiting subsection (1), an employer must

- (a) remedy any workplace conditions that are hazardous to the health or safety of the employer's workers,
- (b) ensure that the employer's workers
 - (i) are made aware of all known or reasonably foreseeable health or safety hazards to which they are likely to be exposed by their work,
 - (ii) comply with the OHS provisions, the regulations and any applicable orders, and
 - (iii) are made aware of their rights and duties under the OHS provisions and the regulations,
- (c) establish occupational health and safety policies and programs in accordance with the regulations,
- (d) provide and maintain in good condition protective equipment, devices and clothing as required by regulation and ensure that these are used by the employer's workers,
- (e) provide to the employer's workers the information, instruction, training and supervision necessary to ensure the health and safety of those workers in carrying out their work and to ensure the health and safety of other workers at the workplace,
- (f) make a copy of this Act and the regulations readily available for review by the employer's workers and, at each workplace where workers of the employer are regularly employed, post and keep posted a notice advising where the copy is available for review,
- (g) consult and cooperate with the joint committees and worker health and safety representatives for workplaces of the employer, and
- (h) cooperate with the Board, officers of the Board and any other person carrying out a duty under the OHS provisions or the regulations.



III. The *Workers Compensation Act*, the OHS Regulations, Policy and Guidelines. Contd.

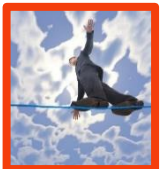
- Sample key sections of the revised **Act** related to the Precautionary Principle as it relates to COVID-19:
 - 36 Duties and functions of joint committee
 - 37 Joint committee procedure e.g. Terms of Reference / Rules of Procedure

Worker's responsibility

Workers have the **responsibility** to work and act in a way that won't hurt themselves or anyone else. They must follow the laws and the policies of their workplace, and report any workplace hazards to their supervisor or employer.

As a worker, I must:

- Follow all workplace policies and procedures for infectious agents and the control and prevention of infections.
- Let my employer and supervisor know if I find out about any infectious agents in the workplace.
- Report exposures or injuries related to infectious agents to my employer.
- Wear and use the personal protective equipment (PPE) required by my employer.



III. The *Workers Compensation Act*, the OHS Regulations, Policy and Guidelines. Contd.

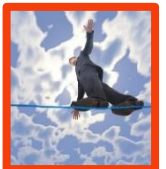
- Sample key sections of the **OHS Regulations** that relate to the Precautionary Principle or should have it used in their application:

Workplace Inspections

- 3.5 General requirement
- 3.8 Participation of the Committee or Representative

Correction of Unsafe Conditions

- 3.9 Remedy without delay
- 3.10 Reporting unsafe conditions



III. The Workers Compensation Act, the OHS Regulations, Policy and Guidelines. Contd.

Refusal of Unsafe Work

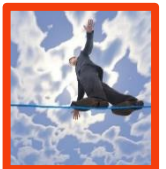
- 3.12 Procedure for refusal
- 3.13 No discriminatory action

Young or New Workers

- 3.22 Definitions
- 3.23 Young or new worker orientation and training
- 3.24 Additional orientation and training
- 3.25 Documentation

Participation in Investigations

- 3.28 Participation by employer or representative of employer and worker representative



III. The *Workers Compensation Act*, the OHS Regulations, Policy and Guidelines. Contd.

OHS Regulation Part 5: Chemical Agents and Biological Agents – Personal Hygiene

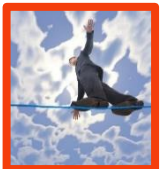
- 5.82 to 5.84 Employer, worker and supervisor responsibilities

OHS Regulation Part 5: Chemical Agents and Biological Agents – Ventilation

- 5.60 to 5.70

Definitions


- 6.33 Precautionary principle



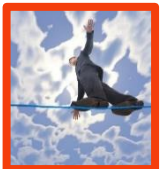
III. The *Workers Compensation Act*, the OHS Regulations, Policy and Guidelines. Contd.

OHS Regulation Part 6: Substance Specific Requirements – Biological Agents

➤ 6.34 Exposure control plan



The screenshot displays the WorkSafe BC website. At the top, the 'WORK SAFE BC' logo is on the left, and navigation links for 'Forms & Resources', 'Law & Policy', 'About Us', and 'Contact Us' are on the right. A 'Log in / Create an account' button is also present. Below the header, a navigation bar includes 'Health & Safety', 'Insurance', 'Claims', and 'I Am a...'. A search bar with the placeholder 'Search worksafebc.com' and a magnifying glass icon is on the right. The main content area features the title 'Sample Exposure Control Plan for Biological Agents for Occupational First Aid Attendants (OFAAs)'. To the left of the text is a thumbnail image of the sample plan document. The text describes the plan's purpose: 'This exposure control plan is for employers with workers who may be exposed to biological agents, like blood-borne pathogens or other infectious materials. The purpose of the plan is to eliminate or minimize the risk of infection should exposure occur. Employers can use this resource to help develop a plan that suits their workplaces.' To the right of the text is a 'Download PDF' button. Below this, the following information is listed: 'Publication Date: Nov 2019', 'File type: PDF (71 KB)', and 'Asset type: Exposure Control Plan'. At the bottom, there is a 'Share via Email (Anonymously)' link and social media sharing icons for Facebook, Twitter, LinkedIn, YouTube, and Email.



WorkSafeBC
See Section V.
Resources and
Links.

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[Home](#) > [COVID-19](#) > [Health and safety](#) > [COVID-19 FAQs](#)

COVID-19

[Health and safety](#)

[What employers should do](#)

[What workers should do](#)

COVID-19 FAQs

Below are answers to frequently asked questions from British Columbian workers and employers focusing on how to maintain a healthy and safe workplace during the COVID-19 outbreak. Questions and answers are grouped under various topic headings.

The information on this page is based on current recommendations and may change. For the latest guidance, please see the following websites:

COVID-19 safety plans
Employer obligations
Joint health and safety committees and worker representatives
Mental health
Incident investigations
Exposure control plans
Illness in the workplace
Workplace entry restrictions
Health monitoring and temperature checks
Workers moving between locations
Personal protective equipment
COVID-19 safety in vehicles
Worker accommodation
Resolving concerns about unsafe work

WorkSafeBC
See Section V.
Resources and
Links.

COVID-19 safety plans

Employers are required to develop a [COVID-19 Safety Plan](#) that outlines the policies, guidelines, and procedures they have put in place to reduce the risk of COVID-19 transmission. Employers must involve frontline workers, joint health and safety committees, and supervisors in identifying protocols for their workplace. Refer to the [COVID-19 Safety Plan OHS Guideline](#) for information about developing a safety plan, including the level of detail required and using supporting documentation.

Below are answers to questions you may have about developing your plan.

Do I need to submit my COVID-19 safety plans to WorkSafeBC for approval?

Employers do not need to submit their COVID-19 safety plan to WorkSafeBC for approval, but in accordance with the order of the [Provincial Health Officer](#), this plan **must be posted** at the worksite and on your website, if you have one. During a WorkSafeBC inspection, we will ask employers about the steps they have taken to protect their workers and to see their plan.

How will businesses know how to develop this COVID-19 safety plan?

See our [Industry-specific information](#) page for general guidance on developing your plans. It lays out a six-step process that employers should follow to prepare to return to operation safely, in a manner that reduces the potential for COVID-19 transmission. See our [COVID-19 Safety Plan](#) template for more information.

WorkSafeBC also worked with industry stakeholders to prepare industry-specific protocols and resources during Phase 1 and Phases 2 and 3 of [B.C.'s Restart Plan](#), which employers can refer to for their plans.

As part of your planning process, you must involve workers as much as possible to ensure their concerns are heard and addressed. This includes frontline workers, supervisors, Joint Health and Safety Committees, and/or worker representatives.

What are the consequences of reopening without a COVID-19 safety plan in place?

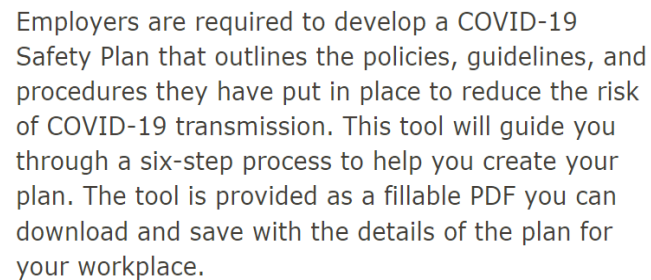
WorkSafeBC will be engaging directly with employers and workers in returning industries through education, consultation and workplace inspections. Enforcement measures will be considered if employers are not taking measures to protect workers from COVID-19 exposure.

IV. How Does the Precautionary Principle Apply to COVID-19 Safety Plans?

- The precautionary principal states that the highest level of safety control should be used until such time as there is definitive evidence that such a control is not required.
- This should be applied to the 4 Rights:
 - Right to Know.
 - Right to Refuse.
 - Right to Participate.
 - Right to no retaliation/discrimination/reprisal/discipline.
(Labour argues there is also the right to education – A 5th right and a requirement under the Act.)



WorkSafeBC
See Section V.
Resources and
Links.



The COVID-19 Safety Plan can also be completed on any mobile device using the [COVID-19 Safety Plan app](#).

[Download PDF](#)

Also available in: Tiếng Việt, ਪੰਜਾਬੀ, 한국어, 中文 (繁體), 中文(简体), Español, Français

Publication Date: Jan 2021

File type: PDF (299 KB)

Asset type: Checklist

Form: 12E54

[Share via Email \(Anonymously\)](#)



IV. How Does the Precautionary Principle Apply to COVID-19 Safety Plans? Contd.

- It should be a core part of Safety Plans along with Due Diligence, the Hierarchy of Controls, the Internal Responsibility System and the 4 Rights (including the Right to Refuse).
- It must be recognized as a core health and safety principle, put into health and safety programs including Safety Plans for COVID-19 and enforced.
- There should be education on what it means.
- Employers must take every reasonable precaution to protect workers (which is part of Due Diligence).



IV. How Does the Precautionary Principle Apply to COVID-19 Safety Plans? Contd.

- WorkSafeBC states:

“Assessing risk and applying appropriate controls
Recognizing workplaces are constantly changing, WorkSafeBC requires employers to continually assess the risk of COVID-19 transmission at their workplaces and to apply controls to control that risk. The process for assessing risk in the workplace and selecting appropriate controls is outlined in the COVID-19 Safety Plan. Employers need to stay vigilant and ensure their COVID-19 Safety Plans are understood and being followed through effective training and supervision.”

And (see next slide),



IV. How Does the Precautionary Principle Apply to COVID-19 Safety Plans? Contd.

“Employers are required to develop a COVID-19 Safety Plan that outlines the policies, guidelines, and procedures they have put in place to reduce the risk of COVID-19 transmission”

<https://www.worksafebc.com/en/resources/health-safety/checklist/covid-19-safety-plan?lang=en> and <https://www.worksafebc.com/en/covid-19/health-and-safety/what-employers-should-do>

- Three key requirements arise from this:
 - Assessment of hazards and risks is ongoing and not a one-time event or process.
 - Continuously apply controls of the hazards and risks.
 - Employers must stay vigilant.



CUPE National Health and Safety Branch
See Section V. Resources and Links.

The next three (of four) slides navigate within the CUPE National Health and Safety Resource Kit document to the specific page and section regarding the Precautionary Principle.

CUPE Canadian Union of Public Employees

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Health and Safety

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What to do if you have a health and safety problem

Refusing unsafe work: A step by step guide

Health and safety

Health and safety

Employer Response for Workers in the case of workplace exposure or transmission

COVID-19: Aerosolization Risk Assessment

View all

Health and safety is an essential part of our union's work. CUPE members face a wide range of hazards. We provide tools, resources and training to help members stay healthy and safe and to encourage activism. We also conduct research on current and emerging health and safety hazards.

COVID-19

COVID-19 Health and Safety Practices

Health and Safety Committee Resource Kit

Health and Safety Fact Sheets

Violence Prevention Kit

CUPE National
Health and Safety
Branch
See Section V.
Resources and
Links.

Though this guide and accompanying kit focus on health and safety committees, much of the information provided will be applicable to smaller workplaces that have health and safety representatives.

- [Download the Guide for Health and Safety for Committee Members and Representatives](#)
- [Download the Incident and Occupational Disease Investigations Guide](#)
- [Order copies of the Health and Safety Committee Resource Kit \(Maximum 16 per order\)](#)

The Health and Safety Committee Resource Kit provides additional information and materials you can refer to.

ATTACHMENTS

-  [Four steps to resolving a Health and Safety problem](#)
-  [Four myths about workers' compensation](#)
-  [Health and Safety Fact Sheet: Refusing Unsafe Work](#)
-  [Hazard Prevention Program](#)
-  [Hazard vs Risk](#)
-  [Sample Incident Investigation Checklist](#)
-  [Sample Safety Inspection Checklists](#)
-  [Health and Safety Learning Series Pamphlet](#)
-  [Health and Safety Committee Recommendations](#)
-  [Legislation Applying to Health and Safety Committees in Canada by Jurisdiction](#)
-  [Conducting Surveys for Investigations](#)
-  [Terms of Reference for \(Joint\) Health and Safety Committees](#)
-  [Workplace Inspection Guide](#)
-  [Four myths about workers' compensation](#)
-  [Four Steps to Resolving a Health and Safety Problem](#)
-  [Legislative Inspection requirements fact sheet](#)
-  [Violent Incident Report form](#)
-  [Incident Reporting form](#)

CUPE National
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Branch
See Section V.
Resources and
Links.



Health and Safety Guidelines

Incident and Occupational Disease Investigations Guide

CUPE / Canadian Union
of Public Employees
Health and Safety Branch



CUPE National
Health and Safety
Branch
See Section V.
Resources and
Links.

people with symptoms, especially later in the workday. Another is that cleaning products are a common cause of skin problems for custodial staff.

For example, if you have 1 person in an office of 50 that has a headache, it's difficult to pinpoint what the problem could be. But if in that same office, you have 20 people having a headache late in the day, or if that 1 person always complains of headaches after using the photocopier, then you have more information to consider which can help you figure out what might be going on, what the pattern could be about.

Diagrams of work areas or risk maps may help to demonstrate patterns. The diagrams can have symbols or other marks to represent the location of hazards, types of symptoms, number of people affected, movement of workers and materials, location of air ducts, aisles and stairways. Have a key that explains the symbols used in the diagrams.

Conclusions and Recommendations

This part of the investigation should pay special attention to presenting links between the health problem and the workplace. Focus on trying to show:

- workers are suffering from symptoms of disease or illness;
- there is a cause and effect relationship between the hazard and workers' symptoms;
- workers were exposed to the hazard(s) on the job; and
- exposure at work was enough to cause disease or illness.

Remember that definitive proof is not always needed to draw conclusions and make recommendations. You can make assumptions based on the evidence, just as incident investigators do. After all, investigations are supposed to prevent further problems, not lead to ignoring problems for lack of "absolute proof". Remember that the precautionary principle is that in the absence of scientific certainty of safety, you should exercise the highest level of precautions.

Recommendations should follow the hierarchy of controls by first focusing on preventative measures such as removing the source of the problems, then on controls to reduce the risk of exposure. The recommendations should cover short and long-term measures.

Quite often the simplest (and the quickest) way to learn if working conditions are causing health problems is to make a change in the conditions. For example, if workers using cleaning agents have complaints of headaches and dizziness, it may be simpler to try safer substitutes or to implement ventilation controls than to do an intensive investigation.

Additional information on application of the precautionary and the hierarchy of controls can be found in CUPE's Health and Safety Committee Resource Kit.

Be wary of recommending more studies. Further studies for "truth" and "proof" only allow unhealthy or unsafe exposure to continue and delay preventive measures. Also, be careful. An indoor air quality study of the workplace may not detect a localized emission that may be causing a really bad reaction to workers who are inhaling it.

V. Resources and Links

This is a partial list only.
New / updated resources are created weekly.

BC Provincial Health Officer:

- Province-wide restrictions
<https://www2.gov.bc.ca/gov/content/covid-19/info/restrictions>

BC CDC:

- COVID-19
<http://www.bccdc.ca/health-info/diseases-conditions/covid-19>

Government of
BC.
See Section V.
Resources and
Links.

Province-wide restrictions

Province-wide restrictions



Provincial restrictions are in place to help stop the spread of COVID-19. Some restrictions are made by the Provincial Health Officer (PHO) under the Public Health Act and others are made under the Emergency Program Act (EPA). Most orders can be enforced by police and compliance and enforcement officials.

Last updated: **February 8, 2021**

On this page:

- [PHO order on gatherings and events](#)
- [PHO order on restaurants and bars](#)
- [EPA order on masks in public indoor settings](#)
- [Travel advisory](#)
- [Enforcement](#)

PHO order on gatherings and events

This content is a summary of the [PHO order – Gatherings and Events \(PDF\)](#) document. It is not legal advice and does not provide an interpretation of the law. In the event of any conflict or difference between this webpage and the order, the order is correct and legal and must be followed.

By order of the PHO, all gatherings and events are suspended to significantly reduce COVID-19 transmission related to social interactions. The order came into effect November 19, 2020 at midnight and will be kept in place until further notice based on direction from the PHO.

Gatherings at residences or vacation accommodations

No social gatherings of **any size** at your residence with anyone other than your household or, if you live alone, your core bubble. For example:

- Do not invite friends or extended family into your residence or vacation accommodation
- Do not gather in your backyard, patio, driveway or anywhere else on your property
- Do not host playdates for children

V. Resources and Links. Contd.

CUPE Materials BC Region – General Health and Safety:

- CUPE National has a website with many materials:
<https://cupe.ca/health-and-safety>
- Health and Safety Committee Resource Kit:
<https://cupe.ca/health-and-safety-committee-resource-kit>
- CUPE BC OHS Committee materials:
[https://www.cupe.bc.ca/occupational health and safety committee](https://www.cupe.bc.ca/occupational_health_and_safety_committee)
- CUPE BC OHS Committee:
[https://www.cupe.bc.ca/occupational health and safety committee](https://www.cupe.bc.ca/occupational_health_and_safety_committee)

V. Resources and Links. Contd.

CUPE Materials BC Region – COVID-19 Health and Safety:

- CUPE BC OHS Committee – CUPE BC Region COVID-19 Resources

https://d3n8a8pro7vhmx.cloudfront.net/cupebcvotes2014/pages/1551/attachments/original/1603126940/resources_list_COVID-19_2020_09_30.pdf?1603126940

7 pages

CUPE BC REGION COVID-19 RESOURCES

This is a list of resources for SARS-CoV-2 and COVID-19 (the pandemic) from the CUPE BC Region, CUPE National Health and Safety Branch and CUPE Ontario. The CUPE Health and Safety Representatives from across Canada regularly coordinate and jointly work on pandemic-related resources. This document also contains information for filing a WorkSafeBC claim for SARS-CoV-2 and COVID-19 (BC).

Pandemic-related resources are constantly changing and being updated as per the CUPE National Health and Safety Branch website. CUPE creates four pandemic-related resources per month, on average. Most of these are located on the CUPE National Health and Safety Branch website. These are in addition to resources from the CUPE sector specific social media pages and websites, BC Centre for Disease Control, the Office of the Provincial Health Officer (BC), WorkSafeBC, CSA Group, various health authorities, the Federal Government, OHCOW, and other resources.

The resources from the Office of the Provincial Health Officer (BC), BC Centre for Disease Control, health authorities and WorkSafeBC are usually directory, while CUPE resources are for guidance purposes. WorkSafeBC also has documents, forms and other materials for use.

For labour relations, Collective Agreement, human rights, and other health and safety matters please contact the CUPE National Representative.

The science and medical literature regarding the pandemic change, income protection and other resources for workers. Ensure the most current information and resources are being used (and for the correct jurisdiction).

Where links have changed or are broken, please refer to the CUPE National Health and Safety website.

Tom McKenna, CUPE National Health and Safety Representative
October 2020

34 pages

CUPE BC REGION

I. COVID-19 RESOURCES FOR CUPE NATIONAL REPRESENTATIVES

This is a list of resources for SARS-CoV-2 and COVID-19 for CUPE National Representatives in the BC Region. This document also contains information for filing a WorkSafeBC claim for SARS-CoV-2 and COVID-19 (BC). **This document is an internal document and not meant for distribution with the exception of Section II** (which is on the CUPE BC OHS Committee website).

Screenshots of various resources are included to show the appearance of websites.

Pandemic related resources are constantly changing and being updated as per the CUPE National Health and Safety Branch website. These are in addition to resources from the CUPE sector specific social media pages and websites, BC Centre for Disease Control, the Office of the Provincial Health Officer (BC), WorkSafeBC, CSA Group, various health authorities, the Federal Government, OHCOW, and other resources. Ensure the most current information and resources are being used (and for the correct jurisdiction). The resources from the Office of the Provincial Health Officer, BC Centre for Disease Control, health authorities and WorkSafeBC are usually directory, while CUPE resources are for guidance purposes. WorkSafeBC also has documents, forms and other materials for use. **The Office of the Provincial Health Officer and the relevant health authorities should always be the primary source of information.**

Please search for the document link using the title.

For the other CUPE National Health and Safety Representatives, please refer to the document with this document, and, in particular, I would like to thank Paul Sylvestre.

Tom McKenna, CUPE National Health and Safety Representative
November 2020

7 pages

SARS-CoV-2 / COVID-19 Mental Health Resources and Links for CUPE Members - BC Region

January 2021

Tom McKenna, CUPE National Health and Safety Representative BC Region

The pandemic has caused a significant increase in mental health issues across Canada and for Indigenous persons, the LGBTQ2+ community, persons with disabilities, women, younger people, the unemployed, and persons with pre-existing mental health issues in particular. As per News 1130:¹

"While 40 per cent of the 3,027 Canadian adults surveyed said their mental health has declined since March, 21 per cent of Canadians said they are hopeful.

However, the survey was executed in September, before major spikes in daily case counts, increased restrictions, and the recent spate of record-setting deaths in B.C.

Increased feelings of despair and hopelessness were more pronounced in people who identified as Indigenous (54 per cent), LGBTQ2+ (54 per cent), disability (50 per cent) or women (45 per cent).

Those who are unemployed (61 per cent), have a pre-existing mental health issue (61 per cent), and younger people aged 18-24 (60 per cent), also experienced heightened anxiety and stress above the national average."

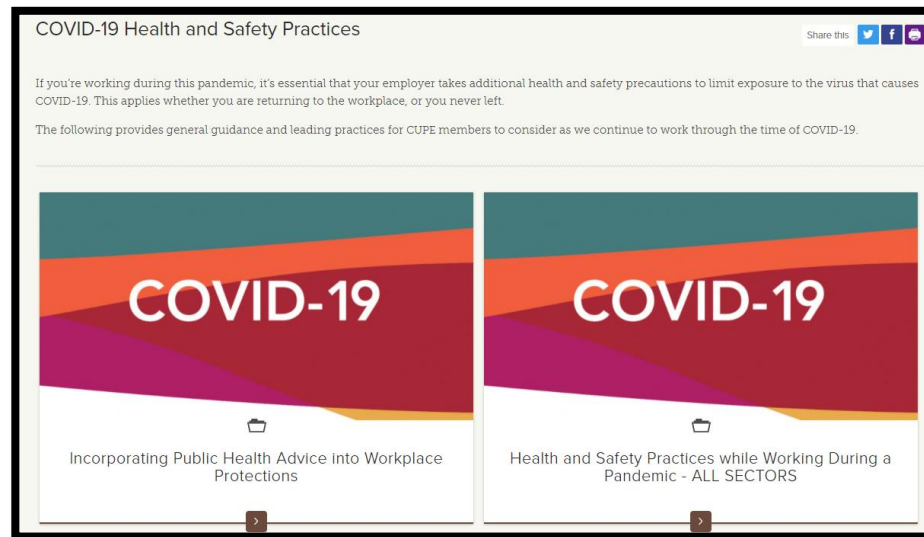
(Emphasis added)

¹ Kelly, A. December 03, 2020. "Such despair they can't see past it": Pandemic-driven mental health crisis on the rise in Canada." City News. News 1130. Retrieved January 26, 2021 from <https://www.citynews1130.com/2020/12/03/covid-19-pandemic-mental-health-crisis-canada/>

V. Resources and Links. Contd.

CUPE Materials CUPE National Health and Safety – COVID-19 Health and Safety (Note: The following illustrations are multiple pages):

- CUPE National – COVID-19 Health and Safety Practices
<https://cupe.ca/covid-19-health-and-safety-practices-0>



2 pages



COVID-19 Contact Tracing by Public Health Units
Mar 8, 2021 COVID-19, Health and Safety



Employer Response for Workers in the case of workplace exposure or transmission
Mar 8, 2021 COVID-19, Health and Safety



COVID-19: Prevention through Ventilation
Feb 22, 2021 COVID-19, Health and Safety



COVID-19: Aerosolization Risk Assessment
Feb 22, 2021 COVID-19, Health and Safety



Safety concerns for the spraying of chemicals to disinfect for COVID-19
Nov 27, 2020 COVID-19, Health and Safety



Self-isolation and quarantine: why it's important
Aug 6, 2020 COVID-19, Health and Safety



General Health and Safety System Checklist for COVID-19
Jul 10, 2020 COVID-19, Health and Safety



Preventing exposure to COVID-19 - Sector-specific resources
Jun 18, 2020 COVID-19, Health and Safety



Good Hygiene Practices and the Respiratory (Cough) Etiquette
May 28, 2020 COVID-19, Health and Safety



Masks and Facial Coverings
Jun 1, 2020 COVID-19, Health and Safety

Preventing exposure to COVID-19 - Sector-specific resources

Jun 18, 2020

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RELATED CONTENT

[COVID-19 Contact Tracing by Public Health Units](#)

[Employer Response for Workers in the case of workplace exposure or transmission](#)

[Employment Insurance and federal recovery benefits: Q&A](#)















[View all](#)

As the global pandemic of COVID-19 persists, CUPE wants to ensure that employers and members continue to implement leading practices to prevent workplace exposure to the virus which causes COVID-19.

The guidance in these documents is specific to the hazard related to COVID-19. It is intended to assist CUPE health and safety activists in their efforts to ensure that adequate protections are in place for members. In the case of those workplace that have suspended operations, the guidance is intended to assist in implementing effective controls prior to the resumption of normal operations.

It remains vital that employers continue to work with their (joint) health and safety committee about the best way to control sector-specific hazards during this pandemic.

ATTACHMENTS

-  [ALL SECTORS](#)
-  [Airlines](#)
-  [Aquatic facilities](#)
-  [Child Care](#)
-  [Community and Social Services](#)
-  [Education sector](#)
-  [Emergency Medical Services sector](#)
-  [Energy sector](#)
-  [Food Management and Services](#)
-  [Health Care and Long-Term Care](#)
-  [Library sector](#)
-  [Municipal sector](#)
-  [Post-Secondary Education sector](#)
-  [School Buses \("Vehicles"\)](#)



General Health and Safety System Checklist for COVID-19

July 10, 2020

The best way to address health and safety concerns is to put the COVID-19 response plan in place before workers are re-introduced into the workplace. Where work has never stopped, existing hazard (or risk) assessments should be reviewed in light of COVID-19. This must be done with a (Joint) Health and Safety Committee or the Health and Safety Representative (HSC/HSR) consultation, as appropriate.

Below is a sample checklist to evaluate the current health and safety system in your workplace as it related to COVID-19. For more information on specific health and safety practices for COVID-19, HSC/HSR resources, and how a hazard/risk assessment can be performed, please visit the CUPE National Health and Safety Section of the website (see links below).

Worker Participation	Yes	No
Are the worker representatives on the HSC selected by the trade union?		
Has the HSC/HSR been consulted about the reopening of the workplace or how COVID-19 may potentially affect workers' health and safety?		
Do(es) the HSC/HSR have a copy of the employer's risk assessment?		
Does the COVID-19 plan include floor plans/layout/tables indicating the locations of COVID-19 control measures in the workplace*?		
Are there clear lines of communication between the CUPE Local Executive and the HSC/HSR?		
Are HSC/HSR members receiving occupational illness notices and information related to COVID-19 exposures?		
Are HSC meetings being held often enough to be useful and relevant to the changing circumstances?		
Are HSC meetings being held in a manner suitable for COVID-19? (For example, are they being held in-person or through an online platform?)		
Was an inspection with worker representative(s) for re-opening performed before workers re-entered a space that was vacated?		
Will the committee or representative be performing increased inspections to ensure COVID-19 precautions are in place?		
Has a workplace COVID-19 policy and plan to implement the policy been prepared with the full participation of the joint health and safety committee (JHSC) or worker health and safety representative?		
Has the employer posted the full workplace COVID-19 policy and plan in the workplace and communicated both to all workers, supervisors, vendors, contractors and clients/customers as appropriate, in writing and/or electronic format?		

*Note – when these are included, it provides specificity to any reader about what will be happening where. Floor plans provide an opportunity to evaluate the space under consideration.

Additional notes or comments or follow-up

V. Resources and Links. Contd.

WorkSafeBC – COVID-19 Health and Safety:

- WorkSafeBC COVID-19 webpage
<https://www.worksafebc.com/en/covid-19>
- COVID-19 Information for Workers
<https://www.worksafebc.com/en/covid-19/covid-19-information-for-workers>
- COVID-19 FAQs
<https://www.worksafebc.com/en/covid-19/health-and-safety/covid-19-faqs>
- Exposure Control Plans, Risk Assessments, Precautionary Principle
<https://www.worksafebc.com/en/law-policy/occupational-health-safety/searchable-ohs-regulation/ohs-guidelines/guidelines-part-06>

WorkSafeBC
See Section V.
Resources and
Links.

The screenshot shows the WorkSafeBC website with a COVID-19 banner. The banner features a blue background with virus-like patterns and the text "COVID-19". Below the banner is an orange box titled "How do I..." containing six links: "Develop, review, and update my COVID-19 safety plan", "See my legal requirements for a COVID-19 safety plan", "Find COVID-19 health and safety resources", "Report a claim if I'm a worker", "Report a claim if I'm an employer", and "Find public health orders and guidance". Below this are three sections: "Keeping workplaces safe" with links like "Controlling exposure" and "Mandatory masks in public places"; "Industry-specific information" with links like "Construction", "Health care", and "Small business"; and "Claims" with links like "Information for workers" and "Information for employers". There is also a "News" section on the right with articles about CEWS support and Super Bowl safety plans.

WorkSafeBC Forms & Resources Law & Policy About Us Contact Us Log in / Create an account

Health & Safety Insurance Claims I Am a... Search worksafebc.com

COVID-19

How do I...

- Develop, review, and update my COVID-19 safety plan
- See my legal requirements for a COVID-19 safety plan
- Find COVID-19 health and safety resources
- Report a claim if I'm a worker
- Report a claim if I'm an employer
- Find public health orders and guidance

Keeping workplaces safe

- Controlling exposure
- PHO order: Worker health checks
- COVID-19 inspections
- Prevention Services data
- Mandatory masks in public places
- COVID-19 vaccinations
- COVID-19 FAQs

More ▶

Industry-specific information

- Construction
- Hospitality
- Gyms and fitness centres
- Personal services
- Health care
- Small business
- Offices
- Restaurants, cafés, pubs, and nightclubs

More ▶

Claims

- Information for workers
- Information for employers
- Claims data

Other

- Insurance
- WorkSafeBC's COVID-19 Safety Plans

News

Continued support for employers receiving CEWS
Published on: March 01, 2021

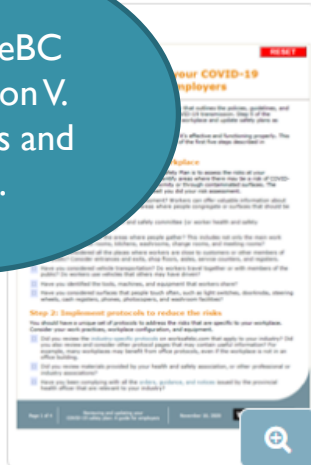
WorkSafeBC engaging with industry to remind employers and workers to prioritize COVID-19 health and safety ahead of long weekend
Published on: February 12, 2021

WorkSafeBC expects bars, pubs, and restaurants to revisit COVID-19 safety plans ahead of Super Bowl
Published on: February 05, 2021



Reviewing and updating your COVID-19 safety plan: A guide for employers

WorkSafeBC
See Section V.
Resources and
Links.



This guide will help employers review their COVID-19 Safety Plan to ensure it continues to be effective and functioning properly. As an employer, you're required to have a safety plan that outlines the policies, guidelines, and procedures you've put in place to reduce the risk of COVID-19 transmission. You must also review and update your plans if conditions change or in response to Provincial Health Officer orders.

Additional resources and information about COVID-19 are also available.

[Download PDF](#)

Also available in: Tiếng Việt, ਪੰਜਾਬੀ, 한국어, 中文 (繁體), 中文(简体), Español, Français

Publication Date: Nov 2020

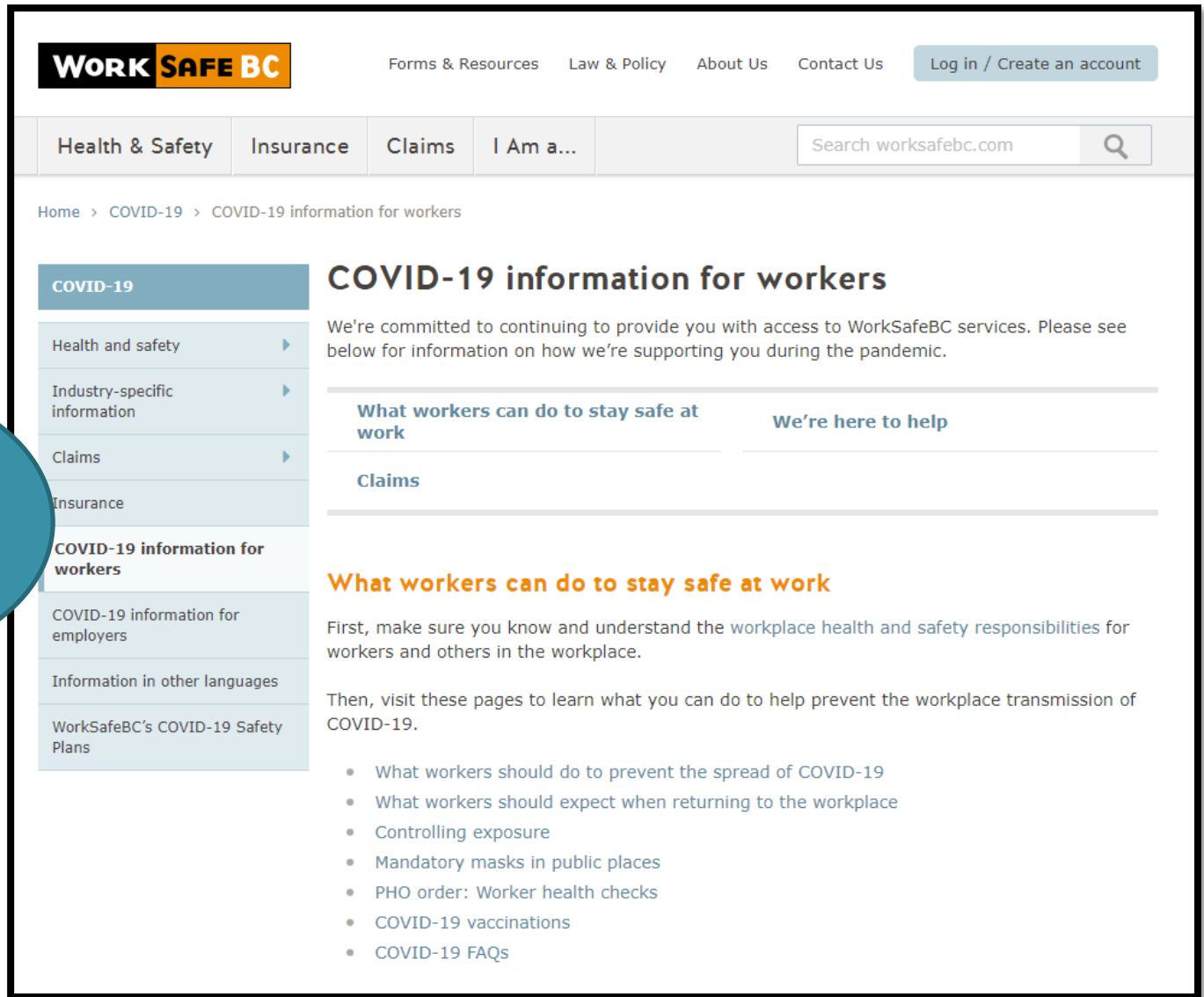
File type: PDF (230 KB)

Asset type: Guide

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WorkSafeBC
See Section V.
Resources and
Links.



The screenshot shows the WorkSafeBC website. The top navigation bar includes the WorkSafeBC logo, links for Forms & Resources, Law & Policy, About Us, Contact Us, and a Log in / Create an account button. Below this is a secondary navigation bar with links for Health & Safety, Insurance, Claims, and I Am a... A search bar is also present. The main content area is titled 'COVID-19 information for workers' and includes a sidebar with links to Health and safety, Industry-specific information, Claims, Insurance, COVID-19 information for workers (selected), COVID-19 information for employers, Information in other languages, and WorkSafeBC's COVID-19 Safety Plans. The main content area features a heading 'COVID-19 information for workers' followed by a paragraph stating the commitment to providing services during the pandemic. Below this are two tabs: 'What workers can do to stay safe at work' (selected) and 'We're here to help'. Under the selected tab, there is a sub-heading 'Claims' and a section titled 'What workers can do to stay safe at work'. This section includes a paragraph about understanding workplace health and safety responsibilities and a list of actions workers can take to prevent the spread of COVID-19.

WORKSAFE BC Forms & Resources Law & Policy About Us Contact Us Log in / Create an account

Health & Safety Insurance Claims I Am a... Search worksafebc.com

Home > COVID-19 > COVID-19 information for workers

COVID-19

- Health and safety
- Industry-specific information
- Claims
- Insurance
- COVID-19 information for workers**
- COVID-19 information for employers
- Information in other languages
- WorkSafeBC's COVID-19 Safety Plans

COVID-19 information for workers

We're committed to continuing to provide you with access to WorkSafeBC services. Please see below for information on how we're supporting you during the pandemic.

What workers can do to stay safe at work

We're here to help

Claims

What workers can do to stay safe at work

First, make sure you know and understand the workplace health and safety responsibilities for workers and others in the workplace.

Then, visit these pages to learn what you can do to help prevent the workplace transmission of COVID-19.

- What workers should do to prevent the spread of COVID-19
- What workers should expect when returning to the workplace
- Controlling exposure
- Mandatory masks in public places
- PHO order: Worker health checks
- COVID-19 vaccinations
- COVID-19 FAQs

WorkSafeBC
See Section V.
Resources and
Links.

[Forms & Resources](#)
[Law & Policy](#)
[About Us](#)
[Contact Us](#)
[Log in / Create an account](#)

[Health & Safety](#)
[Insurance](#)
[Claims](#)
[I Am a...](#)

[Home](#) > [COVID-19](#) > [Health and safety](#) > [COVID-19 FAQs](#)

COVID-19

[Health and safety](#)

- What employers should do
- What workers should do
- Controlling exposure
- Mandatory masks in public places
- PHO order: Worker health checks
- COVID-19 vaccinations
- COVID-19 inspections
- COVID-19 FAQs**
- Prevention Services data
- Links to public health orders and guidance

[Industry-specific information](#)
[Claims](#)
[Insurance](#)

[COVID-19 information for workers](#)
[COVID-19 information for employers](#)
[Information in other languages](#)
[WorkSafeBC's COVID-19 Safety Plans](#)

COVID-19 FAQs

Below are answers to frequently asked questions from British Columbian workers and employers focusing on how to maintain a healthy and safe workplace during the COVID-19 outbreak. Questions and answers are grouped under various topic headings.

The information on this page is based on current recommendations and may change. For the latest guidance, please see the following websites:

- [British Columbia Centre for Disease Control](#) for health information
- [Government of British Columbia](#) for the latest news
- [Office of the Provincial Health Officer](#) for the latest orders

COVID-19 safety plans

Every employer is required to have a COVID-19 safety plan that assesses the risk of exposure at their workplace and implements measures to keep their workers safe.

To help you develop your plan, this page provides information and resources on keeping workers safe in industries that have been providing essential services since the start of the COVID-19 outbreak. For additional information, also see:

- Industry-specific information for details on developing a safety plan, including a template for a COVID-19 Safety Plan
- Our COVID-19 Safety Plan OHS Guideline, which includes information on the level of detail required and using supporting documentation
- Reviewing and updating your COVID-19 safety plan: A guide for employers, which will help you ensure your plan continues to be effective and functioning properly

WorkSafeBC will be reviewing plans of individual employers during their inspections of your workplace. Please be reminded that in accordance with the order of the provincial health officer, this plan **must be posted** at the worksite and posted to the website, if there is one. During a WorkSafeBC inspection, we will ask employers about the steps they have taken to protect their workers and to see their plan. To learn more, read [Inspections during the COVID-19 pandemic](#).

[COVID-19 safety plans](#)
[Employer obligations](#)
[Joint health and safety committees and worker representatives](#)
[Mental health](#)
[Incident investigations](#)

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WorkSafeBC
See Section V.
Resources and
Links.

Industry-specific information	<p>detail required and using supporting documentation</p> <ul style="list-style-type: none"> Reviewing and updating your COVID-19 safety plan: A guide for employers, which will help you ensure your plan continues to be effective and functioning properly
Claims	
Insurance	
COVID-19 information for workers	<p>WorkSafeBC will be reviewing plans of individual employers during their inspections of your workplace. Please be reminded that in accordance with the order of the provincial health officer W, this plan must be posted at the worksite and posted to the website, if there is one. During a WorkSafeBC inspection, we will ask employers about the steps they have taken to protect their workers and to see their plan. To learn more, read Inspections during the COVID-19 pandemic.</p>
COVID-19 information for employers	
Information in other languages	
WorkSafeBC's COVID-19 Safety Plans	

COVID-19 safety plans	+
Employer obligations	+
Joint health and safety committees and worker representatives	+
Mental health	+
Incident investigations	+
Exposure control plans	+
Illness in the workplace	+
Workplace entry restrictions	+
Health monitoring and temperature checks	+
Workers moving between locations	+
Personal protective equipment	+
COVID-19 safety in vehicles	+
Worker accommodation	+
Resolving concerns about unsafe work	+
Getting help	+


WorkSafeBC
See Section V.
Resources and
Links.

WORK SAFE BC

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Health & Safety Insurance Claims I Am a... Search worksafebc.com

Handbook for Joint Health and Safety Committees



Joint health and safety committees play a key role in workplace health and safety, and can assist employers with reducing injuries and disease. The intent of this handbook is to support effective joint committees in B.C.

Note: Housekeeping changes to this resource were made to reflect numbering changes in the *Workers Compensation Act*, which took effect on April 6, 2020. For more information, view [amendments](#) and [revisions](#) to the Act.

Download PDF

Publication Date: Apr 2020

File type: PDF (985 KB)

Asset type: Book

Reference: BK160

Available from the WorkSafeBC Store

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