

Women in the trades



Workplace Safety and Health

Carlos Vicente

WSH Training and Development Officer

Part 1

General requirements

General Requirements

Responsibilities

Owner

- Ensure that property is provided and maintained in a manner that does not create risk.
- Co-operate with anyone exercising a duty imposed by the act and regulations.
- Comply with The Act and regulations

General Requirements Responsibilities **Employers**

- Have the greatest degree of control, therefore the greatest degree of responsibility
- Take all reasonable precautions to protect the health, safety and welfare of workers on the job
- Ensure workers are trained to do their jobs safely
- Ensure workers are appropriately supervised
- Implement a written safety and health program in workplaces with 20 or more workers
- Ensure a workplace safety and health committee is established

General Requirements Responsibilities

Prime Contractor

- Ensure everyone working on project complies with Act and regulations
- Coordinate, organize and oversee work to protect safety and health
- Comply with The Act and regulations
- Co-ordinate safety and health programs of contracted employers
- Establish project safety and health committee if 20 or more workers /
90 days

General Requirements

Responsibilities

Supervisors

- Must take reasonable precautions to protect the safety and health of workers under their supervision (includes volunteers, students, etc.)
- Required to advise workers about safety and health hazards
- Ensure proper health and safety policies, practices, and procedures are followed
- Ensure workers are trained to perform work/duties that is assigned to them

General Requirements Responsibilities

Workers

- Workers are required to take precautions to protect their own safety and health and that of others
- Must wear or use protective equipment
- Must co-operate with management
- Workers have a responsibility to report safety and health hazards

WSH Involvement?

Contact with Client Services

- Consultation
- Tip (confidential vs anonymous)
- Discriminatory Action
- Right to Refuse
- Reporting a Serious Incident

Proactive Initiatives

- High Hazard Workplaces
- Higher than average injury/ illness rate
- Repeated non-compliance
- Fail to notify of serious incidents, suspended platform use, excavations, asbestos abatement
- Vulnerable workers; manufacturing, agriculture, temp agencies and social services
- Musculoskeletal injuries
- Supervision and Training

Scope

Client Services YTD

Total Calls – 7317
Assigned Tips – 1194

Inspections – 3538
Improvement Orders – 5281
Stop Work Orders - 311
Admin penalties – 8

Construction

Inspections - 1641
Improvement orders – 792
Stop Work Orders – 16
Actual improvement orders issued - 1602

Powers of a SHO Section 24(1)

- Arrive without advanced notice
- Enter any premise where work takes place.
- Take photos, measurements, samples
- Gather information and documents
- Issues Orders or Stop Work Orders
- Consult with technical or scientific experts

Part 2

Gender specific issues

Gender specific issues

Pregnant or nursing workers

- **2.5** When a worker informs her employer that she is pregnant or nursing, the employer must
 - (a) inform the worker of any known or foreseeable risk that conditions at the workplace pose or may pose to the safety or health of the worker or to her unborn or nursing child; and
 - (b) so far as is reasonably practicable,
 - (i) take steps to minimize the exposure of the worker to the condition that creates the risk, or
 - (ii) if alternate work is available that involves no risk or less risk and the worker is reasonably capable of performing that work, assign the worker temporarily to that alternative work without loss of pay or benefits.

Gender specific issues

Number of toilet facilities and washbasins

4.7 Subject to the provisions of the *Manitoba Building Code*, an employer must ensure that a workplace has the number of toilets and washbasins in separate facilities for each sex as provided in the following table.

Table		
# of Workers of the Gender	Minimum # of Toilets for that Gender	Minimum # of Washbasins for that Gender
1 - 10	1	1
11 - 25	2	2
26 - 50	3	3
51 - 75	4	4
76 - 100	5	5
Over 100	6, plus an additional one for each additional 30 workers	6, plus an additional one for each additional 30 workers

Gender specific issues

Toilet facilities

- **4.8(1)** Despite section 4.7, a workplace may have one toilet facility for the use of both sexes if
 - (a) the total number of workers present at the workplace at one time is never more than 10; and
 - (b) the door to the toilet facility can be locked from the inside.



Gender specific issues

- 4.8(3)** An employer must ensure that each toilet facility at a workplace
- has a legible sign posted on or near the door leading to each facility, which denotes the sex of those entitled to use a toilet facility;
 - is used only as a toilet facility;
 - is kept free from obstacles or obstructions;
 - is kept clean, sanitary and in good working order;
 - is supplied with
 - toilet tissue at each toilet at all times, easily cleanable containers for waste materials, and
 - a covered disposal container for feminine hygiene products near each toilet used by women;
 - except for a urinal, is equipped with an individual compartment and a door that can be locked from the inside; and
 - is adequately heated, illuminated and ventilated.

Gender specific issues

4.9(2) An employer must ensure that a washbasin

- is located in close proximity to each toilet;
- has a supply of clean hot and cold water;
- is supplied with soap and individual disposable clean towels or other suitable means of cleaning and drying hands; and is kept clean, sanitary and operational.

Hand cleaning facilities at construction project site

4.10 If it is not reasonably practicable to provide washbasins at a construction project site, an employer and prime contractor must ensure that alternative adequate washing facilities are provided, such as waterless hand cleaners, hand sanitizers, clean water, soap and towels or other suitable facilities.

Part 3

Regulatory amendments (Changes)

Regulatory changes Harmonized (Nov 2018)

- Part 5 – First aid
 - Training requirements Reference CSA Z1210
 - First aid kits Reference CSA Z1220
 - First aider 1,2,3 is now Basic, Intermediate and Advanced
- Part 6.7 – High Visibility safety apparel
 - Added CSA Z96.1 to reflect selection criteria
- Part 6.15.1 Atmosphere supplying respirators
 - Requirement moved to ensure that the air purity requirements apply whenever these respirators are supplied.

Regulatory changes Harmonized (Nov 2018)

- Part 6.17 Floatation devices
 - Minor changes to provide clarity when PFD's are required
 - Section was reorganized for clarification.

- Part 12.3 Hearing protection
 - Baseline test within 6 months (70 days)
 - Annual test now every two years.

Regulatory changes Major Amendments

- OCCUPATIONAL EXPOSURE LIMITS
- ADOPTING STANDARDS
- TWO-TIERED CONFINED SPACE
- ROPE ACCESS

Regulatory changes Major Amendments

- IMPAIRMENT
- ALIGNING REQUIREMENTS FOR FIXED LADDERS
- SAFETY AND HEALTH COMMITTEES
- COMPETENT MUSCULOSKELETAL INJURY
ASSESSMENTS
- DEFINITION OF FLAGPERSON

Resources

- Workplace Safety and Health website
 - <https://www.manitoba.ca/labour/safety/>
- Safe work Maanitoba
 - <https://www.safemanitoba.com/>
- Construction safety association of Manitoba (CSAM)
 - <https://www.constructionsafety.ca/>
- Manitoba heavy construction association
 - <http://mhcaworksafely.ca/>

Questions?

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